



Episode 1 - The perspective of the middle manager

Journalling questions for perspective practice
Notice your unique perspective and capture it.

Middle managers can typically see more of the organisation than others can. These questions help you notice what you can see and others may not be able to see.

So what can you see about those who work for you, and those who work for them and those who work for them, what are they dealing with?, what are they trying to achieve?, What are the challenges they are facing that those above you may not be able to see while you can?.

What do you notice that's going on for your peers in other parts of the organisation.

What about the senior leaders you work for, what do you know about their vision, challenges and views that others may not know about.

Knowing and seeing is not only in our heads it is also in our emotions. What emotions do you feel are going around the organisation, in your peers, senior leaders and those who work for you.

What are all the different perspectives you can see and feel, I am going to invite you to make that conscious.

Capture this in any way you want, written or perhaps in pictures or a drawing, invite yourself into your learning zone. Capture your unique perspective.

What can you see that others cannot, how might it feel if you cannot see that? What assumptions might you have if you cannot see what you can see?

If you want to go beyond this you could ask what might I be missing what is my blindspot, what are the areas I cannot see and how might I find out. And you could bring it into meetings, what can they see and what would they like to know about. Play with and enjoy your vantage point.