

Your Inner Circle: Are They a Catalyst or an Anchor?

- Place names of colleagues, friends and others within the circles regarding their proximity to you, noting who is part of your inner circle today, who is in the next circle out and who may be in the outer circle/band.
- Next, decide who gets arrows: either an arrow away from the center or an arrow toward the center.
- Finally, determine what actionable steps you will take to adjust your inner circle moving people inwards or outwards.

[\(See the Leadership Learning Moment related to this tool\)](#)

