



PIP Module 5 Sustainable Leadership Practice Worksheet

Sustaining Yourself While Leading Others

This worksheet is designed to support reflection on resilience, recovery, boundaries, imposter syndrome, and leading through uncertainty. This reflection worksheet includes imposter syndrome reflection prompts, opportunities to identify resiliency strategies, and a template for your personal sustainability plan.

How to Use This Worksheet

This worksheet is a personal reflection tool designed to support your leadership growth. Your responses will not be submitted or evaluated, so challenge yourself to answer honestly and thoughtfully.

As you work through the prompts, focus on the **one or two areas that feel most relevant to your current leadership journey**. You do not need to complete everything at once. Instead, use this worksheet as a resource to revisit over time as your experiences and responsibilities evolve.

Complete the final section by creating a realistic **30-day Sustainable Leadership Action Plan** to support your continued growth and well-being.

Imposter Syndrome & Leadership Identity

Many emerging leaders experience moments of self-doubt, particularly when stepping into unfamiliar responsibilities or environments.

Reflect

When do you feel most confident in your leadership abilities?	
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When are you most likely to question your competence or readiness to lead?	
What experiences, accomplishments, strengths, or values remind you that you belong in leadership spaces?	

Reframing the Narrative

Identify a recurring self-doubt or limiting belief that shows up in your leadership journey.

What is the self-doubting story I sometimes tell myself:

Now reframe it from a more balanced and compassionate perspective:



Resilience & Recovery

Resilient leaders recognize that recovery is not something that happens after burnout. Recovery is something intentionally built into daily and weekly practice.

Reflect

What are the first signs that tell you that you are becoming overwhelmed or depleted?	
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How do stress and fatigue tend to show up in your work, relationships, or leadership?	
What practices help you reconnect with yourself when you feel stretched too then?	

Leadership Resiliency Strategies

What are three practices you want to intentionally strengthen over the next six months?

Practice	Why It Matters to Me



Boundaries & Sustainable Leadership

Leadership often requires navigating multiple roles, responsibilities, and competing demands. Boundaries help protect energy, focus, and relationships.

Reflect

Which boundaries currently feel strongest in your life?	
Which boundaries feel most difficult to maintain?	
Where do you notice tension between your professional responsibilities and personal well-being?	
What is one boundary you need to strengthen to support your long-term sustainability?	

Boundary Action

What is one boundary I will intentionally practice this month:

What support or accountability will I need to maintain it:

Leading Through Uncertainty

Healthcare leaders are often called to make decisions without complete information, navigate change, and support others through ambiguity.

Reflect

What uncertainty are you currently navigating in your professional life?	
What emotions arise when you think about this uncertainty?	
What personal strengths or leadership qualities help you remain grounded during times of change?	
How can uncertainty become an opportunity for growth rather than a source of fear?	

Personal Sustainability Plan

Consider the habits, relationships, and resources that will help you sustain your leadership practice over time.

Area of Focus	Current Reality	Desired Future	One Action Step
Leadership Development			
Clinical Practice			
Physical Well-Being			
Emotional Well-Being			
Relationships & Support			
Boundaries & Recovery			

Final Reflection

What is your biggest takeaway from this module?

What commitment are you making to support your own sustainability over the next 30 days?