

Know & Grow Your Team



Best Practices - Growing Their Above-the-Line Mindset

We've identified where you think some of your team members or colleagues are now, which is a great start. Now how do we create an expectation of, and then **foster**, an "Above-the-Line" mindset in others?

Below are some ideas, but they're not fleshed out--they're just concepts. 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?

Talk and Encourage – Start the conversation and use the language.

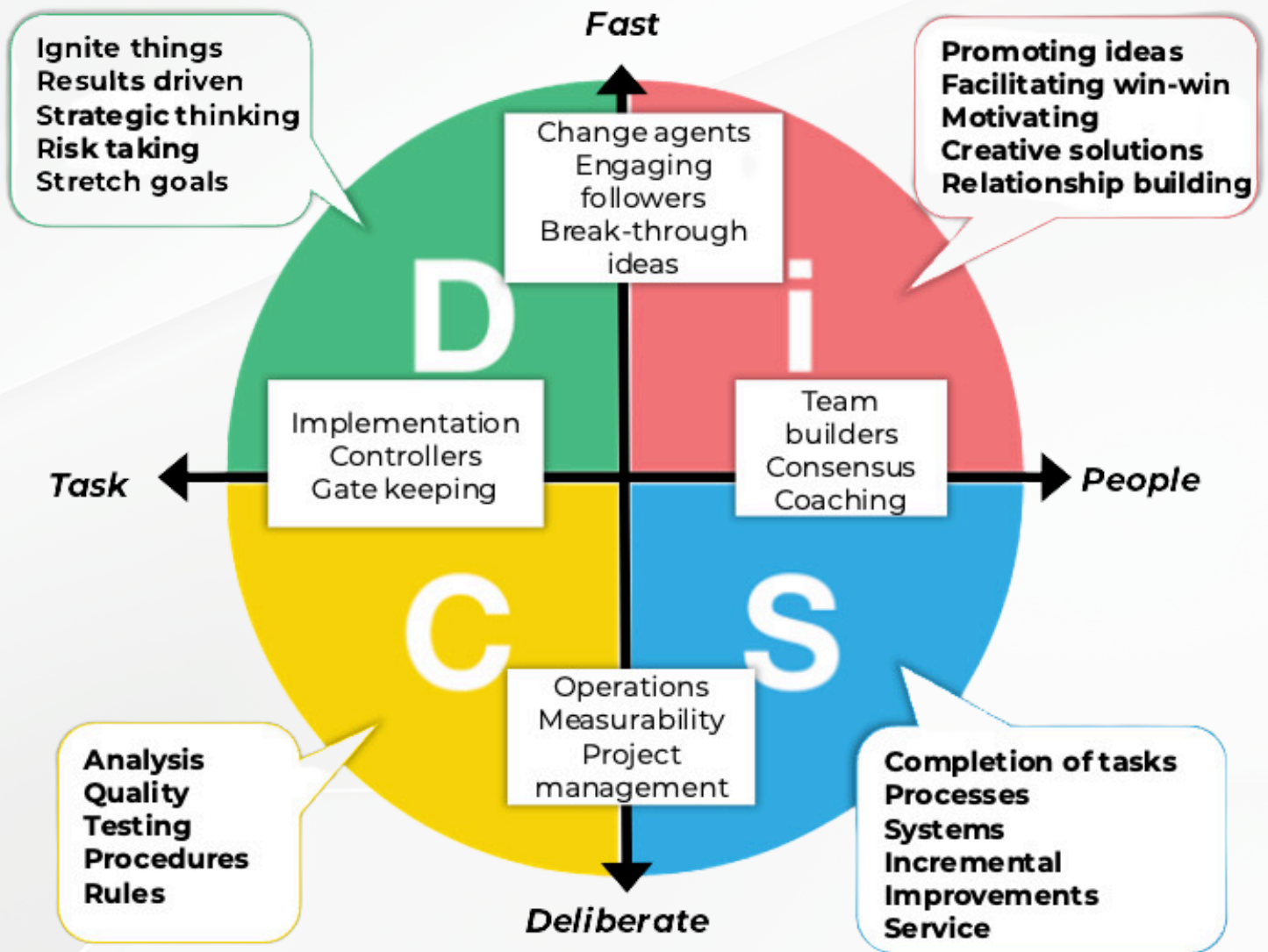
Model It – By embodying the Above the Line behaviors, team members will become familiar with them and be more likely to exhibit them as well.

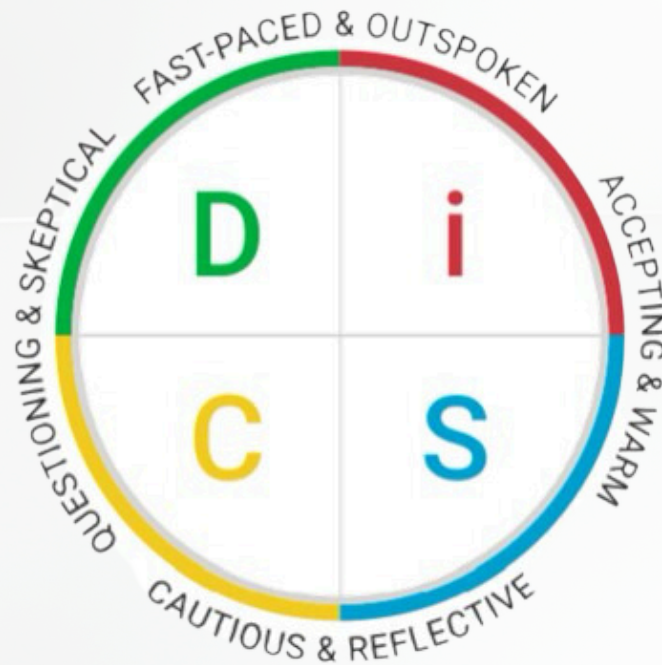
Clarify – Team members should know exactly what their role purpose and responsibilities are and how they support the organization.

Clear expectations – Team members should know the standard by which he/she will be assessed.

Measure – When something you're accountable for is objectively measured, it leaves little room for victimhood.

Leadership and DiSC





DiSC Word Sort

Use the word bank below to place the most appropriate descriptor with the fitting core DiSC style.

Impulsive	Trusting	Enthusiastic	Not a good planner
Good Intentioned	Emotional	Soft-spoken	Not Emotional
Tolerant	Low risk tolerance	Loyal	Sincere
Patient	Good listener	Likes rules	High standards
Systematic	Diplomatic	Accurate	Careful
Conventional	Neat	Independent	Decisive
Minimal chitchat	Blunt	Strong-willed	Risk Taker
Impatient	Adventuresome	Sociable	Open-minded

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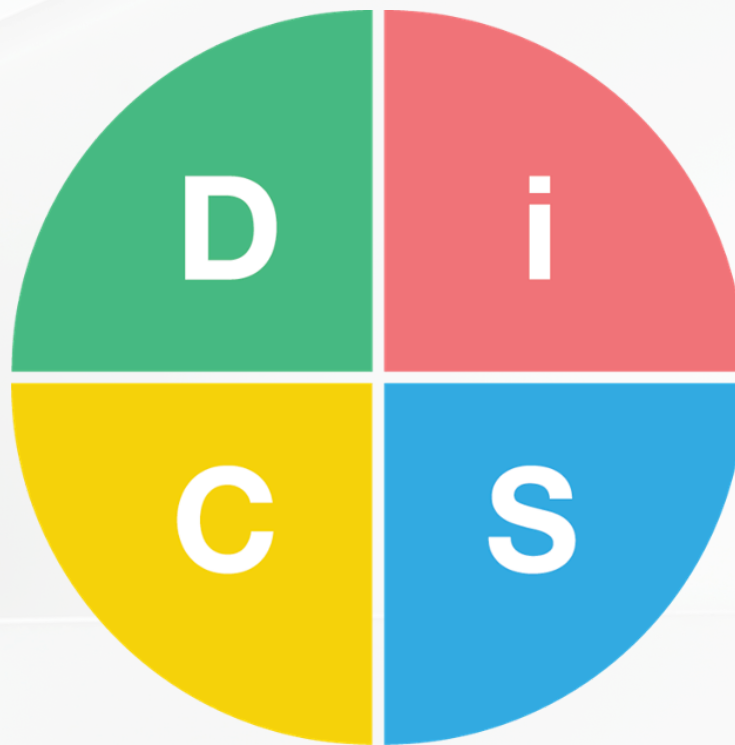
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Plot Your Team on the DiSC Wheel

Competition with others, Testing of new ideas, Results through people, Persuasive communicator, Enthusiasm, Change agent.

Results-oriented, Firm, Quick decision making, Authority to carry out responsibilities, Expedites action, Challenging assignments, Bold aggressive actions.

People contact, Solutions to people problems, Optimistic outlook, Verbalizes thoughts and ideas, Varied activities, Mobility



Analysis of facts and data, Accuracy, Safety and security, Clean/tidy workstation, Procedures to follow, High quality standards.

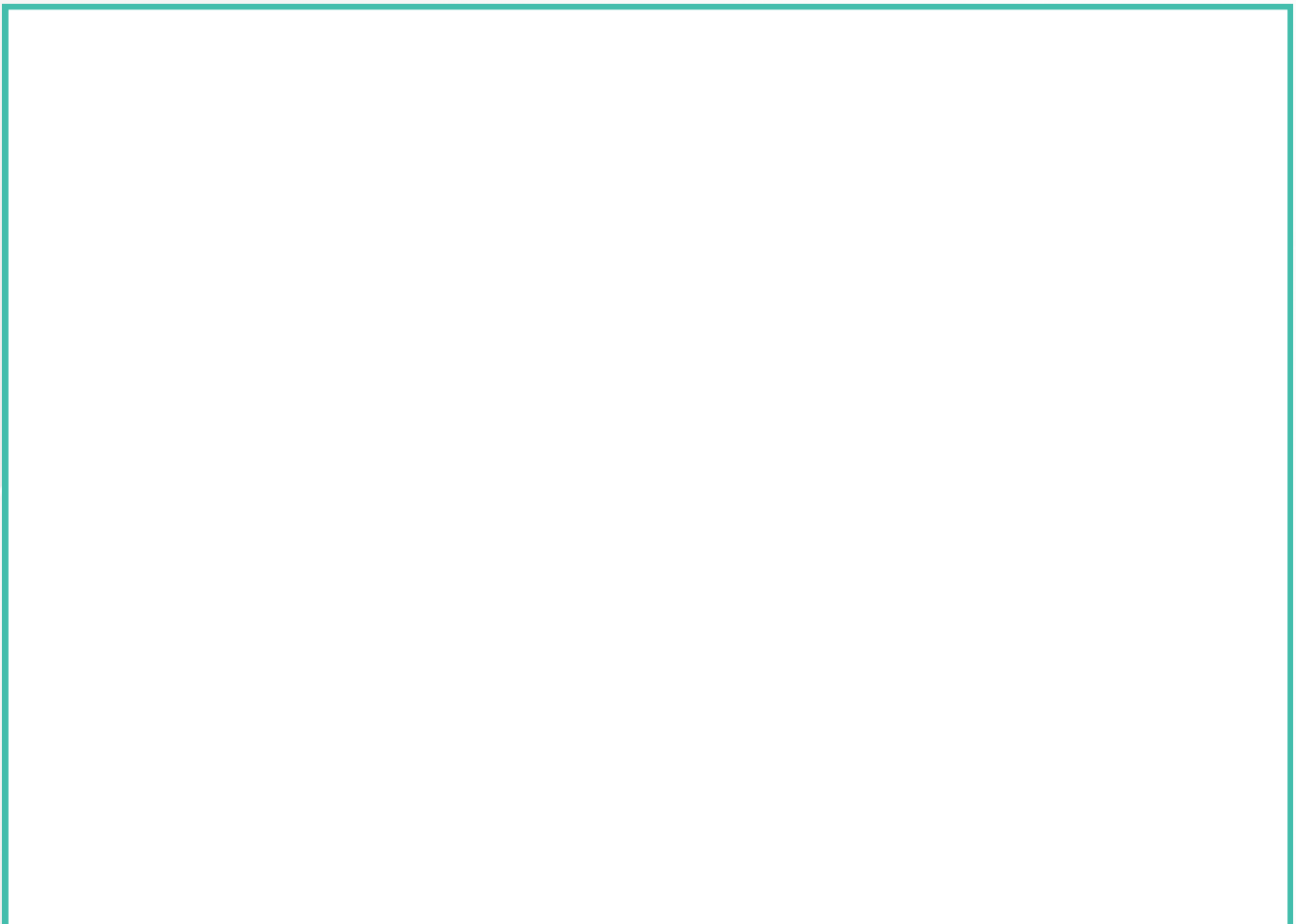
Logical thinking, Systematic routine, Closure, Relaxed pace, Team participation, Security.

Diplomacy and cooperation, Facts and data to analyze, Guidelines to follow, Routine work, Adherence to standards, Task orientation.

Plot Your Team, cont.

- 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?

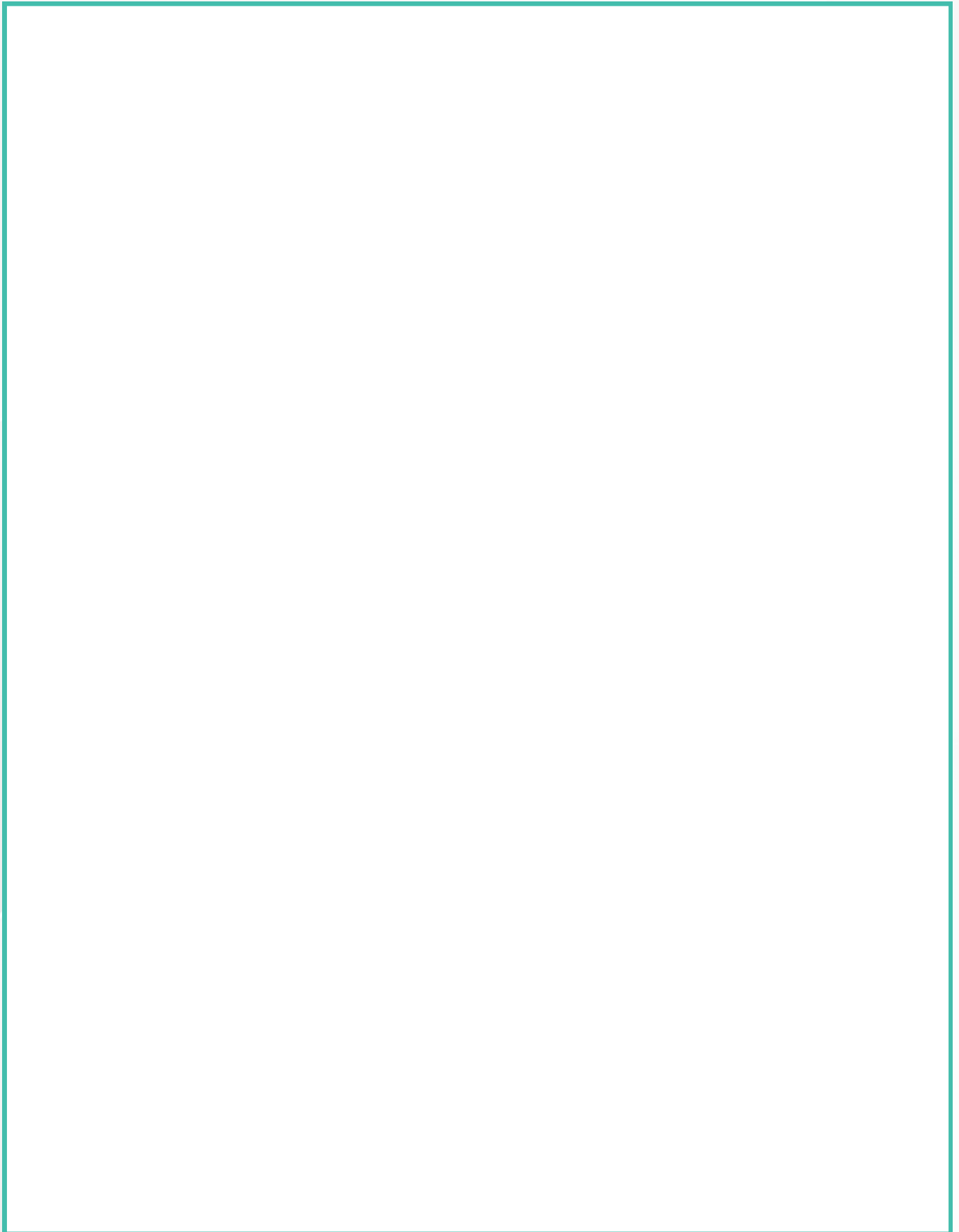
Notes



Your Action Plan for Success

Style ____:	Style ____:	Style ____:
Actions: What actions do I need to take to adapt to this style?	Actions: What actions do I need to take to adapt to this style?	Actions: What actions do I need to take to adapt to this style?
Obstacles: What could potentially get in my way (my natural tendencies)?	Obstacles: What could potentially get in my way (my natural tendencies)?	Obstacles: What could potentially get in my way (my natural tendencies)?
Outcomes: How will I know when I've improved in this area?	Outcomes: How will I know when I've improved in this area?	Outcomes: How will I know when I've improved in this area?

NOTES:

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