

A Companion Worksheet from

UNLOCKING AUTHENTICITY



The Agency to be Authentic Wheel

Part 2 • Anchor Activity Worksheet

A printable, fillable companion to the exercise at the end of Part 2. Use it to reflect on the identities you hold, where you have more or less agency at work, and what that means for the people you lead and the bonds you build.

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■ How to use this worksheet

This worksheet supports the **Anchor Activity** from the end of Part 2 of *Unlocking Authenticity*. It's designed to help you use **The Agency to be Authentic Wheel** to reflect on your own identities, your role as a leader, and the people closest to you — and what all of that reveals about who gets to be authentic in your world.

STEP 1

Spend time with the wheel first

Page 3 shows the full Agency to be Authentic Wheel. Take a few minutes to read each segment and notice your gut response before you start writing.

STEP 2

Work through the three reflections

Section 1 is about you, Section 2 is about you as a leader, and Section 3 is about the five people closest to you. Each builds on the last.

STEP 3

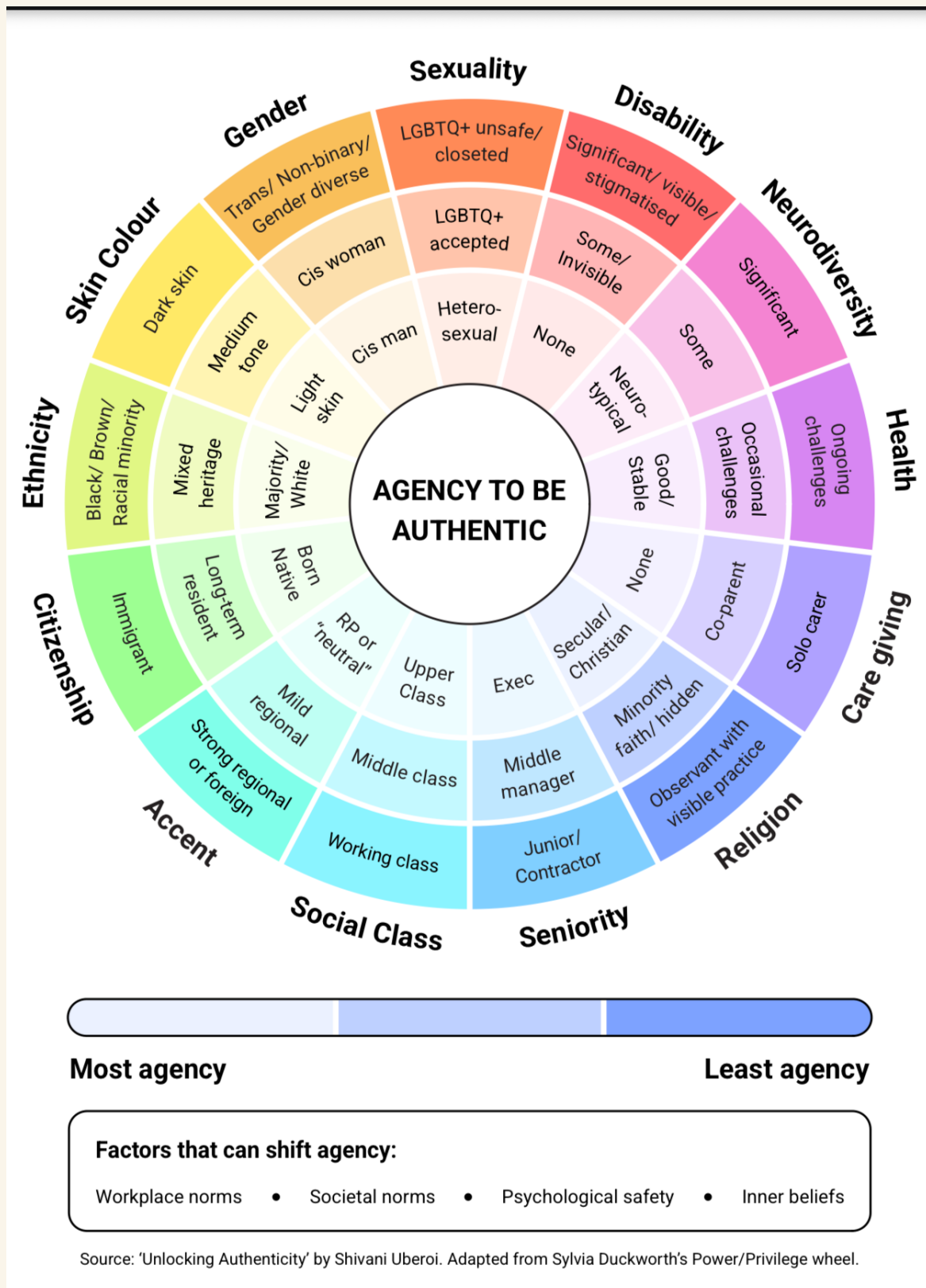
Notice the patterns, not the verdict

This is reflection, not assessment. Look for honest patterns in where you have agency, where others don't, and what that asks of you.

There are no right answers here. This is a private reflection — what you write is just for you. You can print this worksheet and complete it by hand, or fill it in digitally.

■ The Agency to be Authentic Wheel

Each spoke of the wheel represents an identity. The closer your identity is to the centre, the more agency you tend to have to be authentic at work. The further out, the more your authenticity may be at stake. Workplace norms, societal norms, psychological safety and your own inner beliefs can all shift where you sit.



SECTION 1

Review the wheel

Review the wheel and mark where you sit for your different identities. Then use the prompts below to reflect on what you notice.

Which parts of your identity give you more and less agency per the wheel (e.g. gender, class, age, education)?

Do you agree with these when you reflect on your interactions in the workplace?

Think of a time you felt highly confident and able to speak up. Were any identities in your favour in that moment?

Now think of a time you suppressed or held back. Were any identities working against you?

SECTION 2

Reflecting on you as a leader

How does the wheel change shape when you think about it from your seat as a leader — both the team around you and the people you choose to invest in?

Which visible identities are present in the leadership team in your workplace, and how could that impact others at work?

As a leader, who do you mentor and sponsor? How similar are they to you (especially if not a formal mentoring scheme)?

SECTION 3

Your inner circle

List the five people in your life who are closest to you. How many similar identity traits as you do they hold? This is purely for you to reflect on which, if any, identities create the strongest bonds for you.

#	PERSON	SHARED IDENTITY TRAITS (e.g. gender, ethnicity, class, age)
01		
02		
03		
04		
05		

What do you notice about the identities of the people closest to you? Which identities seem to create the strongest bonds?

■ Bringing it together

Now that you've reflected on your own identities, your role as a leader, and the five people closest to you — what's the picture? These final prompts are about what you'll do differently.

What's the most uncomfortable thing the wheel showed you?

Where do you have more agency than you realised — and how might you use it?

Whose authenticity at work is shaped by you? (Your team, your mentees, those you sponsor.)

One change I want to make as a leader:

A FINAL THOUGHT

Agency isn't fixed. Where the wheel places you is a starting point, not a sentence. What changes the picture — for you and for everyone around you — is what you do with the agency you already have.



**Thank you for unlocking
this part of yourself.**

If this exercise was useful, you'll find more like it in **Unlocking Authenticity: Why we hide who we are at work — and how to redefine culture from the inside out.**



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Find more resources at wallfloweracademy.co.uk/ua-resources

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