

Parents Who
LEAD



The
Leadership Approach
You Need to
Parent with Purpose,
Fuel Your Career,
and
Create a Richer Life

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WORKBOOK



OVERVIEW

Welcome!

We wrote *Parents Who Lead* to bring the science of leadership to the art of parenting. We want to help you lift your head up and out of the chaos and craft a way – together, with your family – to build something different, something that serves your career, your life as a parent, and your other aspirations in life. We invite you to join us, to read the book and use the tools we’ve developed so that you can achieve greater connection, engagement, and success – as *you* define it.

This workbook is a companion to *Parents Who Lead*. It has some of the exercises (listed on the next page) we describe and illustrate in the book. We invite you to use this workbook as a space to write, vent, doodle, reflect, analyze, and dream. Get what’s in your head and heart on to paper. Use this workbook as conversation starter with the people who matter most to you – to share your responses (in whatever way you see fit) as a catalyst for dialogues about your values, goals, and action as you strive to create a better tomorrow for you, your family, your career, and your world. We’ve pared down the descriptions of these selected exercises from the book and provided space for writing. Please refer back to the book for more context, examples, and instructions for these exercises.

Thank you for joining us. We know it isn’t easy to make this investment in growing your capacity as a parent who leads, but we are confident you’ll find it’s worth it. We’d love to get your reactions and ideas, so please get in touch at admin@totalleadership.org.

With hope and love for the next generation,

Stew and Alyssa



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TAKE THE FOUR-WAY VIEW

In Chapter 3, we introduce the concept of the four-way view. For simplicity's sake, we focus on four major arenas of life, what we refer to as the four domains: work, home, community, and self (mind, body, and spirit). Taking the four-way view means seeing how these domains of life are interconnected. Each facet of our lives informs and influences the others. The four-way view allows us to not just see the many dimensions of our lives, but also enables us to cultivate greater harmony among them. On the next page, we've provided space for you to take the four-way view for yourself, to think about how the different parts of your life are connected, and to begin to identify opportunities to make things better.

The second column asks you how important each of the four domains is to you. These numbers should add up to 100 percent. If all four parts are of equal importance to you, then it's 25, 25, 25, and 25. If family is the only thing that matters, then it's 0, 100, 0, and 0. Play around with these numbers until they seem right.

Next, think about how much attention you actually focus on each domain in a typical week or a typical month. Assign a percentage to each domain to represent the portion of your attention you devote to each domain and be sure that these numbers also add up to another 100 percent.

Finally, in the last column, rate how satisfied you are with each domain on a scale of 1 to 10, with 1 meaning "not at all satisfied" and 10 meaning "fully satisfied." If you are brimming with a sense of fellowship because of the fullness of your church life, give community a 9 or a 10. If you never find time to take care of your physical health or to relax, this would push your self score down the scale. This is your subjective sense of how things are going for you in this area of your life — as you see it, how you feel about it, not how others would assess this from their vantage point.



My four-way view

Domain	Importance	Attention	Satisfaction (1-10)
Career	%	%	
Family	%	%	
Community	%	%	
Self	%	%	
	100%	100%	

After you've completed the table, write your responses to these questions:

1. How are the different numbers in your table connected to each other?

2. What patterns do you see that tell you what's working well and what's not?

3. What's the biggest obstacle you would face, *besides time*, in trying to change things to increase overall satisfaction and generate a greater feeling of harmony?



**ASSESS YOUR PARTNER’S FOUR-WAY VIEW AND
WHAT YOU NEED FROM EACH OTHER**

The next step in taking the four-way view involves considering your partner in parenting. This activity is designed to help you explore interconnections between your life and your partner’s, from the point of view of the four domains. Your partner in parenting is someone with whom you share responsibility for raising children, which might be your romantic partner, your ex-spouse who is parent of your children, or another close family member.

Complete the four-way view table, again. But this time, complete it about each other. Don’t fuss about your accuracy: you’re simply providing your best, subjective estimate about your partner. How important do you believe your partner feels each of the domains are? From your perspective, how much attention does your partner pay to each? How satisfied do you think your partner is (from 1 to 10, with 1 meaning “not at all satisfied” and 10, “fully satisfied”) in each domain?

My partner’s four-way view

Domain	Importance	Attention	Satisfaction (1-10)
Career	%	%	
Family	%	%	
Community	%	%	
Self	%	%	
	100%	100%	



CATALOG WHAT YOUR CHILDREN NEED

As we guide our children toward compassionate, contented, and confident lives, we face a leadership challenge: how to do so while at the same time investing in what matters most to *us* in other areas of our lives. Essential to this process is finding out what they need. In Chapter 4, we invite you to see parenting in view of your whole life and engage with your children in fresh and meaningful ways. To do this, you need to be clear about what your children really need from you (and what they *don't* really need) and how these interests fit into the big picture of your life and of your lives together. We describe four categories of what children need and, in this exercise, ask you to explore those in relation to your unique children.

Write about what each of your children needs at this point in their lives, recognizing that this will shift, of course, as they develop. This is a chance to question your assumptions about what your children really require. In other words, do your best to differentiate what *you* think they need from what *they* want. Consider, also, how well you're meeting their needs. It's fruitful to take stock of how things are going right now to identify opportunities for growth and improvement. Leaders, remember, deal with reality and try to make it better.

On your own, think through each of the four categories describe in Chapter 4 (safety and security, values and morality, attention and affection, clear expectations) for each of your children, and compose notes about what you think each one needs, in light of any unique circumstances in their lives.

Start by responding to these prompts:

1. What does each of your children need to feel safe and secure? How you can best prepare them to develop the self-reliance to navigate the world? On a scale of 1 (poorly) to 10 (fully), where do your efforts currently fall?



2. What does the collective vision you created in chapter 2 reveal about your priorities for the values you wish to instill in your children? What behaviors do you want to model to teach them about what matters most to you?
3. What does each of your children really need in terms of your attention and affection? Would they benefit more from thirty minutes of your full attention or three hours of your divided attention?
4. To what extent are you being clear with each of your children about what you expect from them? On a scale of 1 (not at all) to 10 (completely), how clear and consistent are you?



3. What are you going to specifically do for this experiment?

4. How will this experiment yield family four-waywins?

5. How will you evaluate whether this experiment is succeeding?

6. What obstacles might you need to surmount?

7. What assets (strengths, resources, momentum) might propel your movement?

8. What do you expect to learn from this experiment, whether or not it succeeds?



Fill Out Scorecards

Scorecards are used for tracking your progress toward goals. The table on the next page is a template for you to use in creating — in whatever form works best for you — a scorecard. Write the name of the experiment at the top and then take a few minutes to complete each cell. Our advice: Don't skip any of the cells and, if need be, stretch your imagination to see how the experiment you're trying could, even if indirectly or over some period of time, have a positive impact on each of the domains listed.

Goals. For each experiment, describe the intended effect (that is, your hypothesis)—either the direct or indirect impact—you expect it to have on your *family* domain (separately on both your partnership and on your children) and then on each of your *career*, *community*, and *self* domains. Replace “Partner A” and “Partner B” with your actual names in the charts.

Metrics. For each row, note what information you'll have access to that will indicate your progress, or lack of it. This data can be quite objective (for example, how many hours you work, how much you weigh, your children's grades in school, the number of outings you take together) or entirely subjective (for example, how you feel about your relationship, whether your work colleagues see you as having energy and empathy, or how spiritually alive you feel).



Name of experiment: _____

Domain	Goal: Intended Impact	Metric: Measurement of Impact
Family: Our Partnership		
Family: Our Children		
Career: Partner A		
Career: Partner B		
Community: Partner A		
Community: Partner B		
Self: Partner A		
Self: Partner B		