



Manager Essentials Leadership-Development Program

Developing Your Leadership Mindset



Ice Breaker

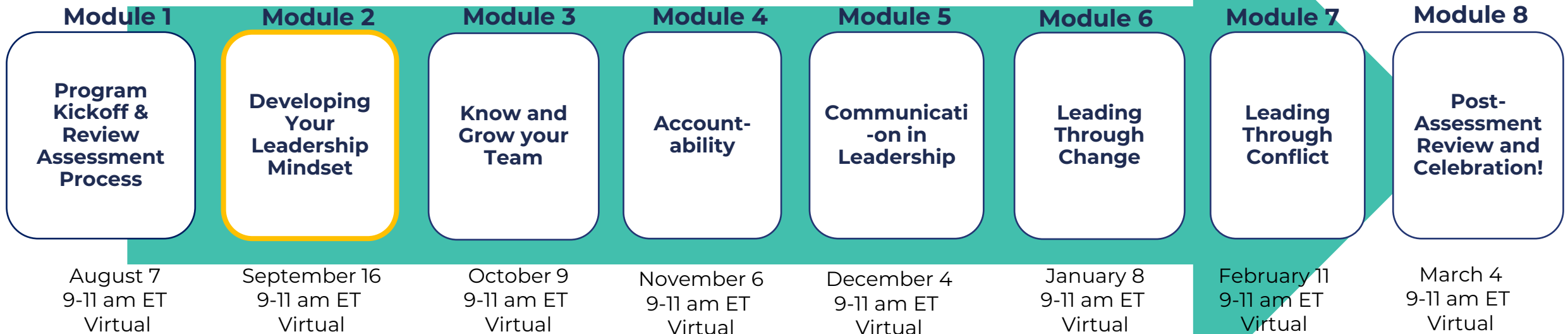
You have your own late-night talk show. Who do you invite as your **first** guest?



Manager Essentials Virtual Cohort 1

Pre-Self Assessment & DISC

Post-Self Assessment



Between Sessions: application exercises, accountability partner connection, follow-up, and reminders

Today's Objectives

- Discuss Manager Essentials Competency Survey results
- Identify your Influence
- Review and leverage your strengths and identify strategies to mitigate your trouble spots based on your DiSC profile
- Begin to craft your Leadership Mission (work throughout the program)

Homework Debrief

- Complete the Pre-Competency Survey by Sept. 10
- Complete your DiSC Assessment by Sept. 10, and review your DiSC Assessment report (pgs. 1-6)
- Meet with your Accountability Partner. Discuss the following questions:
 - What do you want to get out of this leadership-development process? Name at least one specific outcome.
 - Name at least TWO takeaways or “a-ha” moments from Above the Line, Below the Line (linked so you can watch it again).
 - How does your mindset impact your leadership influence?
 - What can you do to foster an above-the-line mindset in yourself when you dip below the line?

Breakout: Homework Debrief

With your breakout groups, discuss:

- Name at least TWO takeaways or “a-ha” moments from Above the Line, Below the Line.
- How does your mindset impact your leadership influence?
- What can you do to foster an above-the-line mindset in yourself when you dip below the line?

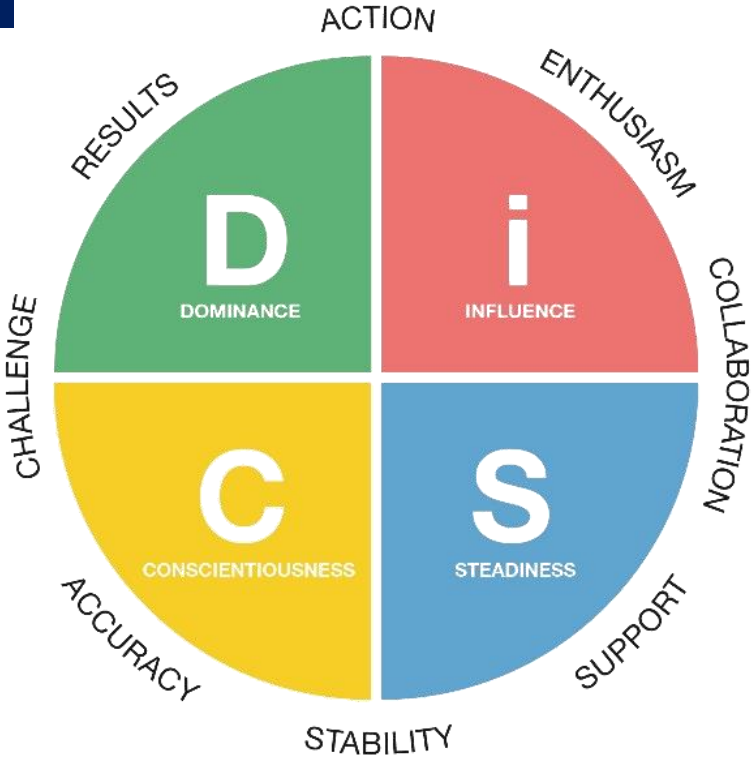
Choose a spokesperson to report out on the summary/themes of your group’s answers.

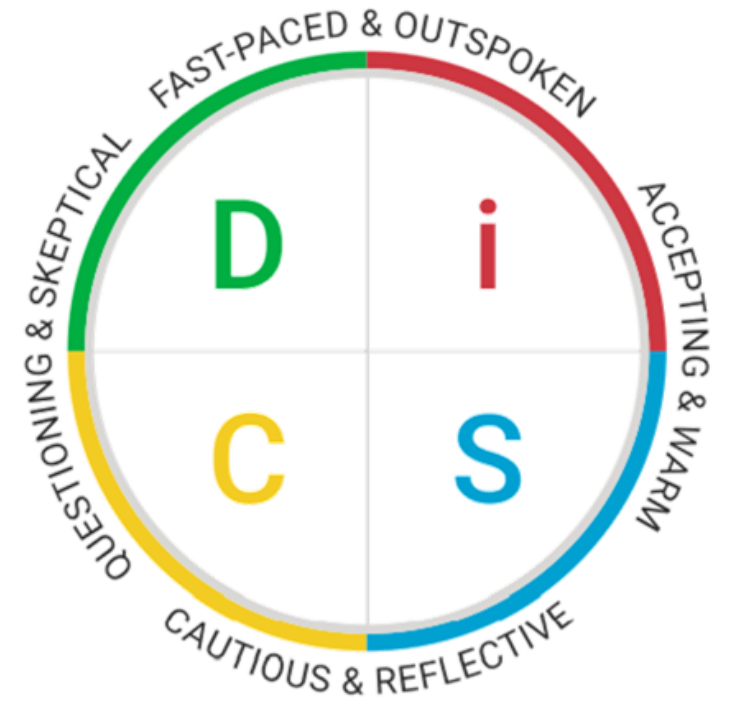
Pre-Competency Survey Results

I understand the connection between mindset and effectively leading others.	
I have a Leadership Mission which drives my leadership.	



The DiSC Model

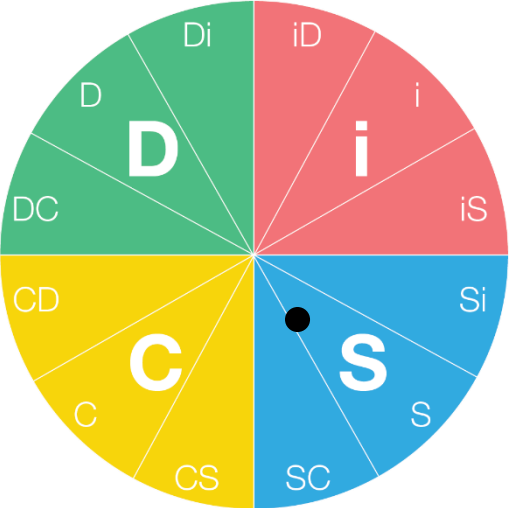




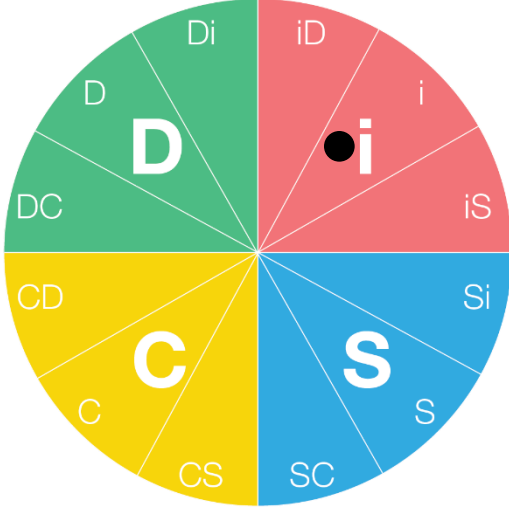
DiSC Principles

- DiSC does not measure character, education, or 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.

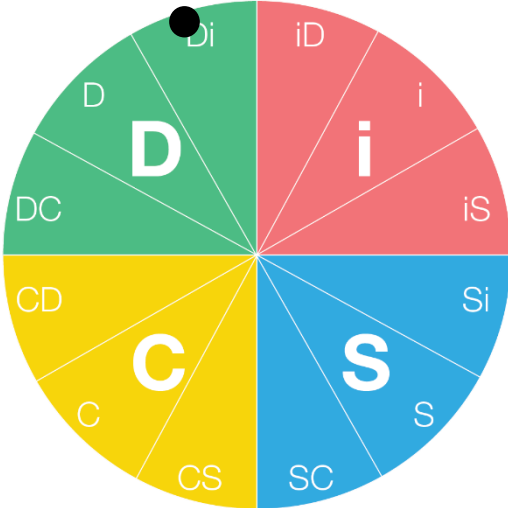
Your Inclination



Slight

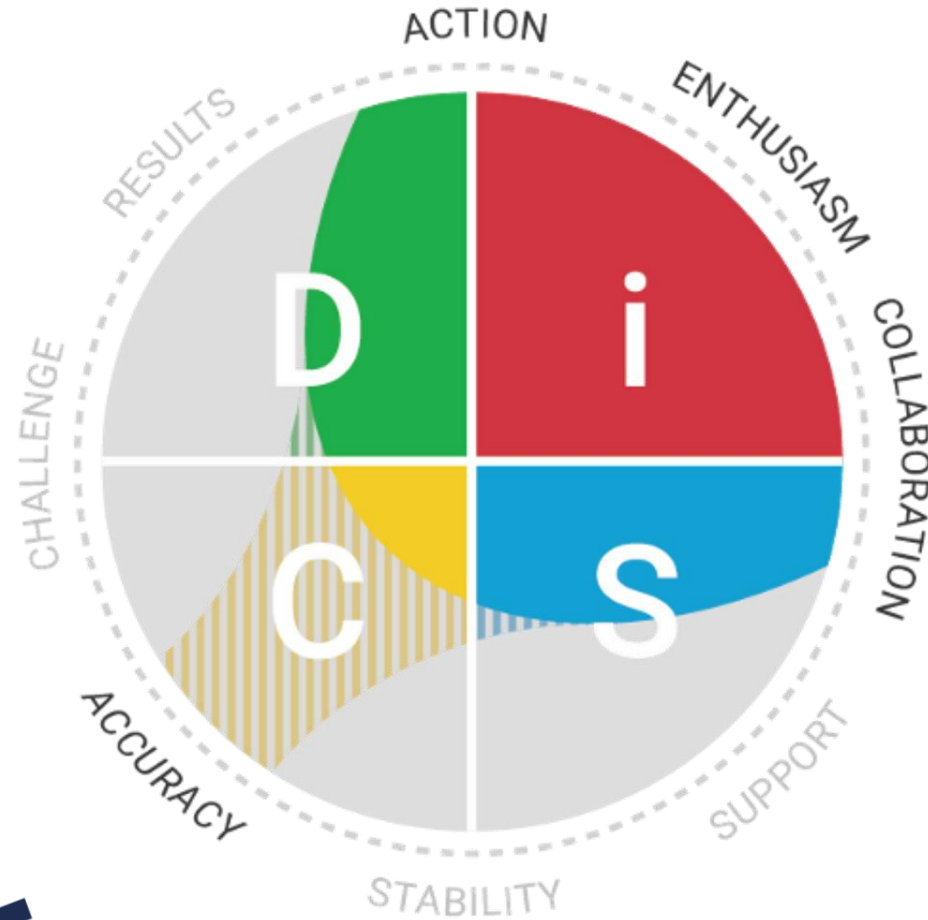


Moderate



Strong

Shading and Priorities



DiSC Characteristics

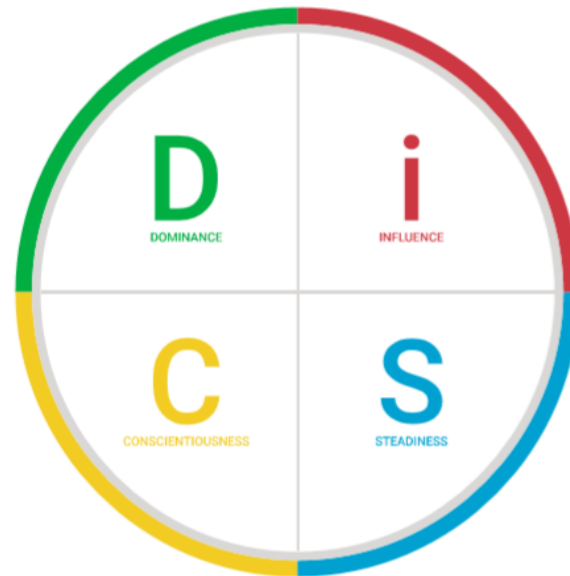
OVERVIEW OF THE DiSC MODEL

Dominance

- 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

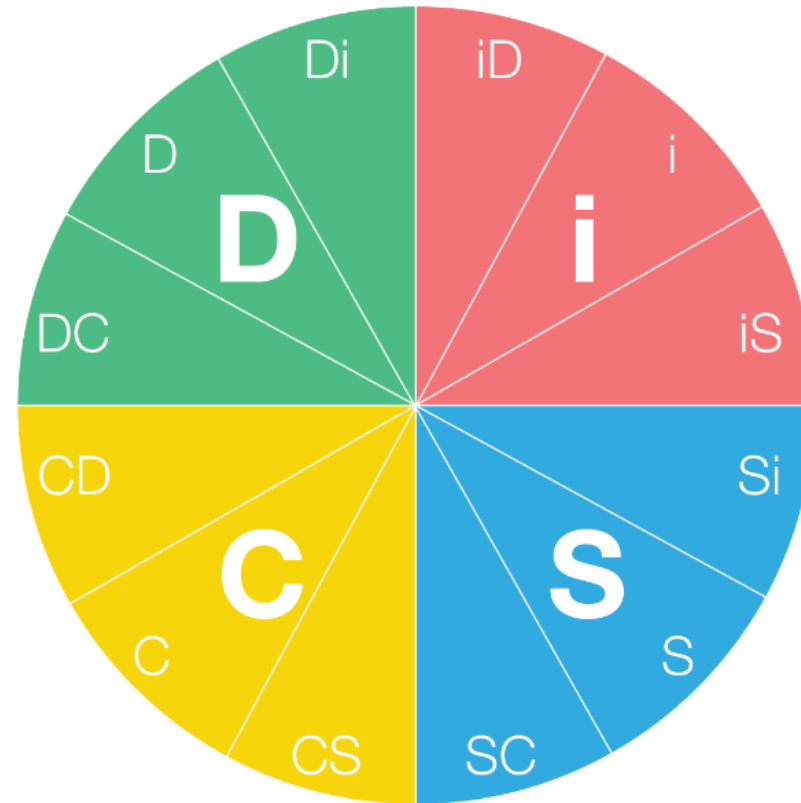
Analyzing Your Individual Report

What does your dot say?

✓ = like you

X = not like you

? = not sure



The DiSC Styles Breakout

1. What words describe your core style?

D



i



2. How might your style show up to others?

c

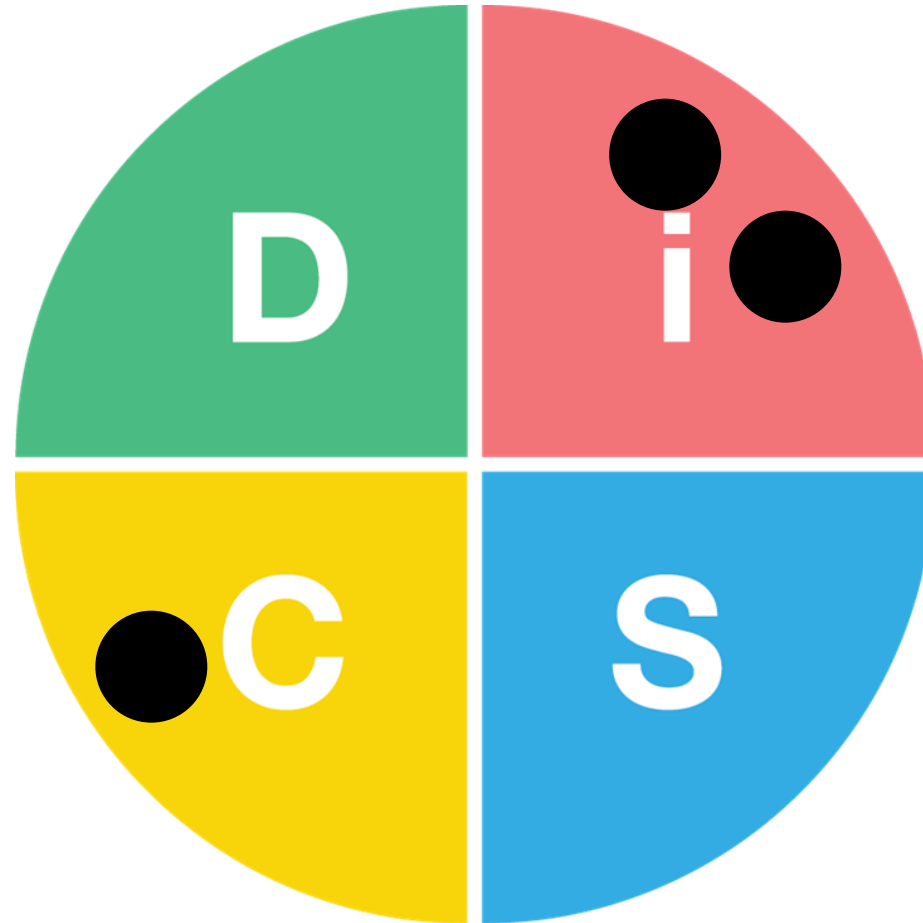


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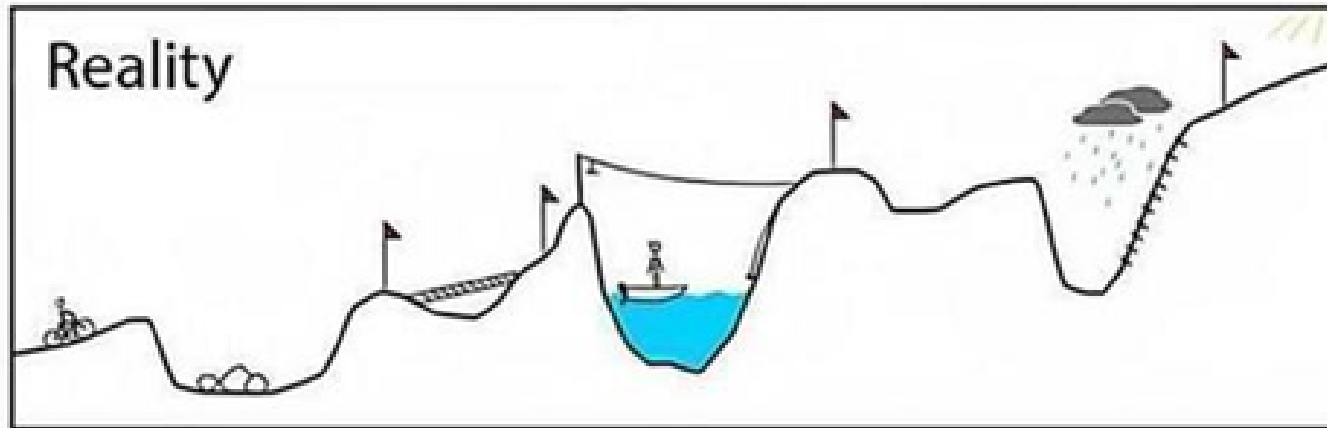
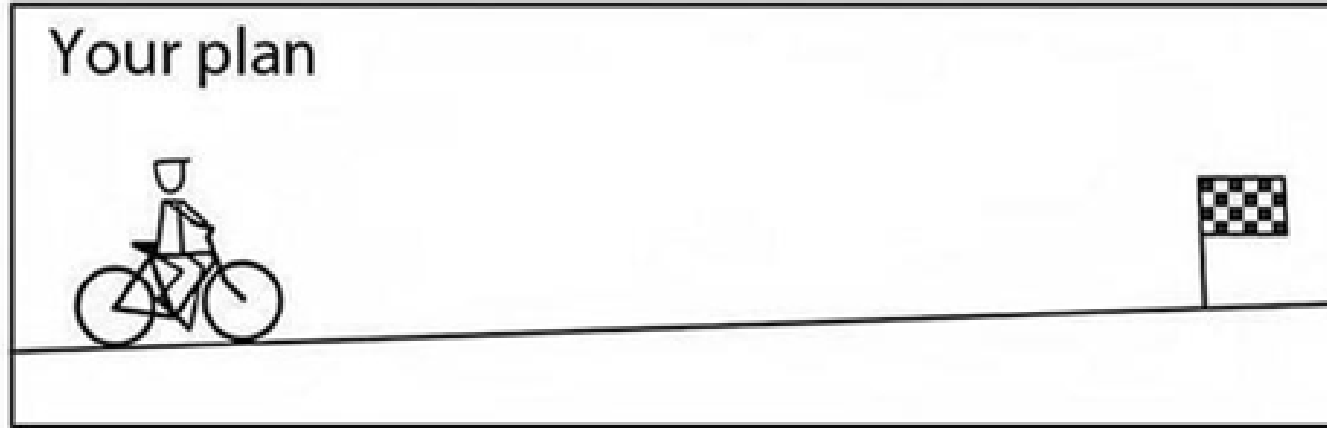


3. How might it be misunderstood?

How Do I React?



Look Familiar?



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 Leadership Mission

Who are you? When you are clear on *who you are*, you have a firm foundation on which 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.**



Pre-Work Before Next Session

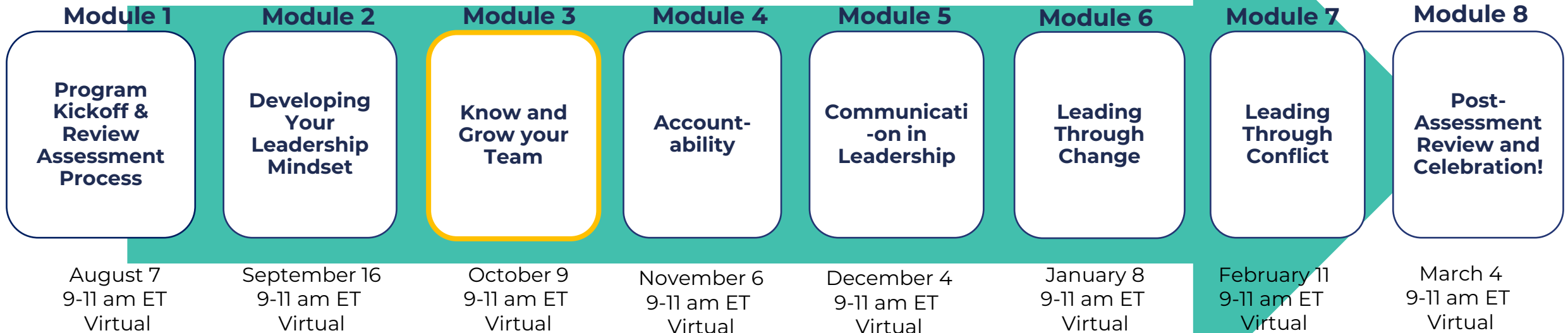
- Share your DiSC style with your team and manager.
- Watch [Find Your Why \(Simon Sinek\)](#)
- Meet with your Accountability Partner and discuss the following questions:
 - What is your authentic reaction to the Simon Sinek video? What's your WHY? How can you use that to inform your Leadership Mission?
 - Begin talking NOW about your Leadership Mission. What questions do you have?
 - What strengths and opportunities for growth do you see in your DiSC report?
- Work on your Leadership Mission.



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Questions?

