



CHASITY WELLS

Unapologetically Uplifting Women

FIVE (5) QUESTIONS TO CLARIFY YOUR ZONE OF INFLUENCE

A Reflection Guide for Women Leading Without the Spotlight

You don't need a title to lead.
You don't need the mic to set the message.
You don't need the spotlight to make an impact.

This quick guide is for high-achieving women navigating a leadership decision, discerning their next move, or redefining their power outside of the spotlight.



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FIVE (5) REFLECTION QUESTIONS

1. Where am I most trusted to lead...even when I'm not in charge?

- Look for the spaces where people lean in when you speak, follow your example, or turn to you in moments of tension. That's your influence at work.

2. What kind of impact am I making when no one is watching?

- Visibility isn't always proof of value. Power often lives in what you build quietly—relationships, systems, reputations, resilience.

3. Is this moment calling me to lead, support, or elevate someone else?

- Leadership isn't one-dimensional. Knowing when to pass the mic is just as powerful as knowing how to hold it.

4. What mission am I committed to, even if I don't get the credit?

- Legacy work is often thankless at first. That doesn't mean it's not important. What change are you still called to champion?

5. What does leadership look like for me in this season, on my terms?

- You've evolved. So should your leadership. Define what success, alignment, and peace look like now...not just what they meant then.

You don't need a spotlight to be a force. Stay aligned. Stay intentional.



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NEXT STEPS

Chasity Wells-Armstrong is the first Black mayor of Kankakee, Illinois.

Today, she serves as a trusted advisor and coach to women in leadership, supporting powerful women in public service.

She helps women align their vision with action, and serves as a national voice for increasing women's representation in government leadership.



The spotlight isn't the assignment. The mission demands action.

If you're ready to lead with purpose and precision, let's get started.

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