

A COMPANION WORKBOOK

The Power of Perspective

Action Guide

How Great Leaders See More, Connect Better, and Build Stronger Cultures

by Rikki Harris

Companion to the book · rikkiharris.com/bonus

How to Use This Guide

You just read (or are reading) *The Power of Perspective*. This guide is where the ideas become action. It helps you put the book to work on your leadership, your team, and your culture.

The book makes one core argument:

Perspective — choosing compassion and curiosity over judgment — is a strategic leadership skill, not a soft one. It's what turns a set of tasks back into leadership, and it's a primary lever on the workforce mental-health crisis.

THREE WAYS TO USE IT

1. Alongside the book. Do each chapter's prompts right after you finish that chapter.
2. As a leadership retreat. Block a half-day and work straight through Parts I–IV.
3. With your team. Bring the Part III and IV exercises to a leadership offsite.

There are no wrong answers. Write honestly — this is for you. Keep what you write; the book asks you to revisit it as you grow. Date your answers so you can see how your perspective shifts over time.

What's Really Going On at Work?

Before we fix anything, we have to see clearly. Part I is about telling the truth — about the workplace, about mental health, and about ourselves as leaders.

Clarity Begins with You

You can't give your team a clarity you don't have. Part II turns the lens inward — your humanity, your story, and a concrete plan to keep yourself grounded.

Perspective Starts at the Top

The organization's perspective starts with the leader's. Most of what clouds our vision is fear — and fear hides its real cause.

Find it in the book → Chapter 8 — Perspective Starts at the Top · book p. pending

- When did you last truly give in to fear as a leader? What made you choose that over courage?
- On a 1–10 scale, where are you between conflict-avoidant (1) and addressing conflict head-on in a healthy way (10)? ___ — give a recent example.

The “Why ×7” exercise — choose a fear, conflict, or dilemma you're facing now. Write it, then ask “Why?” seven times to reach the real driver.

The thing I'm avoiding:

Why? 1.

Why? 2.

Why? 3.

Why? 4.

Why? 5.

Why? 6.

7. The real cause:

THIS WEEK Name the fear behind one decision you've been avoiding — then make the call.

Your response

Creating a Culture That Works for People

Now we turn outward. Part III is the cultural operating system: safety, meaning, resilience, and the relationships that make people stay.

Leading with Clarity, Strength, and Perspective

Perspective also clarifies what we'd rather avoid: hard conversations, transitions, and the legacy we're building right now.

Taking Perspective on Your Legacy

Legacy isn't applause or buildings — it's how you made people feel, and whether the people you led now lead others better. Great leaders create more great leaders.

Find it in the book → Chapter 16 — Taking Perspective on Your Legacy · book p. pending

The legacy letter — imagine you're at your retirement party. A well-loved colleague steps to the mic. Write what you hope they'd say.

- What accomplishments would they recognize?
- What character qualities would they applaud?
- Most importantly — what would they say about how you made people feel?

THIS WEEK Re-read your legacy letter and change one thing about how you lead this week to match it.

Your response

Your Next Chapter of Perspective

You've now looked honestly at the workplace, at yourself, at your culture, and at your legacy. Perspective isn't a one-time exercise — it's a practice. Come back to these pages quarterly and notice what's shifted.

THREE THINGS TO DO THIS WEEK

1. Pick the one Clarity Plan step (Chapter 7) you'll start today.
2. Schedule the one hard conversation (Chapter 13) you've been avoiding.
3. Re-read your legacy letter (Chapter 16) and ask: is how I'm leading this week building toward it?

Keep going with Rikki

Read the book — *The Power of Perspective* — available now.

Listen — the CAN+DID podcast, cohosted by Rikki.

Bring Rikki to your team or stage — for a keynote or workshop.

Help another leader find this — if the book helped you, leave an honest review.

Stay connected — join the list for tools, talks, and new resources.

“Great leaders create more great leaders.”

— *Rikki Harris*