



Empowering Leaders.
Transforming Workplaces.

Leadership MILE™
Book Discussion Guide



Thank you for your purchase of *The Leadership MILE* and for taking the extra step to download the Book Discussion Guide.

I wrote this book because I believe leadership is one of the most important responsibilities a person can have. Leaders shape workplace culture, influence people's confidence, and impact the direction of organizations and communities. The fact that you are investing time in growing as a leader tells me that you take that responsibility seriously — and that matters.

The Discussion Guide is designed to help you move from simply reading the book to actually applying it. You can use it in a few different ways:

- **Individual Reflection:** After each chapter, take time to write down your thoughts and reflect honestly on your leadership habits, strengths, and growth areas.
- **Team Discussions:** Use the questions during leadership team meetings, supervisor meetings, or professional development sessions to create meaningful conversations about leadership within your organization.
- **Book Clubs or Leadership Groups:** Read a chapter, then use the discussion questions to guide a group conversation. The best leadership growth often happens through shared experiences and perspectives.
- **Action Planning:** Don't just discuss the questions — use them to decide what you will start doing, stop doing, and continue doing as a leader.

The goal of the Leadership MILE is not just to help you become a more effective leader, but to help you build other leaders around you. When leaders focus on motivating, inspiring, learning, and empowering others, organizations become stronger, teams become more engaged, and leadership becomes sustainable.

If you find the book or discussion guide helpful, I'd love to stay connected with you. Please consider sharing your experience and tagging **HireLearners** on LinkedIn or social media. Hearing how leaders are using the Leadership MILE in their teams and organizations is incredibly meaningful and helps us continue creating tools and resources that support leaders like you.

Thank you again for your support, and more importantly, thank you for the work you do as a leader.

Your path to effective leadership starts with the MILE!

Rudy R. Racine

CEO, HireLearners

Author, *The Leadership MILE™: Motivate. Inspire. Learn. Empower.*

Empowering Leaders. Transforming Workplaces.

Introduction – Leadership Is Experienced, Not Intended

Discussion Questions

1. The book suggests that leadership is defined by how it is experienced, not how it is intended. What does this mean to you in practice?
2. Think about a leader you worked for who had good intentions but was not effective. What was missing?
3. Think about a leader who had a positive impact on you. What did they do that made their leadership “land” well?
4. How do you think your leadership is currently experienced by your team?
5. What do you want people to say about your leadership when you are not in the room?
6. What kind of leader do you want to be known as — and what behaviors must you demonstrate consistently for that to be true?

Expanding Your Leadership Range

Discussion Questions

1. The book discusses different leadership roles (teacher, listener, challenger, advisor, etc.). Which roles are you most comfortable in?
2. Which leadership roles do you tend to avoid? Why?
3. Think about your team — what leadership role do they need most from you right now?
4. When you face a problem, do you tend to solve it, listen to it, challenge it, or delegate it?
5. How does a leader’s flexibility impact team performance and morale?
6. What happens to a team when a leader only leads one way?

MOTIVATE

Discussion Questions

1. The book explains that motivation is not one-size-fits-all. Do you agree? Why or why not?
2. Which of the Five Motivational Methods (Contact, Acknowledgment, Rewards, Assistance, Time) do you use most often?
3. Which motivational method do you probably underuse?
4. Think about each member of your team — do you know what motivates them?
5. Have you ever tried to motivate someone in a way that didn't work? What did you learn from that?
6. How can you tell if someone on your team is motivated without asking them directly?
7. What are signs that motivation is decreasing on a team?
8. What is the difference between motivating people and pressuring people?
9. How does burnout connect to motivation?
10. What is one thing you could change this month to better motivate your team?

INSPIRE

Discussion Questions

1. The book distinguishes between motivation and inspiration. How would you describe the difference in your own words?
2. Do people on your team understand why their work matters?
3. How often do you communicate purpose vs just tasks and deadlines?
4. Think about a time when you felt inspired at work. What caused that feeling?
5. The book discusses intent vs perception. Have you ever said something as a leader that was misunderstood? What happened?
6. How can storytelling be used as a leadership tool?
7. Do you regularly connect daily work to the larger mission of the organization?
8. What happens to performance when people feel their work has meaning?
9. What is one story you could tell your team that would remind them why their work matters?

LEARN

Discussion Questions

1. The book emphasizes that leaders must continue learning. What does learning look like for a leader?
2. How comfortable are you receiving feedback from your team?
3. How comfortable is your team giving you honest feedback?
4. What is the difference between listening to respond and listening to understand?
5. Think about a time you received difficult feedback. How did you respond?
6. What systems do you have in place to keep learning as a leader?
7. How do leaders create a culture where people feel safe speaking honestly?
8. What is one leadership skill you are currently trying to improve?
9. How does poor listening impact a team?
10. What would your team say about your listening skills?

EMPOWER

Discussion Questions

1. What is the difference between helping someone and empowering someone?
2. Do you tend to solve problems for your team or coach them through solutions?
3. What decisions could you delegate more often?
4. What prevents leaders from empowering others?
5. How does empowerment build future leaders?
6. What happens to an organization when all decisions flow through one person?
7. Who on your team has leadership potential that you could develop?
8. What is one responsibility you could delegate in the next 30 days?
9. How do clarity and expectations connect to empowerment?
10. How does empowerment reduce burnout for leaders?

Measuring Success as a Leader

Discussion Questions

1. How should leadership success be measured?
2. Is leadership success measured by results, relationships, growth of others, or all three?
3. Are people on your team becoming more confident and capable?
4. Are decisions being made without you in the room?
5. Are future leaders being developed on your team?
6. What evidence would show that your leadership is working?
7. What evidence would show that your leadership needs to change?
8. If you left your role tomorrow, what would continue successfully without you?
9. What does sustainable leadership look like?
10. How do you measure your leadership impact over time?

Final Reflection – Walking the Leadership MILE

Discussion Questions

1. Which pillar of the Leadership MILE is currently your strongest?
2. Which pillar do you need to focus on most right now?
3. What is one leadership behavior you will start doing?
4. What is one leadership behavior you will stop doing?
5. What is one conversation you need to have with your team?
6. How will you continue developing yourself as a leader?
7. What does “walking the Leadership MILE” mean to you personally?
8. What kind of leadership impact do you want to have over the next 5 years?
9. Who helped you become the leader you are today?
10. Who are you developing to become a leader tomorrow?



Empowering Leaders. Transforming Workplaces.

www.hirelearners.com

©2024 HireLearners LLC / Leadership MILE™ is a trademark of HireLearners LLC. All rights reserved

