

**WORKSHEET 1**

**What Am I Really Handing Off?**

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**Reflection on the Emotional Side of Succession Planning**

Succession planning is not only the transfer of **responsibility**.  
It is often the transfer of **identity, trust, judgment, and legacy**.

Strong leaders do not just build **successful systems**.  
They build systems that can **succeed without them**.

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**PART 1 — LETTING GO**

**What part of your role would be hardest to let go of?**

Examples may include:

- Key customer relationships
  - Final decision authority
  - Being the primary problem solver
  - Team dependence on your experience
  - Institutional knowledge
  - Influence or reputation
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**PART 2 — VALUE & IDENTITY**

**What makes you feel most valuable in your role today?**

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**How much of that value depends on being the person who:**

- Knows?
- Decides?
- Fixes?
- Protects?
- Interprets?

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**PART 3 — REDEFINING SUCCESS**

**What would it look like for your success to continue through someone else?**

Examples:

- Better decision consistency
- Stronger future leaders
- More resilient systems
- Reduced dependency on one individual
- Improved cross-functional trust

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**Reflection**

Leadership maturity is measured not by being indispensable...  
but by reducing indispensability over time.

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**PART 4 — HIDDEN RESISTANCE**

**What concerns might quietly discourage succession planning?**

Possible examples:

- Loss of relevance
- Loss of control
- Fear that a successor may do things differently
- Fear of being forgotten
- Concern about organizational change

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**Which of these concerns are operational... and which are emotional?**

<b>Concern</b>	<b>Operational</b>	<b>Emotional</b>
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**PART 5 — LEADERSHIP LEGACY**

**What knowledge, judgment, or perspective should outlive your tenure?**

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**What is one thing you could begin transferring in the next 90 days?**

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**Final Reflection**

Succession planning is **not about replacing** people.

**It is about preserving** leadership, judgment, and continuity for the people who come next.