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# Manager Essentials Development Program

## Leadership Mindset & Data Review

**HRD\***

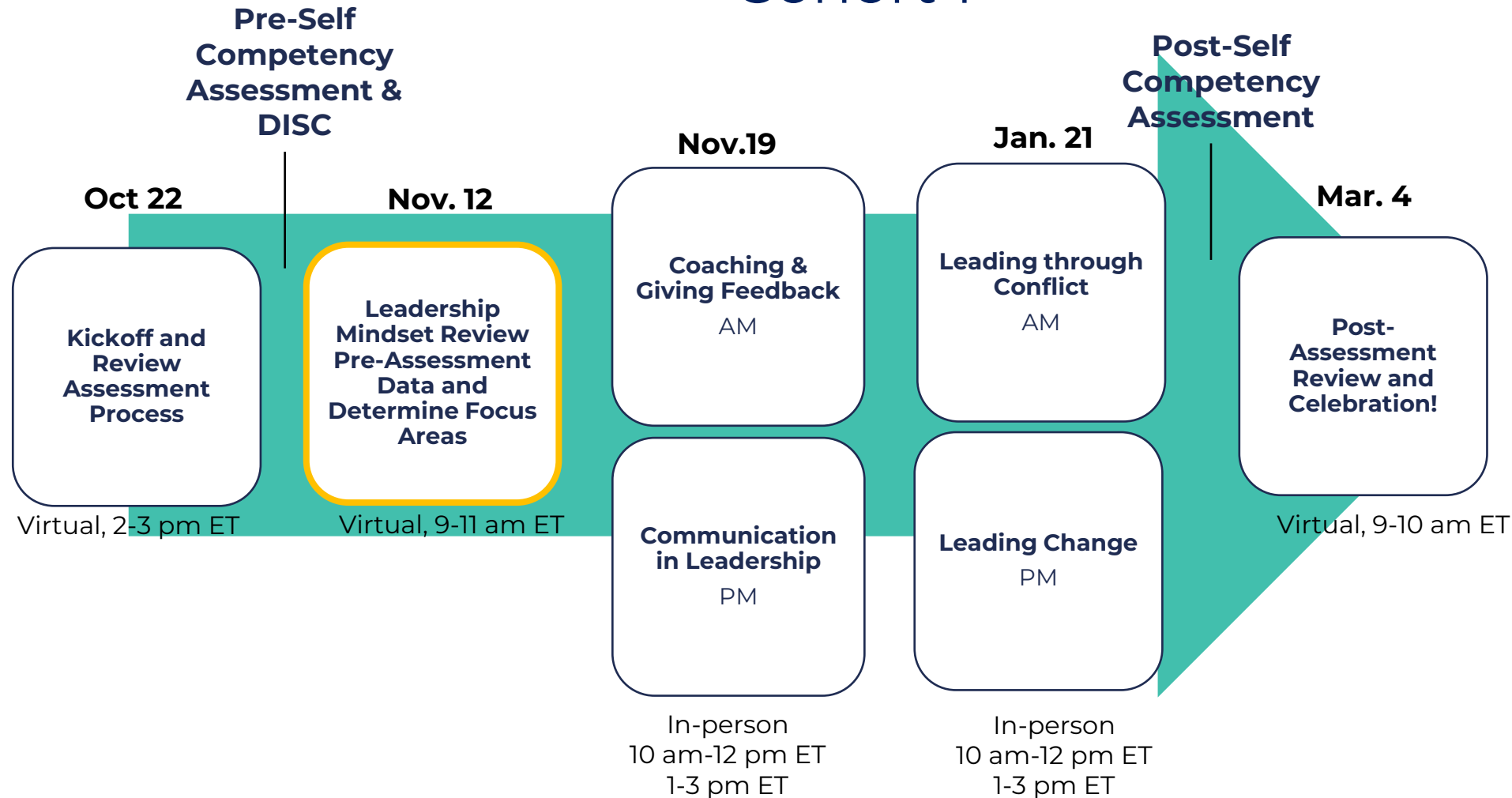
A LEADERSHIP DEVELOPMENT COMPANY

# 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.



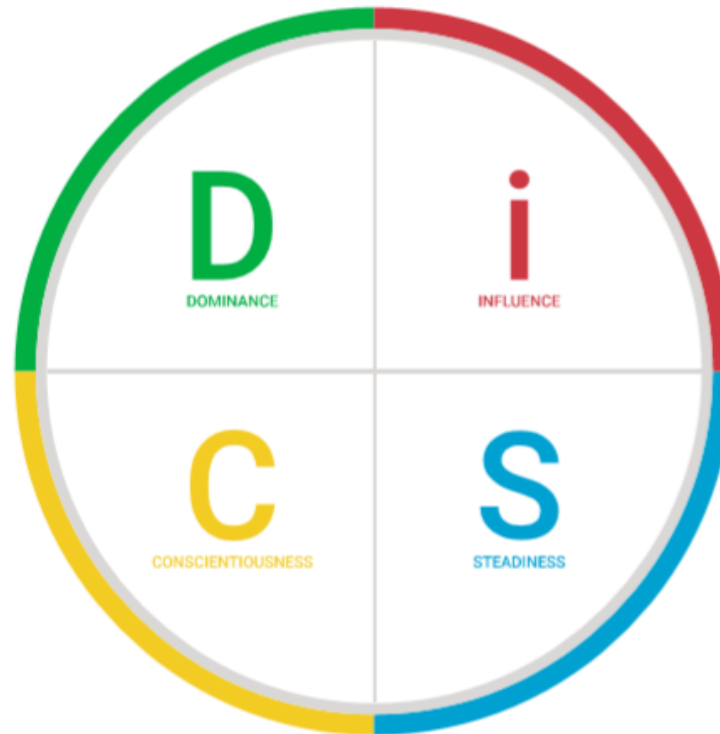
# What is DiSC?

## 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

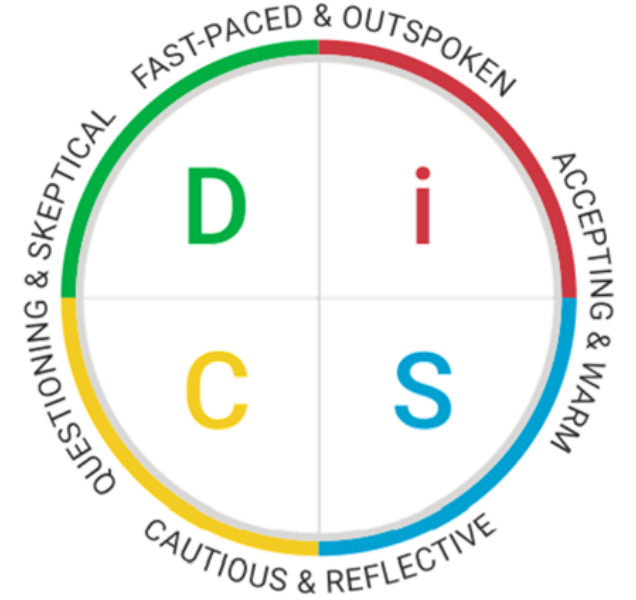
1. What words describe your core style?
2. How might your style show up to others—how might it be misunderstood?

D

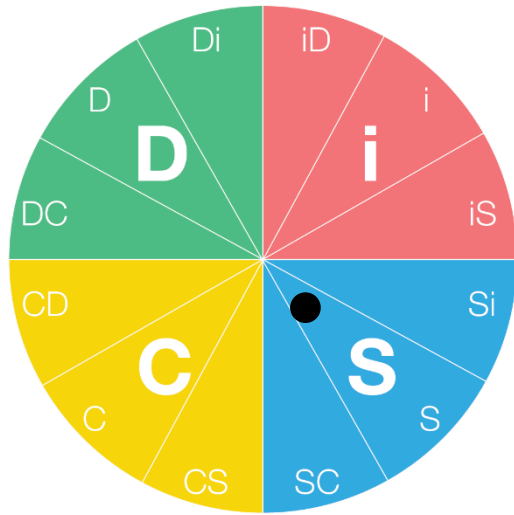
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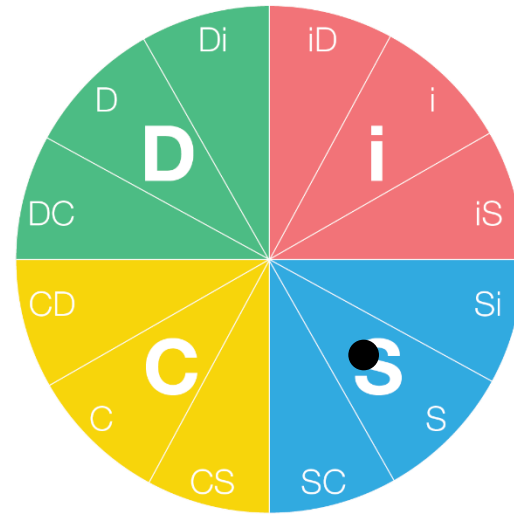
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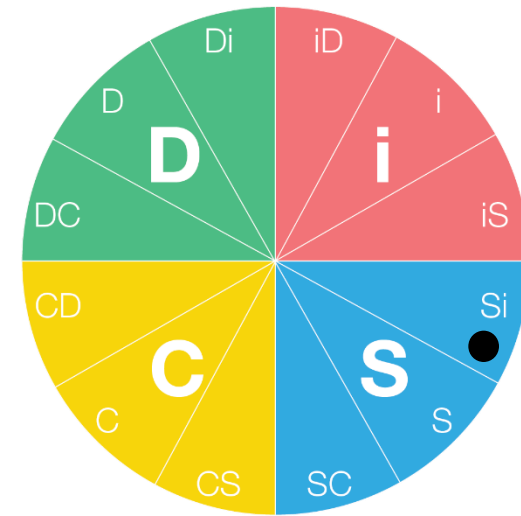
# Your Inclination



Slight

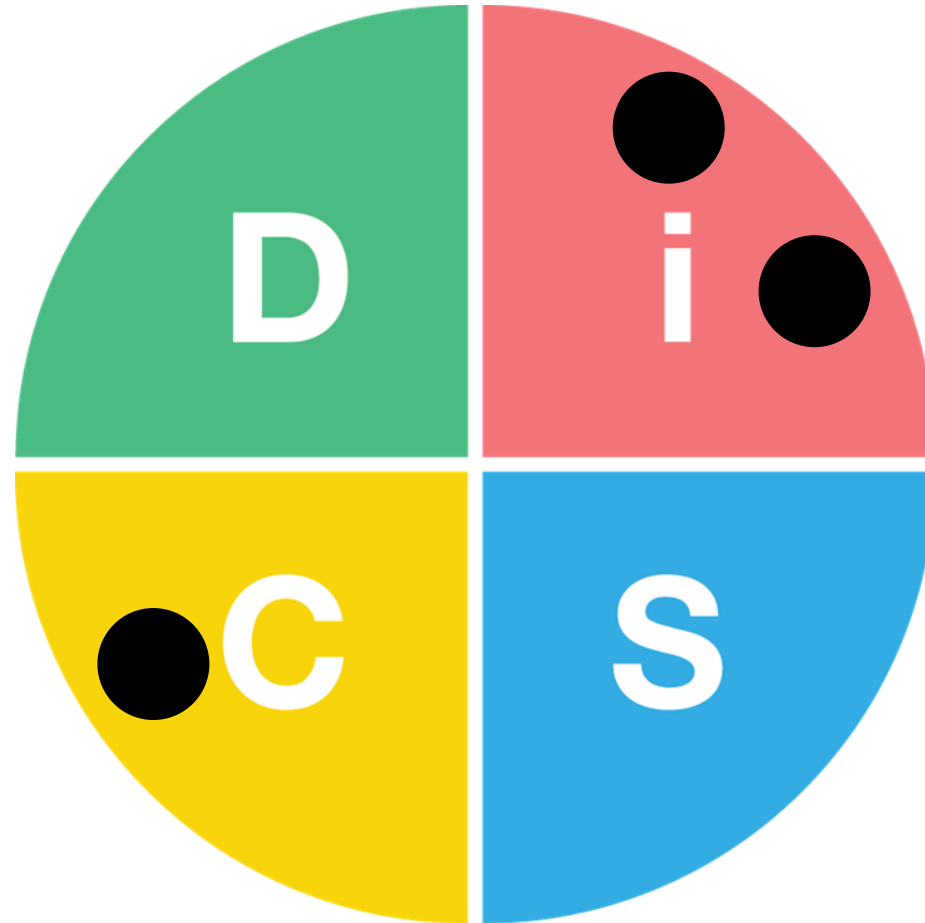


Moderate



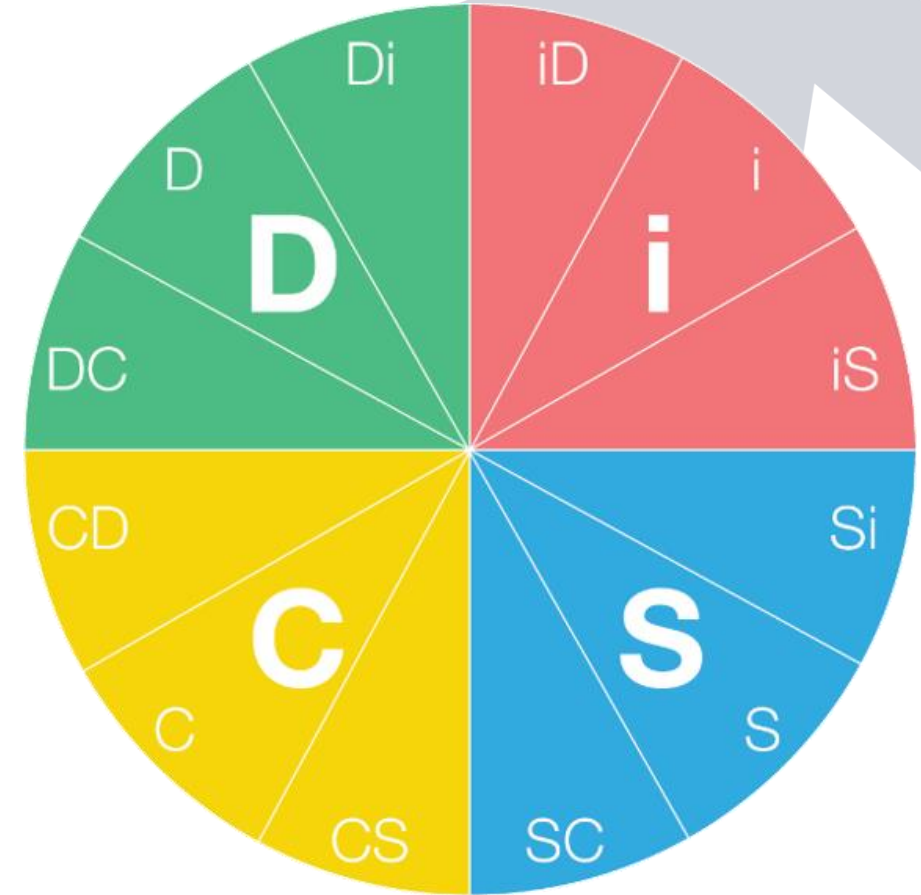
Strong

# 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

## Behaviors

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

## Consequences

Creativity  
Collaboration  
Innovation  
Happiness  
Personally connected

**ABOVE THE LINE**

**BELOW THE LINE**



## Beliefs

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

## Characteristics

Closed  
Defensive  
Serious

## Behaviors

Makes excuses  
Finds fault and blame  
Gossips  
Rationalizes  
Justifies

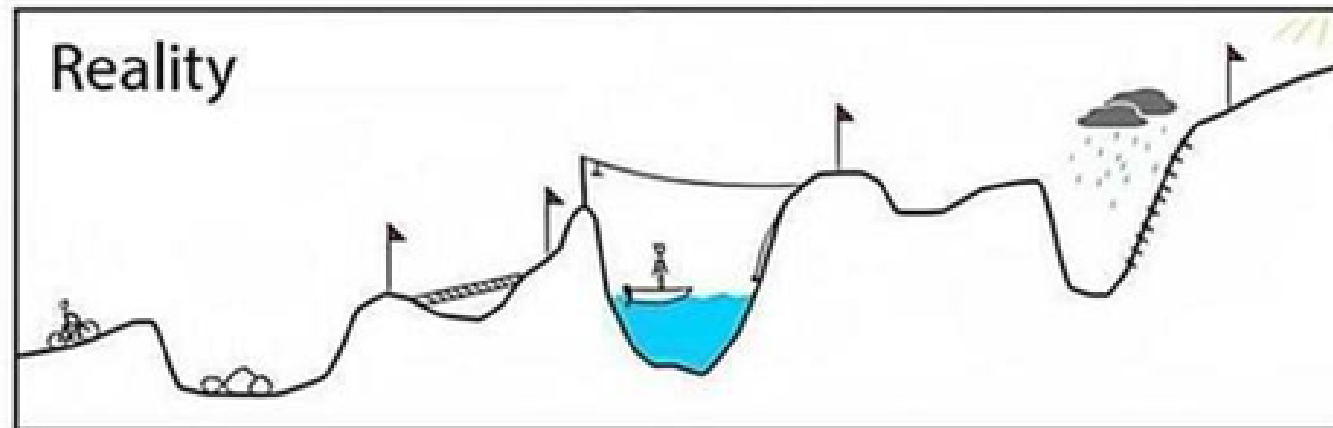
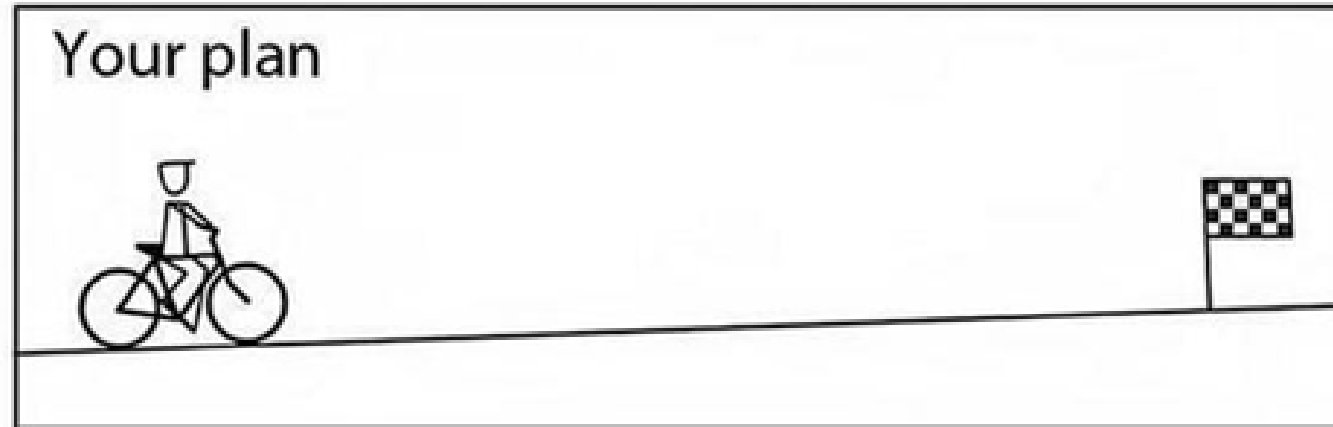
## Consequences

Feel like you have no control  
Overwhelmed  
Stuck in survival mode

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.

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## 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

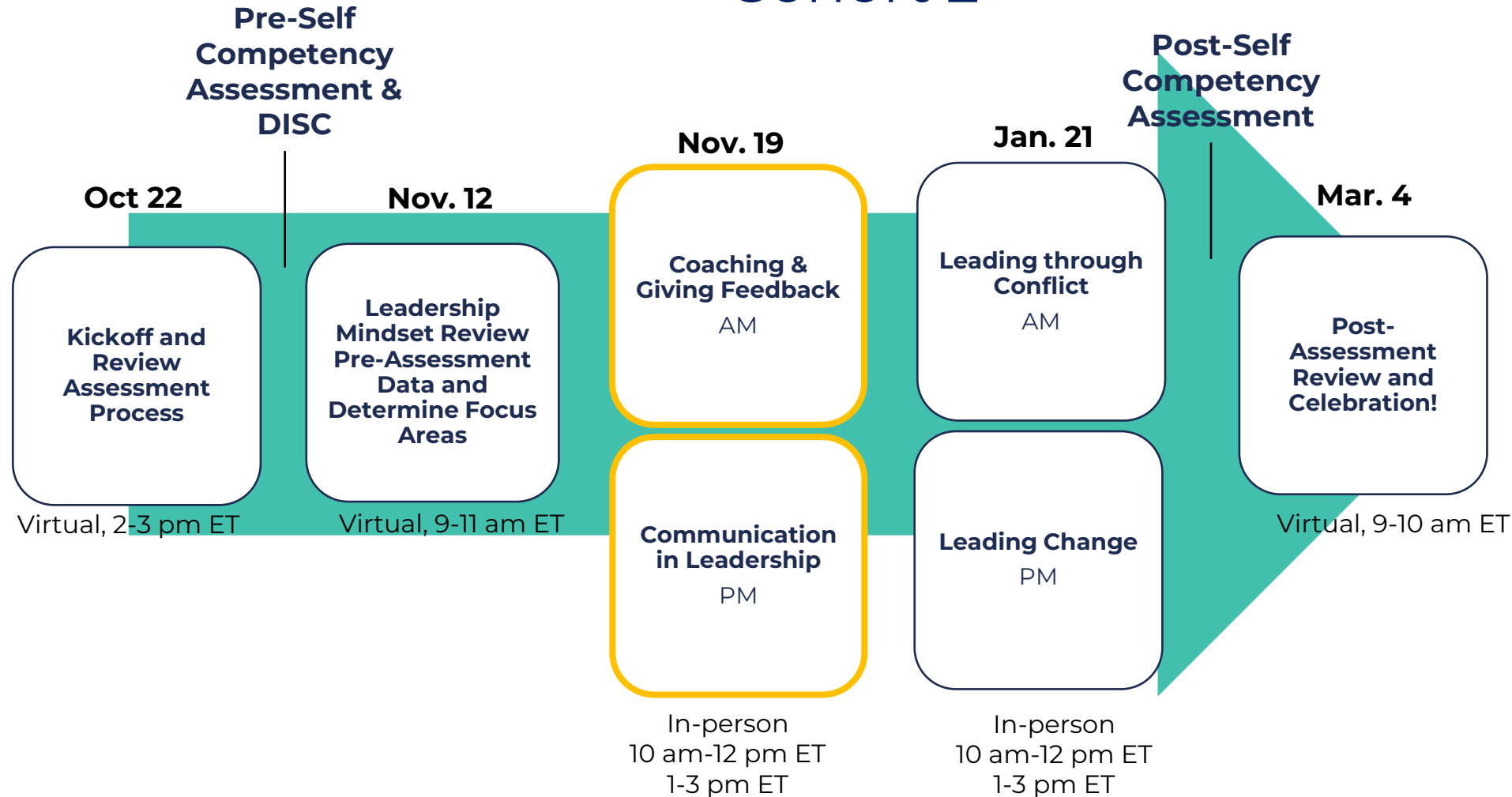


- I want to spread knowledge and motivate others.
- To inspire an atmosphere where mutual respect and honesty exist.
- To empower my team to achieve greatness through encouragement, direction, and proper support.
- Develop. Educate. Empower.

# 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?

