

## STEPPING UP TO MANAGEMENT AND LEADERSHIP TRUST & BELONGING POSTWORK

### Creating your Authentic Origin Story – The stories that make us.

The stories we tell about our origins can shape how we think and act – helping us make sense of and communicate who we have “become” over time.



Origin stories come in many forms: tales of how we entered a profession, accounts of how we met our significant other or even how we emerged as a new person after a crisis. Despite our natural inclination toward telling these stories, we rarely examine what we include in those accounts and how those choices shape our present reality.

### Activity

1. Ahead of your Momentum Session, work on your own origin story. You'll need to share this with people you work with and be comfortable sharing either your story or your experiences and feedback next time.
2. Read your management styles chapter again and reflect on your areas for development to be a leader who creates an environment where people feel they belong and can speak up. Note down your answers in the back of your learner log.

Origin stories tend to take four forms:

- **Being:** The leaders who adopt this lens suggest that they had “always thought of themselves as leaders.” They highlighted a natural call to leadership that started in childhood or early school years, perhaps organising kids in the neighbourhood or becoming captains of sports teams. In describing their current leadership, people who use this lens often note their personal qualities, such as confidence and optimism, and their natural leadership style.
- **Engaging:** Leaders who use this lens believe their leadership originated when they were compelled to address an urgent need. The people who used this lens took it upon themselves to change unsatisfactory practices: starting a new organisation, volunteering to tackle a challenge or liaising between two groups in conflict. In the present, these leaders gravitate towards a more facilitative leadership style, focusing on engaging others and enabling collective action.
- **Performing:** Do you feel a sense of duty to the organisation? Or perhaps you often feel protective of your team? Leaders who adopt this lens often recount their leadership as emerging from the achievement of a particular position. This group tends to describe themselves as having paternalistic leadership styles, marked by a demonstration of control, support and guidance of their team.
- **Accepting:** Those who use this lens didn’t think of themselves as leaders until they realised that others were following them. They recalled suddenly noticing that people were coming to them for answers, guidance and support. This group of leaders tend toward supporting or serving the needs of others above themselves, often with a low-key demeanour.

## Suggested Resources and Further Reading

### Books

#### Books

Simon Sinek – [Start with Why](#). You can get a summary of the book [here](#).

Becoming – Michelle Obama

#### Articles

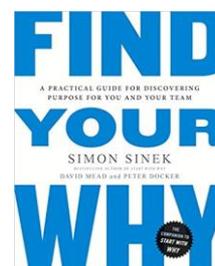
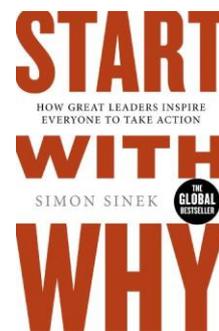
[3 Reasons Why You Must Become an Expert at Telling Your Own Story](#) by Jeff Goins

[11 Powerful Ways to Tell your Story](#) by Bruna Martinuzzi

[Harvard Business Review What's your Story?](#) By Herminia Ibarra and Kent Lineback

[Origin Stories: Telling Your Story Humanizes Companies and Builds Culture](#)

EQ Test <https://www.iq-test.net/eq-test.html>



How to claim leadership? Tell your story! | Peter Perceval



My journey from Marine to actor | Adam Driver



Breaking Glass a leadership story: Dima Ghawi



What Is Your Origin Story? | Zach Barak



Brené Brown Reveals Which Four Skill Sets Make the Best Leaders



Meet The Author: Michelle Obama