

Level Up

GUIDE

THE
LEADERSHIP ICEBERG
W/JOHN BARRETT



SESSION SUMMARY:

Leadership success operates like an iceberg, with only 20% visible above the surface while 80% remains hidden beneath. The visible portion encompasses public influence, observable results, and recognition from others. However, the critical foundation beneath includes extensive personal development, mindset work, emotional intelligence growth, and self-discipline practices. Many aspiring leaders fall short by focusing solely on visible results while neglecting the foundational work. Successful leadership requires consistent investment in personal growth through reading, podcasts, mentorship, and coaching. Leaders must also help their team members understand the importance of personal development and provide resources for growth. The path to effective leadership isn't built overnight - it requires deliberate, ongoing work on both visible impact and the crucial foundation that supports it.

GROUP QUESTIONS:

- What aspects of your life or leadership do you think people see (the 20% above water)?
- What are you currently doing to develop yourself in the 80% below the surface?
- Which area of personal development do you find most challenging: mindset, discipline, or vulnerability?
- How do you currently invest in your personal growth (books, podcasts, mentors, etc.)?
- What sacrifices have you made or are you willing to make for your leadership development?
- How can you better balance the visible aspects of leadership with the hidden work of personal development?
- What's one area 'below the surface' that you need to strengthen to improve your leadership impact?
- How are you helping develop others in your sphere of influence?

APPLICATION:

This week, commit to spending 30 minutes each day on one 'below the surface' activity that will strengthen your leadership foundation. This could be reading a leadership book, listening to a development podcast, meeting with a mentor, or journaling about your growth areas.