



Manager Essentials Leadership-Development Program

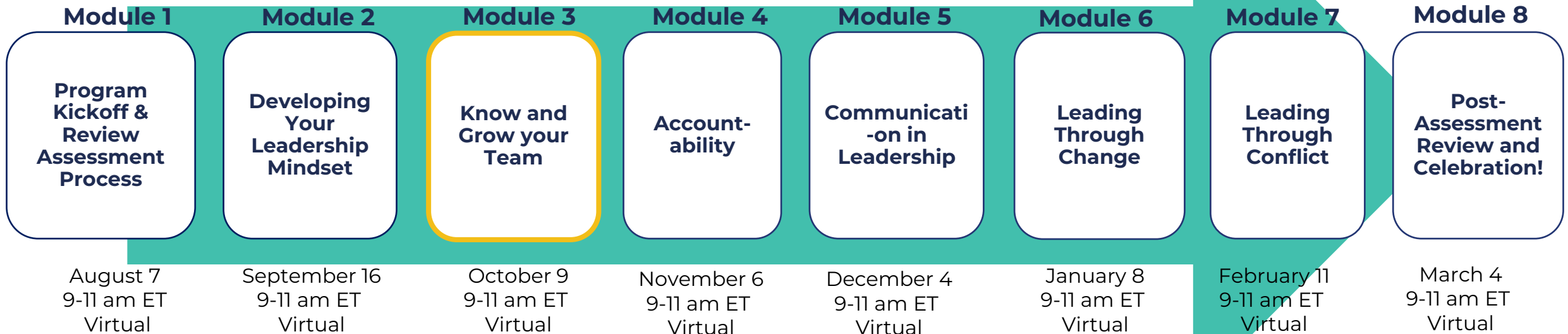
Know & Grow Your Team



Manager Essentials Virtual Cohort 1

Pre-Self Assessment & DISC

Post-Self Assessment



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

Ice Breaker

What's a talent, skill, or ability you don't possess but wish you did?



Recapping Survey Results

I take specific actions to build trust with members of my team.

3.6

Today's Objectives

- Use the DiSC model to learn more about your team members' strengths, weaknesses, and preferences.
- Learn how to foster an above-the-line mindset in others.
- Learn communication-adapting skills to build understanding, trust, and confidence with your team.

Homework Check-In

- 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.



Breakouts: Homework Check-In

In your breakout groups, 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?
- What questions do you have about your Leadership Mission?
- What strengths and opportunities for growth do you see in your DiSC report?

Each group will choose at LEAST one item to report out on.



Fostering an Above-the-Line Mindset in Others



Where is YOUR TEAM?

Identify the behaviors you see/hear from each of your team members or colleagues.

Are they **ABOVE** or **BELOW** the line?

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

ABOVE THE LINE

BELOW THE LINE



Behaviors										
Makes excuses										
Finds fault and blame										
Gossips										
Rationalizes										
Justifies										

Fostering an Above-the-Line Mindset in Others

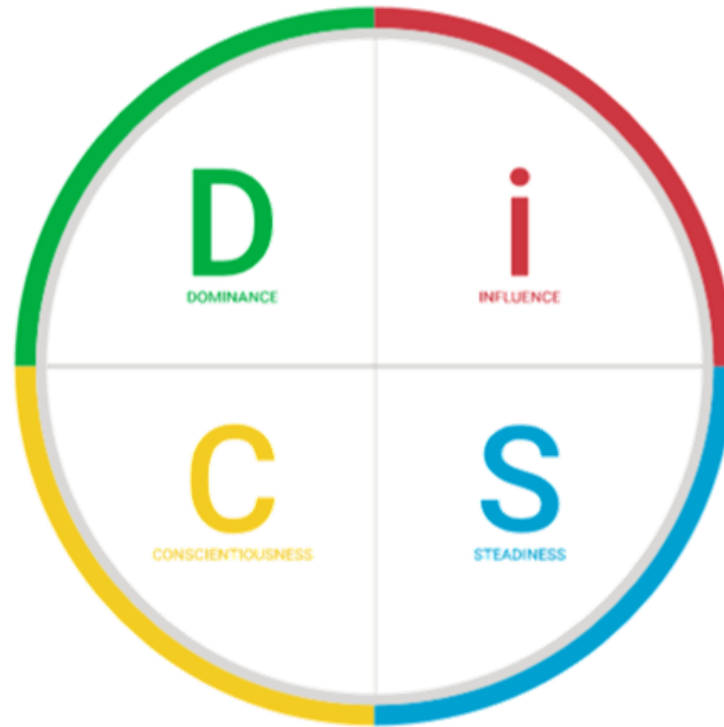
Your handouts offer some ideas for fostering an above-the-line mindset in others, but they're not fleshed out.

Work with a partner to answer two questions:

1. In what way would this idea (e.g., talk and encourage) cultivate an above-the-line mindset?
2. How might this idea play out specifically for your team? For example:
 - a) If you use this idea to foster an above-the-line mindset, how would you do it?
 - b) What would the impact be?



DiSC Word Sort

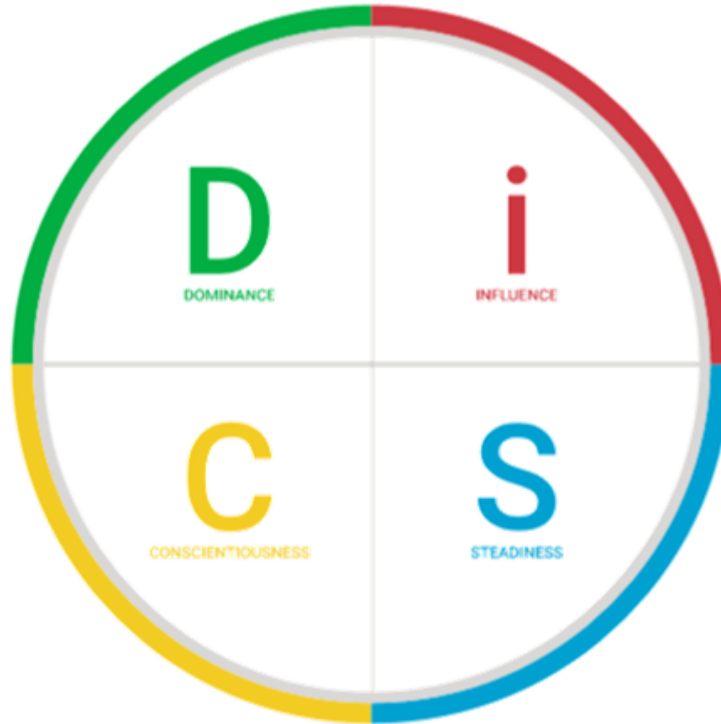


D

Independent
Decisive
Minimal chitchat
Blunt
Strong-willed
Risk taker
Impatient
Adventuresome

C

Likes rules
High standards
Systematic
Diplomatic
Accurate
Careful
Conventional
Neat



I

Sociable
Open-minded
Impulsive
Trusting
Enthusiastic
Not a good planner
Well-Intentioned
Emotional

S

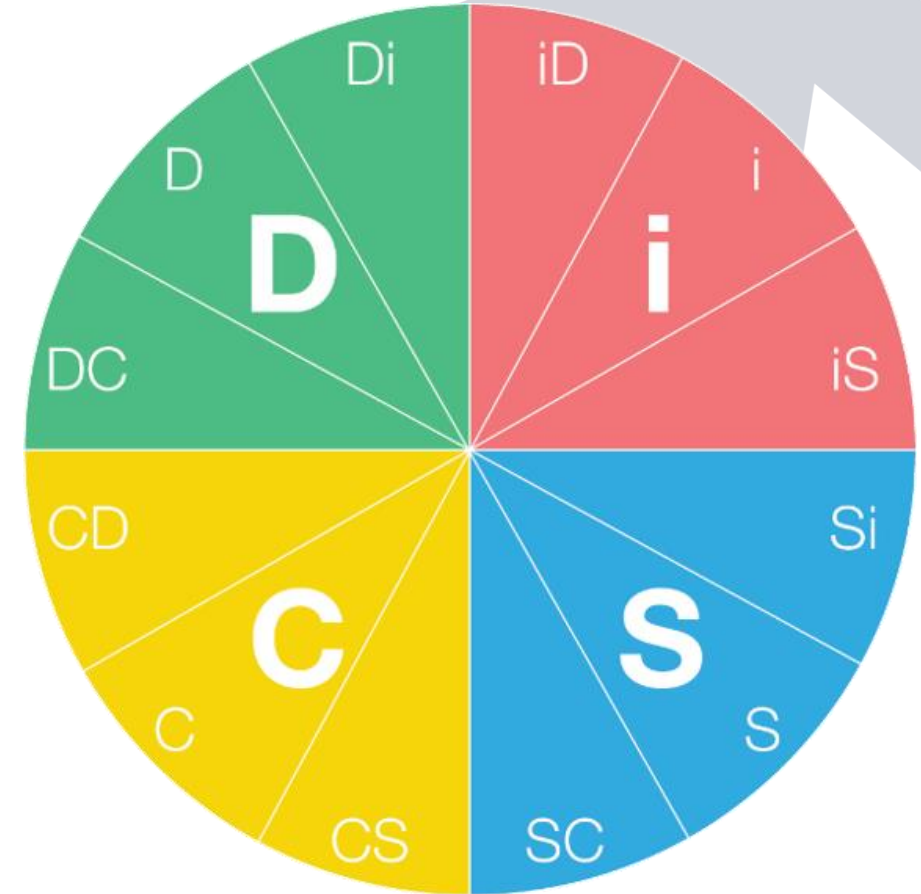
Soft-spoken
Not emotional
Tolerant
Low Risk tolerance
Very loyal / dislikes change
Sincere
Patient
Good listener

Plot Your Team

1. Plot your team on p.5

2. Consider:

- What are your **strengths** as a team?
- What **gaps** do you see within the team?
- What are natural **tensions** that will 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



Pre-Work for Next Session

- Plot your team members on the DiSC wheel (in handout), and answer the questions about gaps, strengths, and tensions.
- Complete the Action Plan for Success in your handouts.
- Watch [The Golden Rule Goes Platinum \(Angela McMillan/TedX\)](#)
- Meet with your accountability partner to discuss the following questions :
 - What actions are you planning to adapt communication to someone else's DiSC style?
 - What obstacles are you planning ahead for?
 - How did insights from Angela McMillan's TedX talk help inform these choices?
- Continue working on your Leadership Mission.



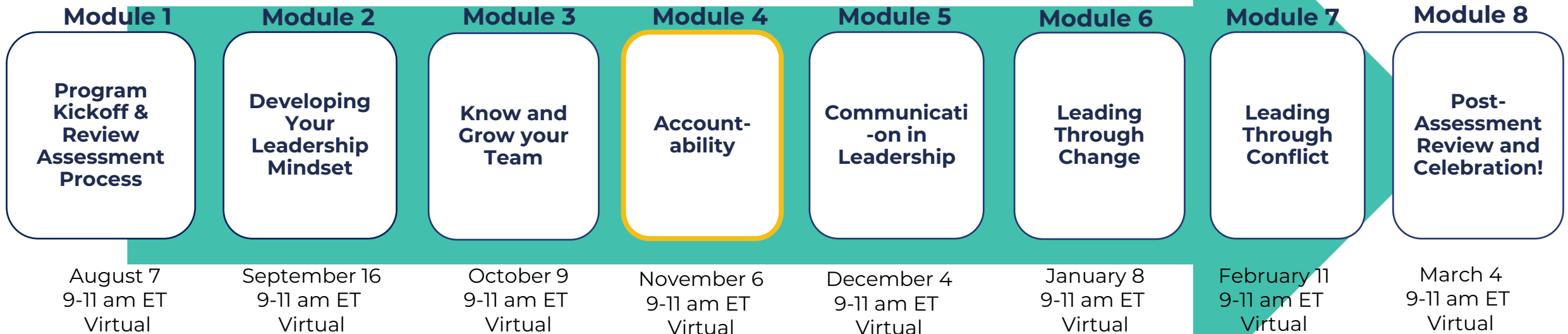
Questions?



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