**Gripe to Goals Exercise**

*Source: Visionary Leadership in Volunteer Programs by Marlene Wilson.*

Use as a guide to reflect on challenges and ways to move forward.

1. My frustration or anxiety is:
2. My real concern is:
3. What I'm really wishing for us
4. Therefore, my goal is to:
5. Who can say “yes” or “no” to this goal (name the person)?