

ACES[®]
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Manager Essentials Development Program

Leadership Mindset & Data Review

HRD*

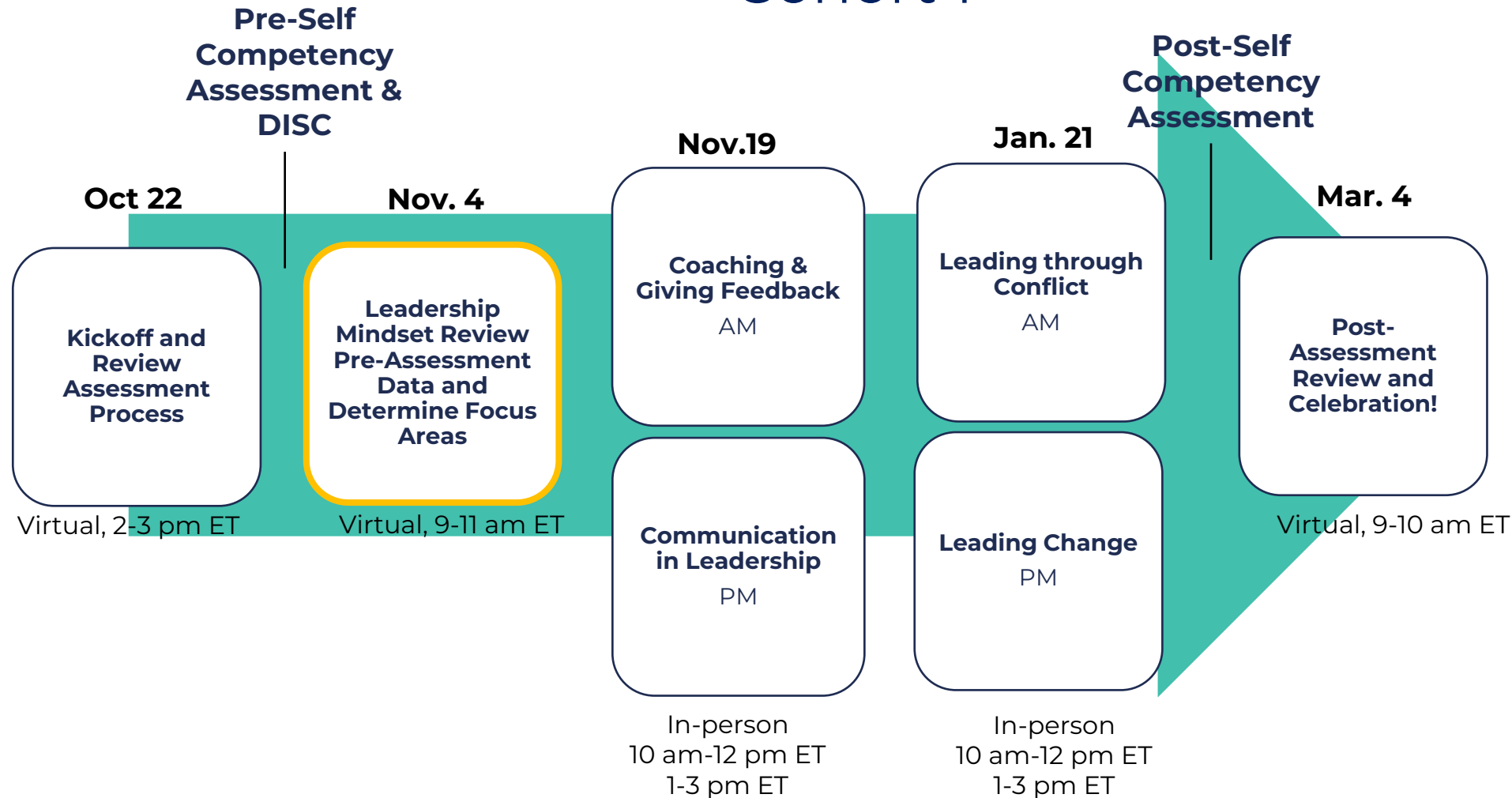
A LEADERSHIP DEVELOPMENT COMPANY

Ice Breaker

What's your go-to comfort food?



Manager Essentials: Building The Foundation Cohort 1



Today's Agenda

- Review the DiSC and competency assessments to understand how we will use them to leverage your strengths.
- Cultivate an above-the-line mindset.
- Begin to craft your Leadership Mission (work throughout the program).

Pre-Work for Today's Session:

- Meet with your Accountability Partner. Discuss the following questions:
 - What reactions and/or questions do you have about your DiSC report?
 - What do you want to gain from this development process? Name at least one **SPECIFIC** outcome.

Pre-Assessment Results

Survey Item	Group Average
I understand the connection between mindset and effectively leading others.	3.9
I have a Leadership Mission which drives my leadership.	3.2

DiSC Principles

- DiSC does not measure intelligence, character, or education and skills.
- Every style is valuable—there is no right or wrong.
- Designed for **dialogue, not diagnosis**.
- We all have blind spots. Self-awareness brings clarity and drives change.
- Focus is on the Platinum Rule: Treat others the way they wish to be treated.



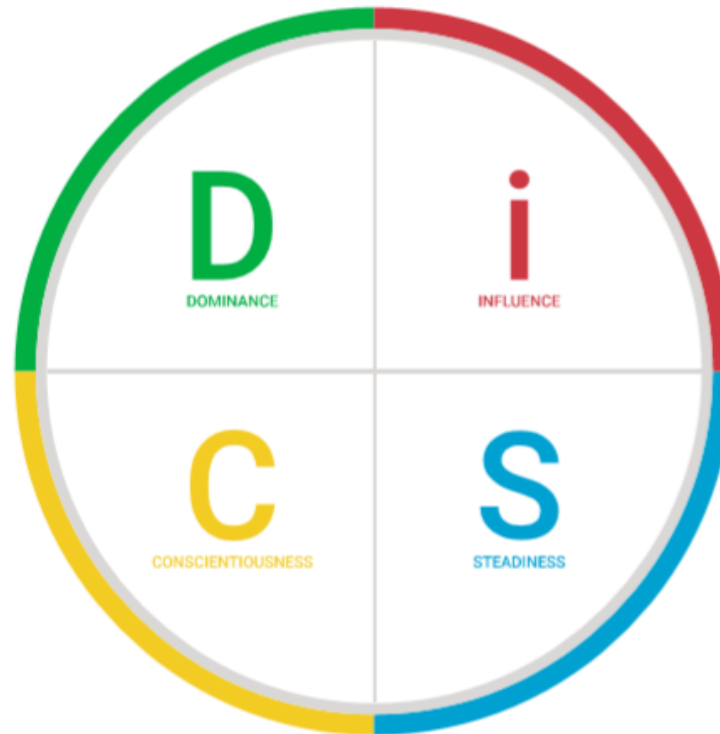
What is DiSC?

OVERVIEW OF THE DiSC MODEL

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

The DiSC Styles Breakout

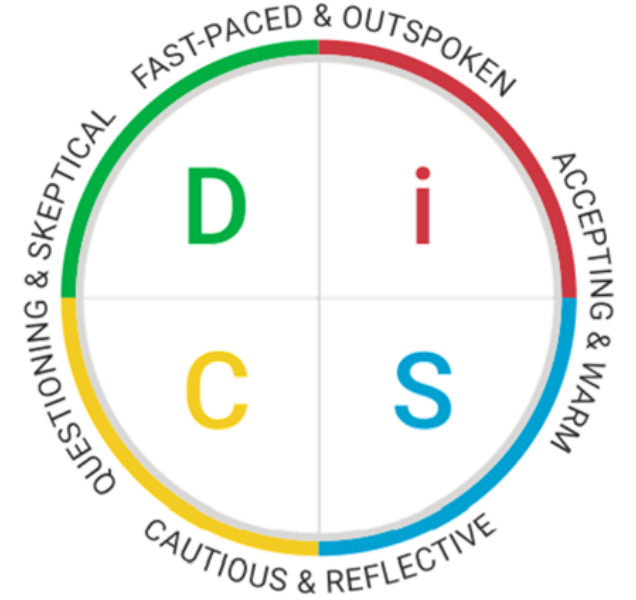
1. What words describe your core style?
2. How might your style show up to others—how might it be misunderstood?

D

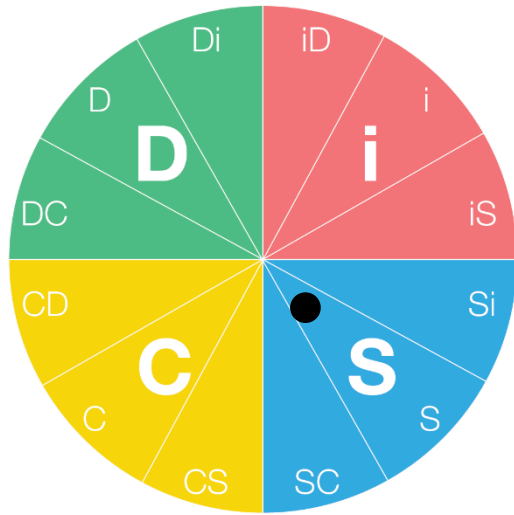
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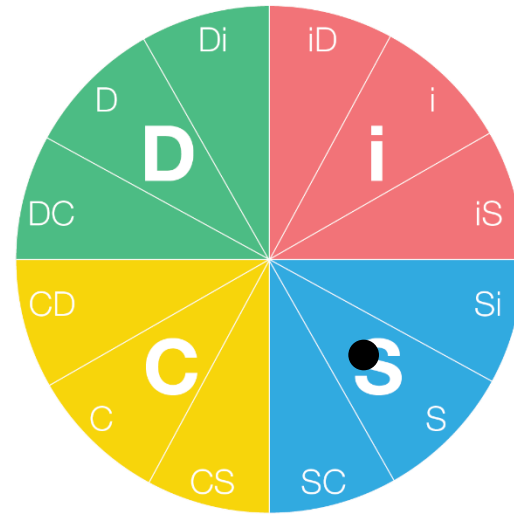
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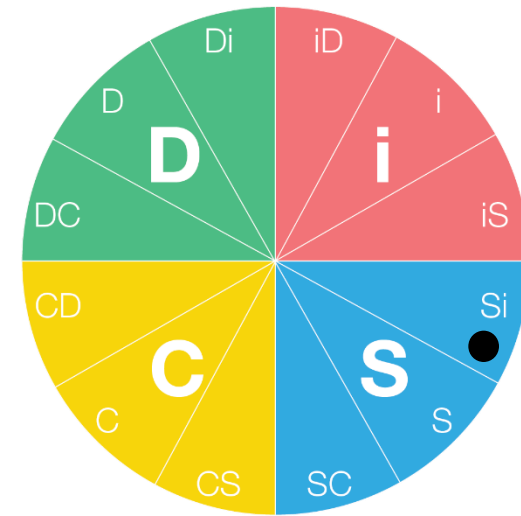
Your Inclination



Slight

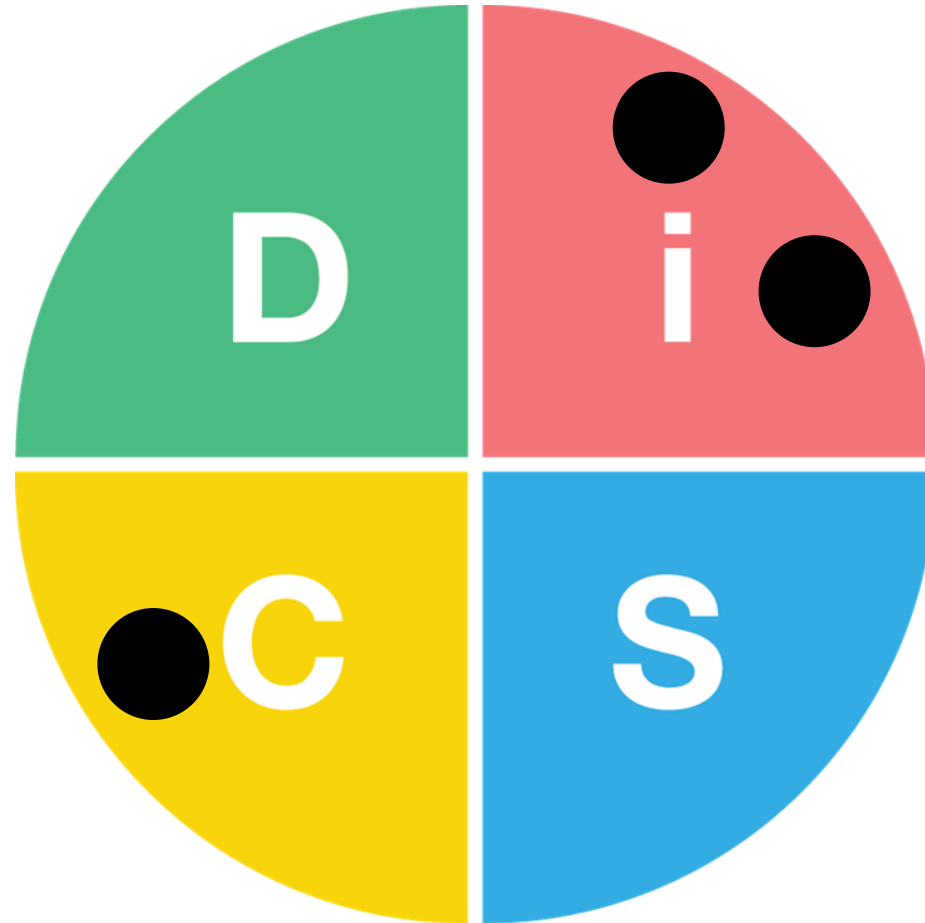


Moderate



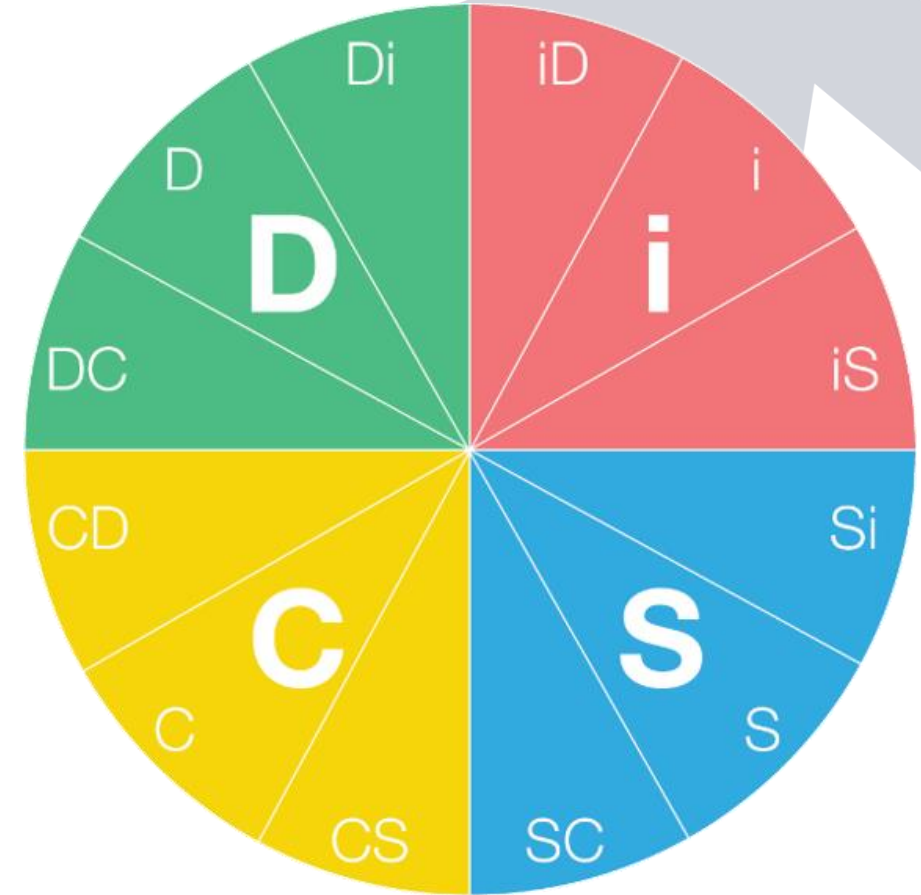
Strong

How Do I React?



HW: Plot Your Team

1. **Plot 3 members of your team on the DiSC wheel in your handouts.**
2. **Consider:**
 - What are your **strengths** as a team?
 - What **gaps** do you see within the team?
 - What are natural **tensions** that may pop up as a result of your DiSC styles?



Why Should I Adapt?



- Adapting is **choosing** a different response because you want to meet the needs of a situation
- Adapting is a **conscious** decision about behavior, not an attempt to change who you are
- Adapting is **adding** to your repertoire of behaviors

Action Plan For Success





Where are YOU?

Beliefs

Learning is more important than being right.
Can learn from anybody or anything at any time.

Characteristics

Open
Curious
Continuous learner
Lighthearted

Beliefs

There is never enough.
My view is the right one.
Opposing views are threats.

Characteristics

Closed
Defensive
Serious

Behaviors

Listens intently
Speaks factually
Admits mistakes or problems
Accepts responsibility willingly
Accomplishes work

Behaviors

Makes excuses
Finds fault and blame
Gossips
Rationalizes
Justifies

Consequences

Creativity
Collaboration
Innovation
Happiness
Personally connected

Consequences

Feel like you have no control
Overwhelmed
Stuck in survival mode

ABOVE THE LINE

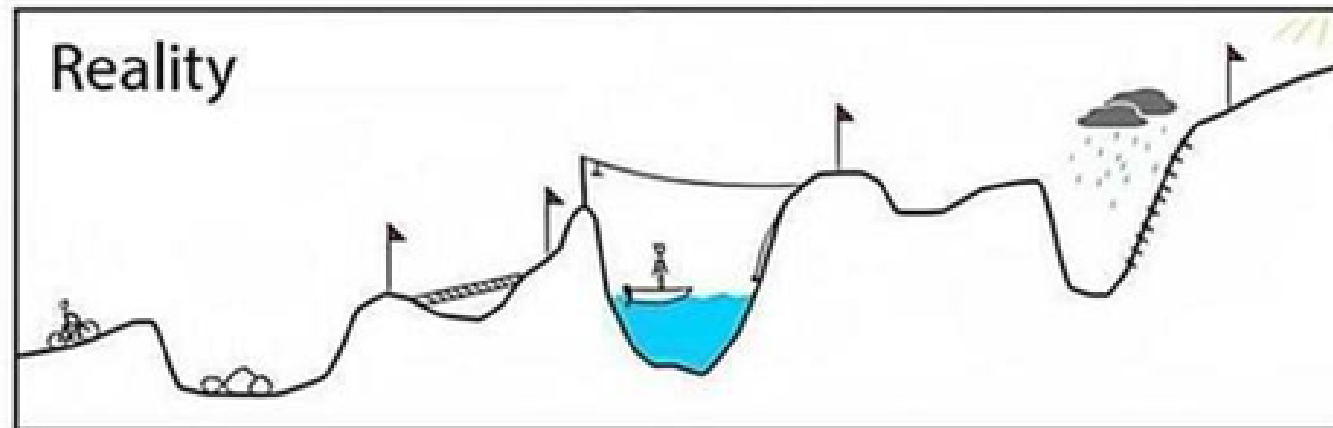
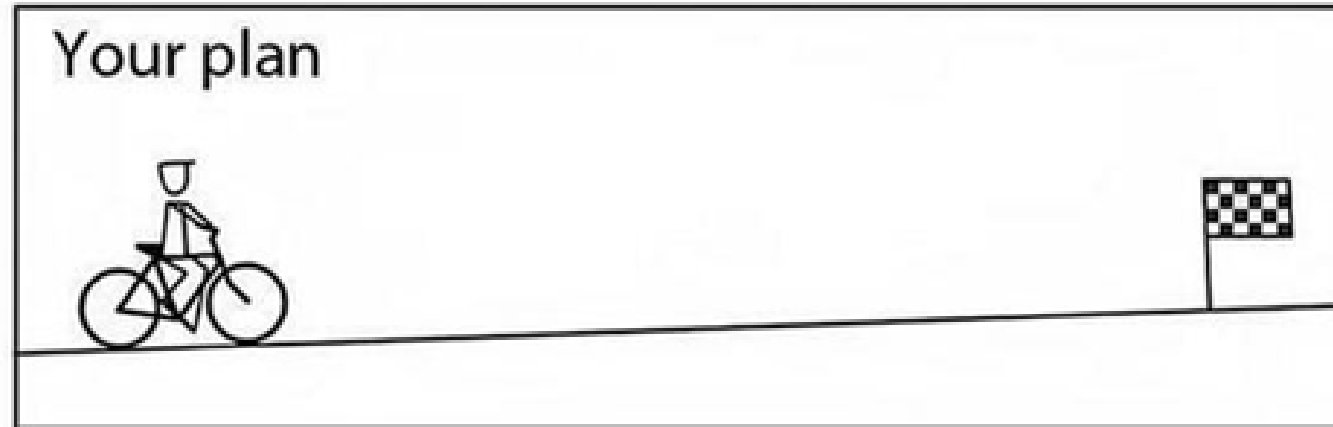
BELOW THE LINE



Highlight the beliefs, characteristics, and behaviors that best describe you.

Describe a recent time you've been above the line and a time you've been below the line.

Look Familiar?



Your Leadership Mission

Who are you? When you are clear on *who you are*, you have a firm foundation to consistently base your decisions and actions.

Leadership Mission Statement

- **Identify your leadership focus.**
- **Pinpoint behaviors that support your focus.**
- **Define your influence.**
- **Be emotional.**
- **Keep it positive.**
- **Keep it balanced.**



Sample Leadership Missions

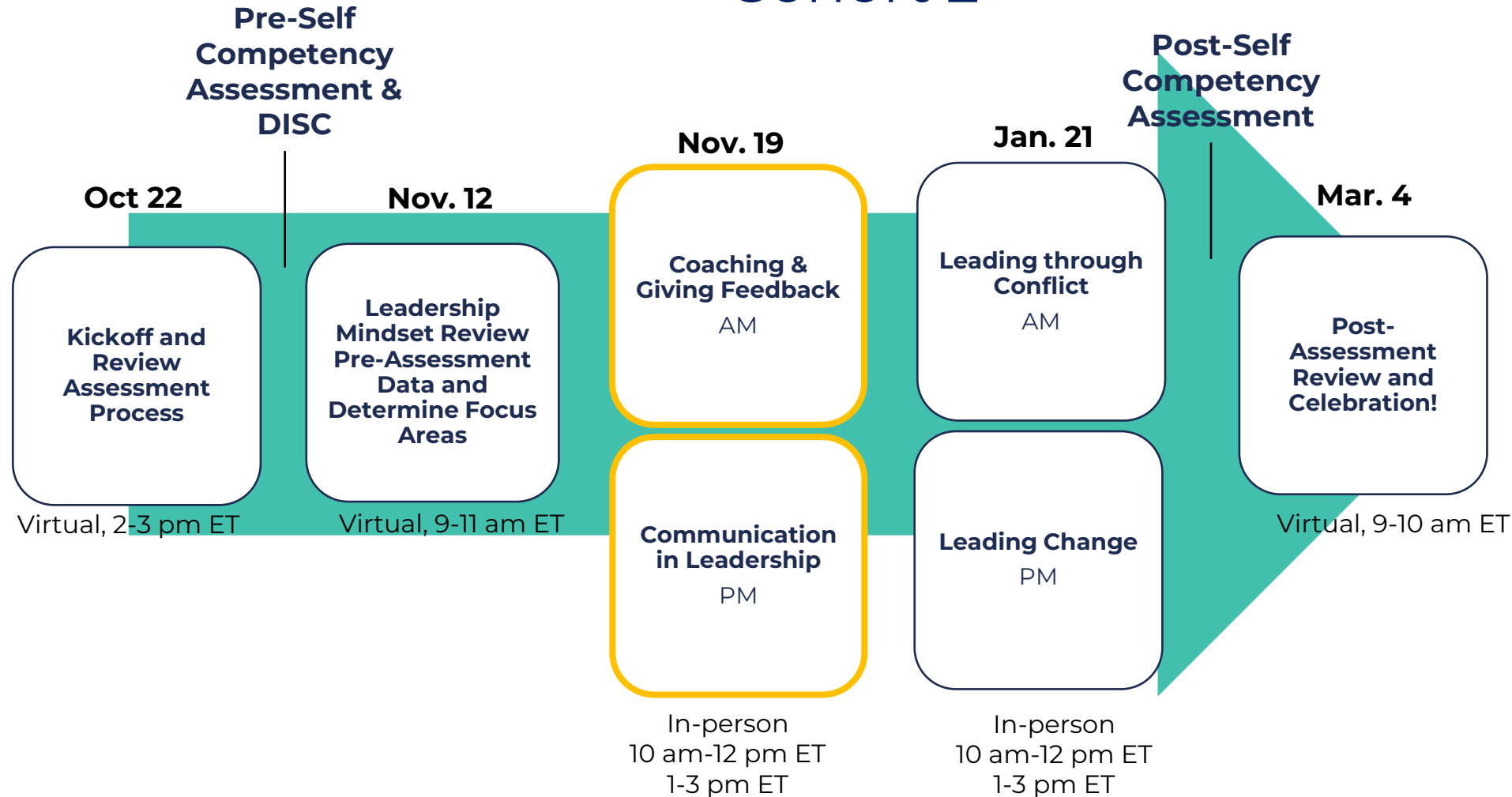


- I want to spread knowledge and motivate others.
- To inspire an atmosphere where mutual respect and honesty exist.
- To empower my team to achieve greatness through encouragement, direction, and proper support.
- Develop. Educate. Empower.

Your Action Items

- Complete the team DiSC diagnostic (plotting your team) and Adaptation Action Plan. Be prepared to discuss both at our next workshop!
- Share your DiSC style with your team and manager.
- Meet with your accountability partner and discuss the following questions:
 - How can you foster an **above-the-line mindset** in your team members?
 - Share **strengths and opportunities** for growth you see in your DiSC report.
 - Begin talking NOW about your Leadership Mission. What questions do you have?

Manager Essentials: Building The Foundation Cohort 2



Questions?

