# EQi & Ownership Reflection Worksheet

Ownership, within the COLT Blueprint, means taking full responsibility for your actions, results, and the experience you create for others. Through the lens of Emotional Intelligence (EQi), ownership is about recognizing how your emotions influence your decisions and how accountable leadership is rooted in self-awareness and self-regulation.

## Section 1 – Self-Reflection Prompts

• When was the last time I took full responsibility without shifting blame?

• How do I react emotionally when outcomes aren’t as expected?

• What messages do my actions send about accountability?

• When have I modeled ownership in front of my team?

## Section 2 – Leadership Behavior Self-Check

Rate yourself from 1 (Rarely) to 5 (Consistently):

□ I pause to reflect before reacting to difficult feedback.

□ I admit my mistakes openly and without excuse.

□ I follow through on commitments even when it’s uncomfortable.

□ I model the behaviors I expect from others.

□ I seek feedback about how I impact others emotionally.

## Section 3 – Key Takeaways

• I recognize that I need to improve \_\_\_\_\_\_\_\_\_.

• This week, I will hold myself accountable by \_\_\_\_\_\_\_\_\_.

• I will invite feedback from \_\_\_\_\_\_\_\_\_ about how I demonstrate ownership.

"Accountability is the glue that ties commitment to results."