

**Leadership Tool –
Circle of Influence, Circle of Concern
Dr. Stephen R. Covey**

Dr. Stephen R. Covey is an internationally respected leadership authority, family expert, teacher, organizational consultant, author, and prior to his death in 2012, co-chairman of Franklin Covey. Named in 1996 as one of Time magazine's 25 most influential Americans, according to the biography, Covey "made teaching principle-centered living and principle-centered leadership his life's work."

Covey's model from his book, *The 7 Habits of Highly Effective People* suggests that your focus determines your experience of situations, and to a large degree, your results. In the link below, Covey guides us through a process to discern what we have influence over and what where we have little or no power to change.

In the USGS Leadership courses, this model is introduced and is particularly helpful when class participants are reviewing their 360 feedback results and working to discern their response to this feedback or what they can and cannot change.

Link to video: <http://www.youtube.com/watch?v=E7T2dOxu6Cw>

Questions to consider:

- When you are in the circle of concern, how does it feel?
- Think of a situation when you were in the circle of influence, how did it feel?
- How do you expand your circle of influence?
- How do you shrink your circle of influence?

