LEAD:

Developing Your Leadership Mindset

Rehab INDUSTRIES

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Meet Your Facilitator!

- Expertise in how the adult **brain learns**
- Coach, **Facilitator** & Professional Speaker
- Leads with a **curious mindset**
- **Fitness buff, reader, wife**

Dr. Ali Atkison

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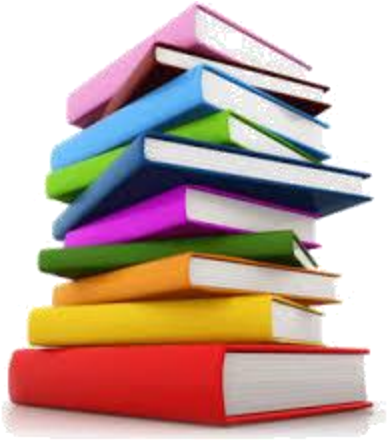
Icebreaker

Share a recommendation.



Today's Objectives

- Set the stage. Understand the role of a leader-manager and what behaviors lead to your success.
- Review and leverage your strengths and identify strategies to mitigate your trouble spots based on your DiSC profile.
- Take personal ownership for your success as a manager by staying above the line.
- Begin to craft your Leadership Mission (work throughout the program).

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LEAD Development Process
Cohort 11

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

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Leader Development: Ingredients for Growth

Focus

Accountability

Psychological Safety

Time

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Pre-Assessment Results

Survey Item	Group Average
I understand the connection between mindset and effectively leading others.	4.4
I have a Leadership Mission which drives my leadership.	4.0
I know my natural leadership style and use it to actively leverage my strengths and manage my weaknesses.	3.5

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The Manager Difference

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The Manager Difference

Managers account for at least

70%

of the variance in employee engagement scores.

Role of a Leader-Manager

A balanced wheel is important to your overall performance.

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Understanding the Leader-Manager Wheel

- ❑ Consider a leader who made an impact on you—good or bad.
- ❑ Choose **5 words** to describe this leader.
- ❑ Write each descriptor on the wheel where it belongs.

- ❑ Share your story of the leader who impacted you with a partner.

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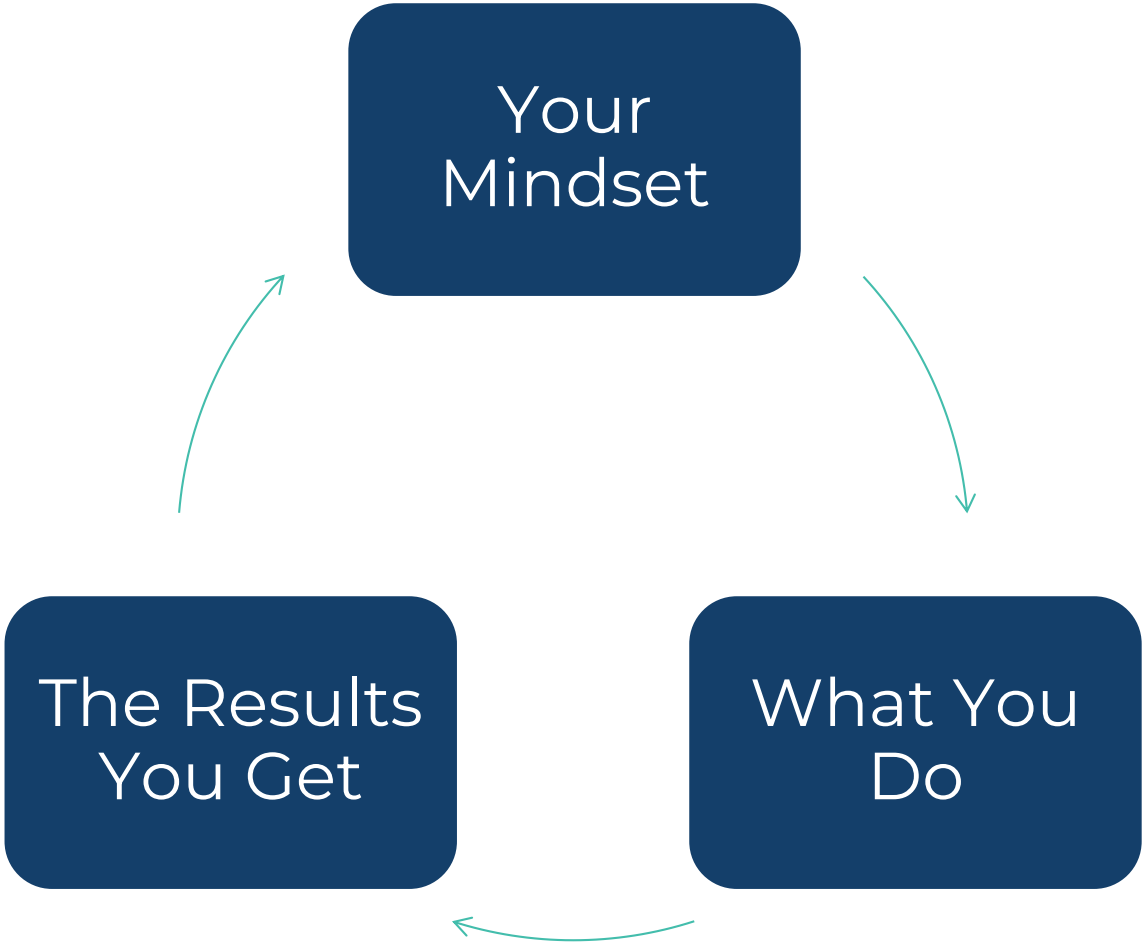
Your Leadership Starts with YOUR MINDSET



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Mindset

The major factor in whether people achieve expertise is not some fixed prior ability or intelligence (which is NOT fixed), but rather **purposeful engagement**.

~Robert Sternberg

Mindset

You **must** have two things to grow in ***any*** way:

- A growth mindset—an understanding that intelligence is not fixed, coupled with a genuine interest in learning.
- The willingness to be present and do the work.

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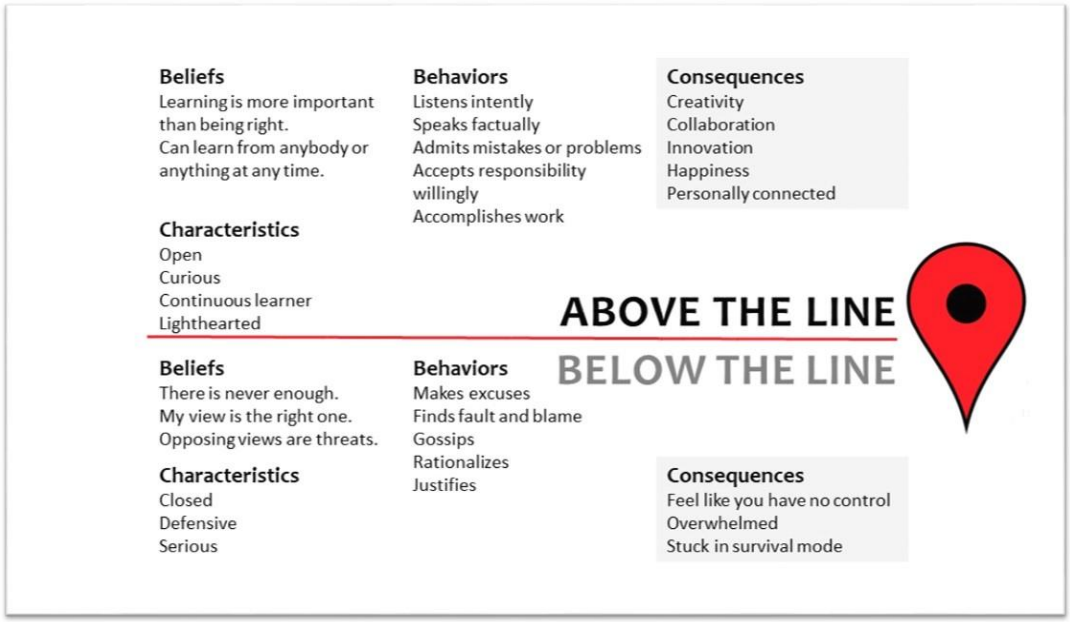
Where is YOUR Mindset?



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

Provide (1) example of a time you were above the line, and (1) example of a time you were below the line.

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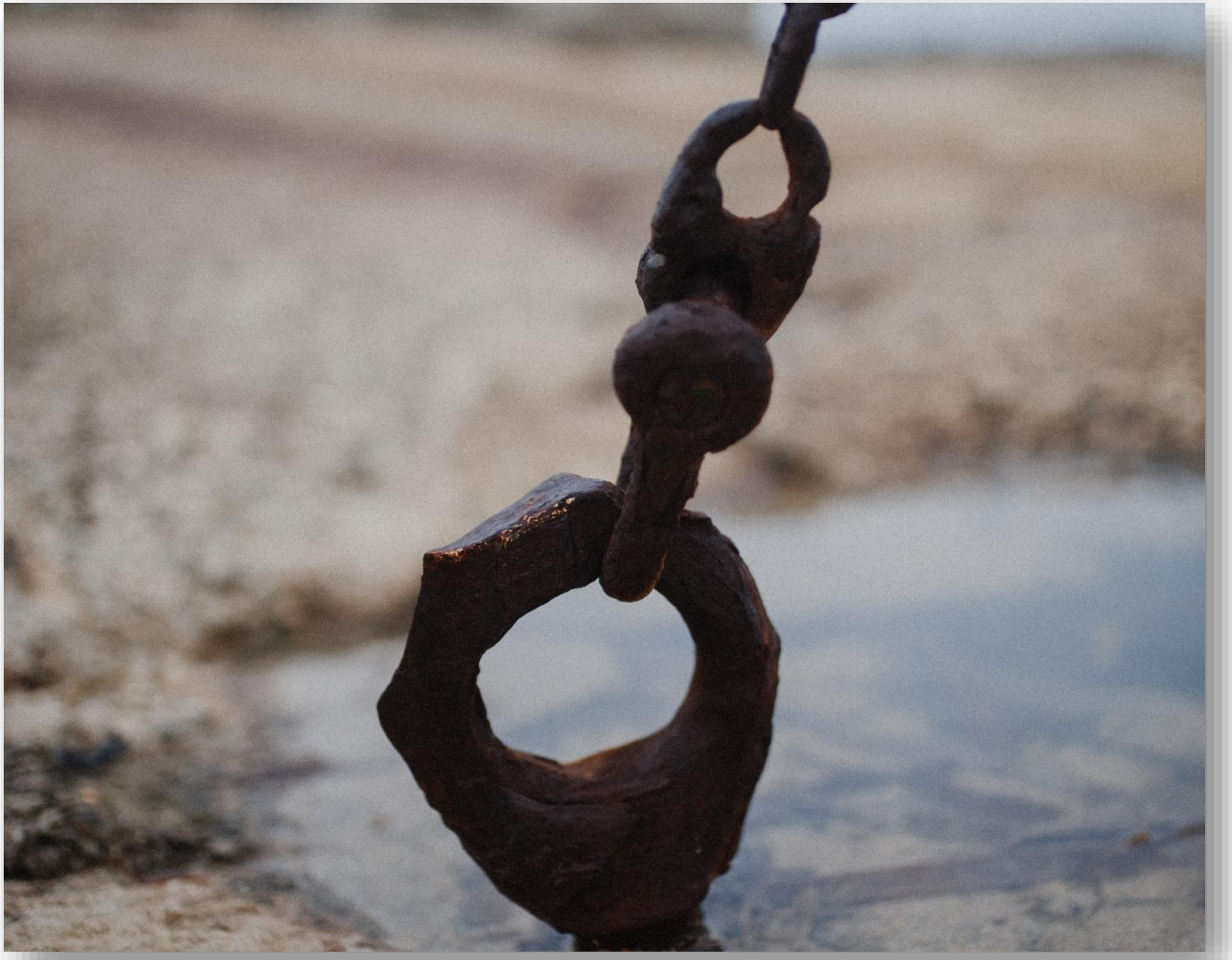
What Anchors You?



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What Are Your Values?

Hope
Trust
Challenge
Growth
Healthy
Strength
Intelligence
Teamwork
Innovation
Equality
Respect
Curiosity
Wisdom
Power
Harmony
Recognition
Flexibility
Productivity
Humor
Diversity
Autonomy
Courage
Security
Empathy
Quality
Beauty
Discipline
Creativity
Patience
Effectiveness
Service
Truth
Honesty/Integrity
Happiness
Loyalty
Communication
Open-mindedness
Love/Affection
Competence
Independence
Decisiveness
Success
Dependability

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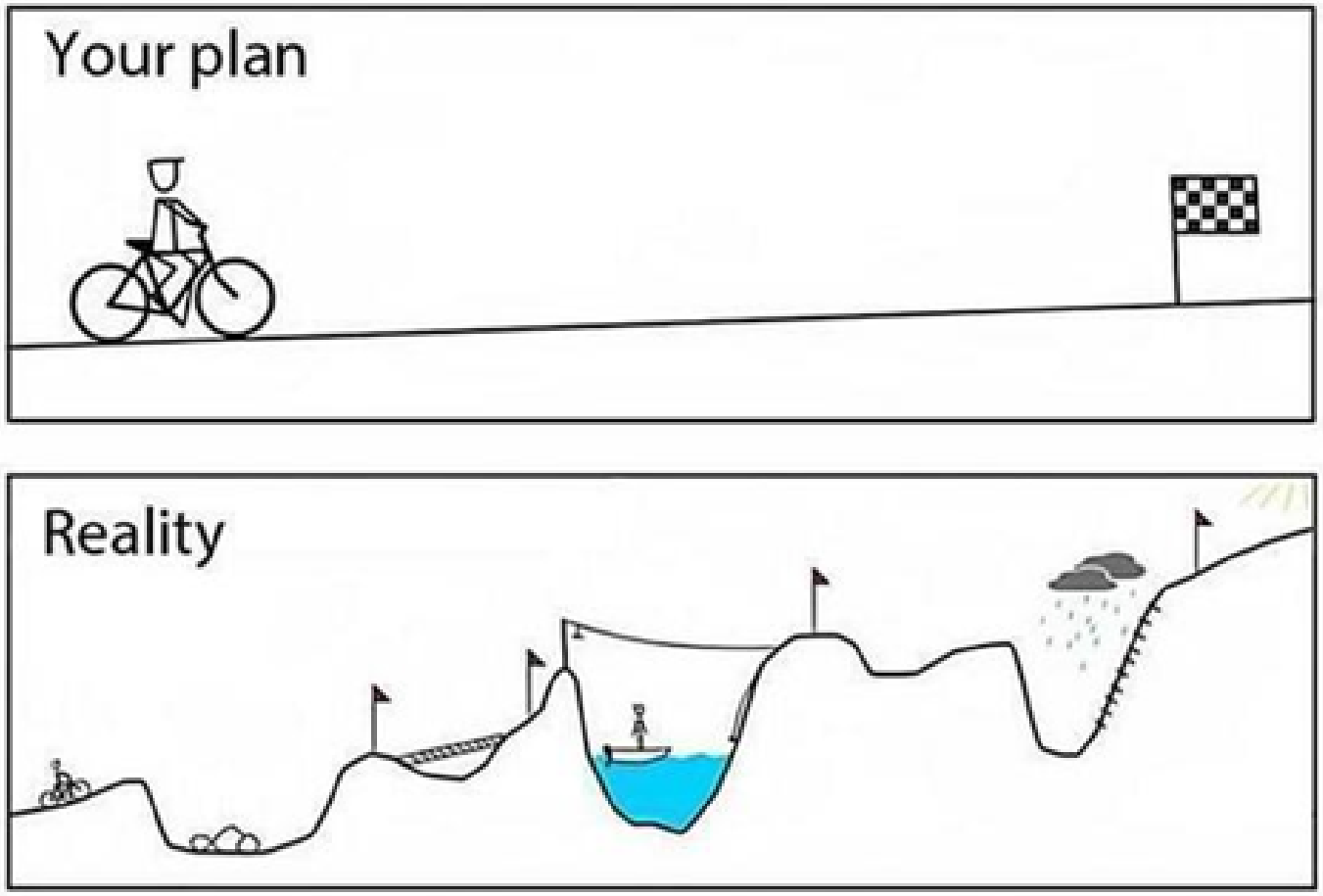
What Do I Do With My Values?

- Find a way to keep them close/easily accessible
- Connect them to a motto
- Find a visual that illustrates them
- **Use them to inform your Leadership Mission**

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.**

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Sample LM Statements

- 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.

DiSC Overview

What does it measure—4 dimensions:

- **Dominance**—how you react to challenge
- **Influence**—how you influence others
- **Steadiness**—How you respond to the pace of the environment
- **Conscientiousness**—how you respond to rules

DISC Principles:

- DISC does not measure intelligence, character, or education and skills.
- **Every** style is valuable—there is no right or wrong.
- We all have **some level of each** style; we tend to have a dominant (core) style
- 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.

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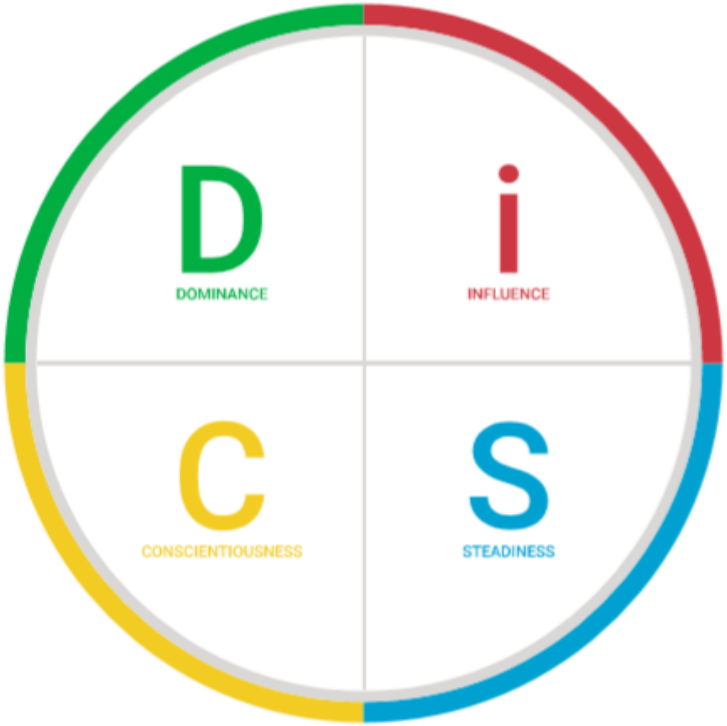
What is DiSC?

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

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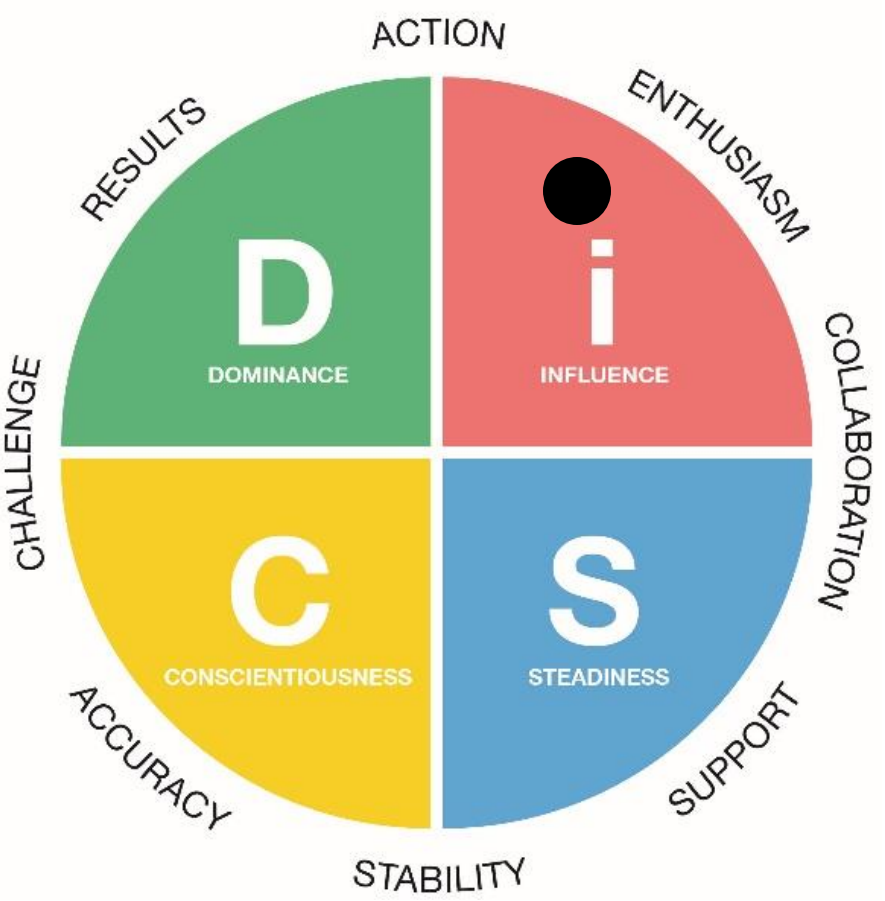
DiSC Model Review



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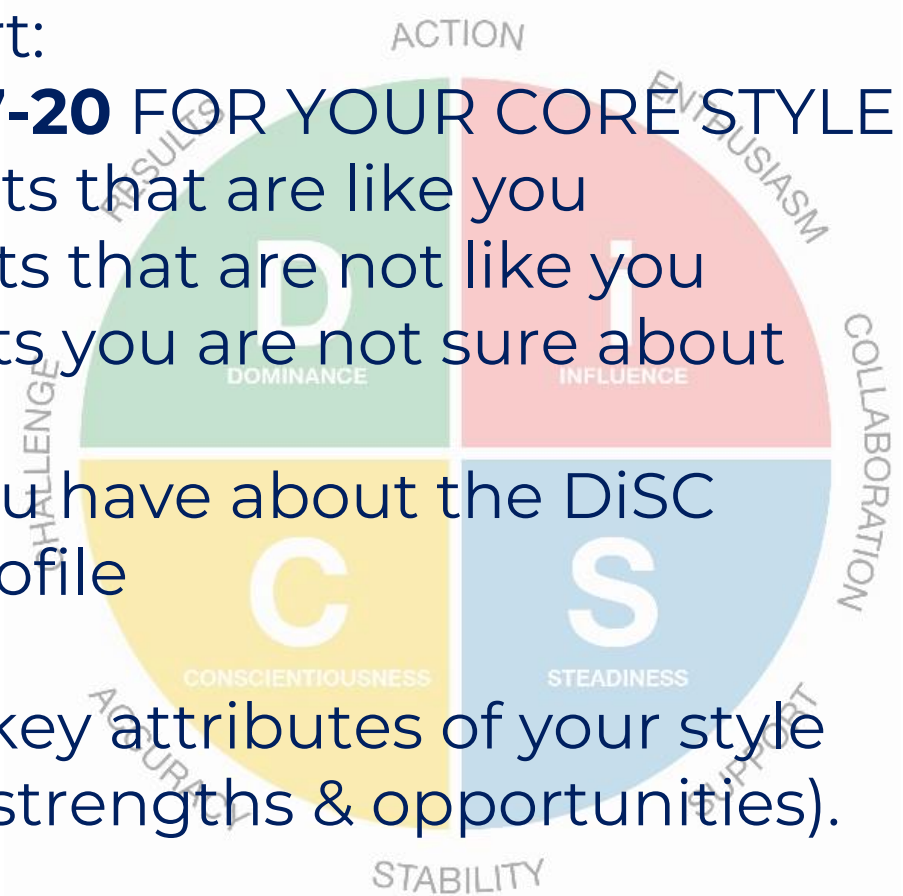
YOUR DiSC Style

Review your DiSC report:

- Read pages **2-7** and **17-20** FOR YOUR CORE STYLE
  - ✓ next to statements that are like you
  - X next to statements that are not like you
  - ? next to statements you are not sure about

- Note any questions you have about the DiSC assessment or your profile

- Be prepared to share key attributes of your style with the large group (strengths & opportunities).



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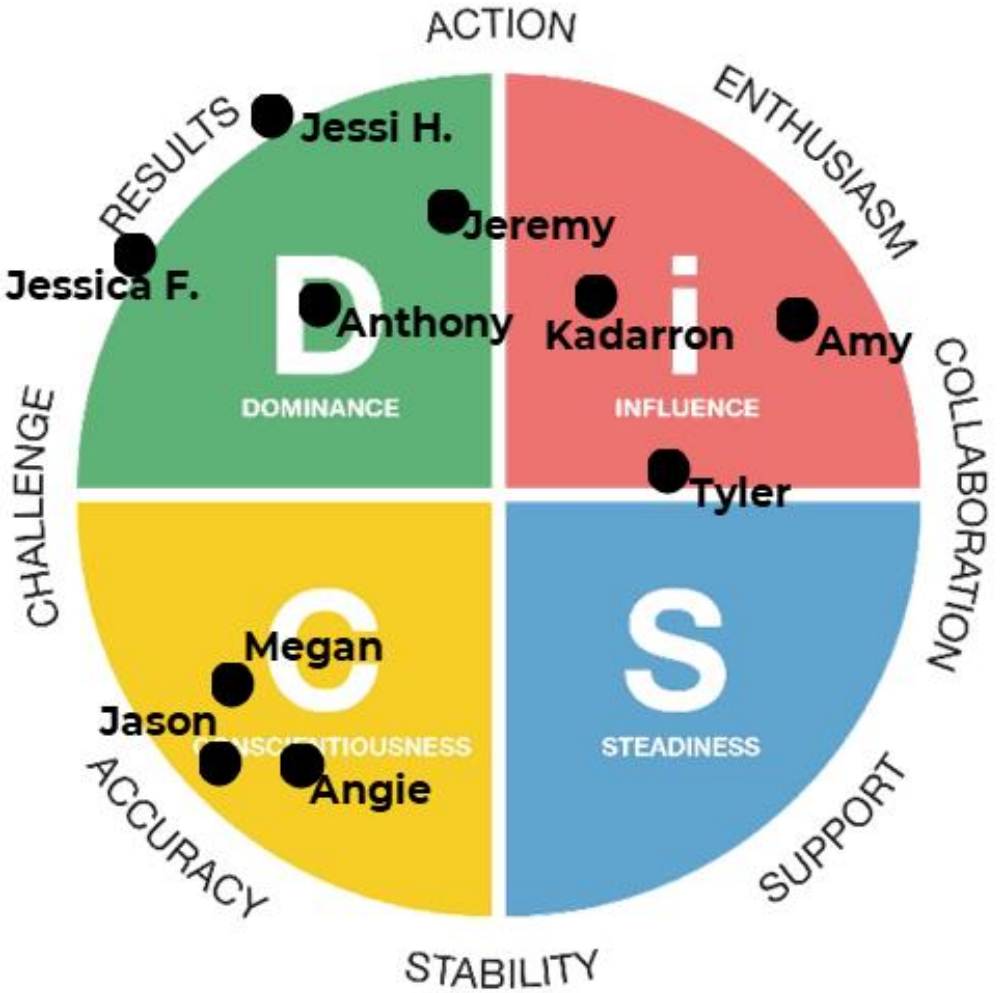
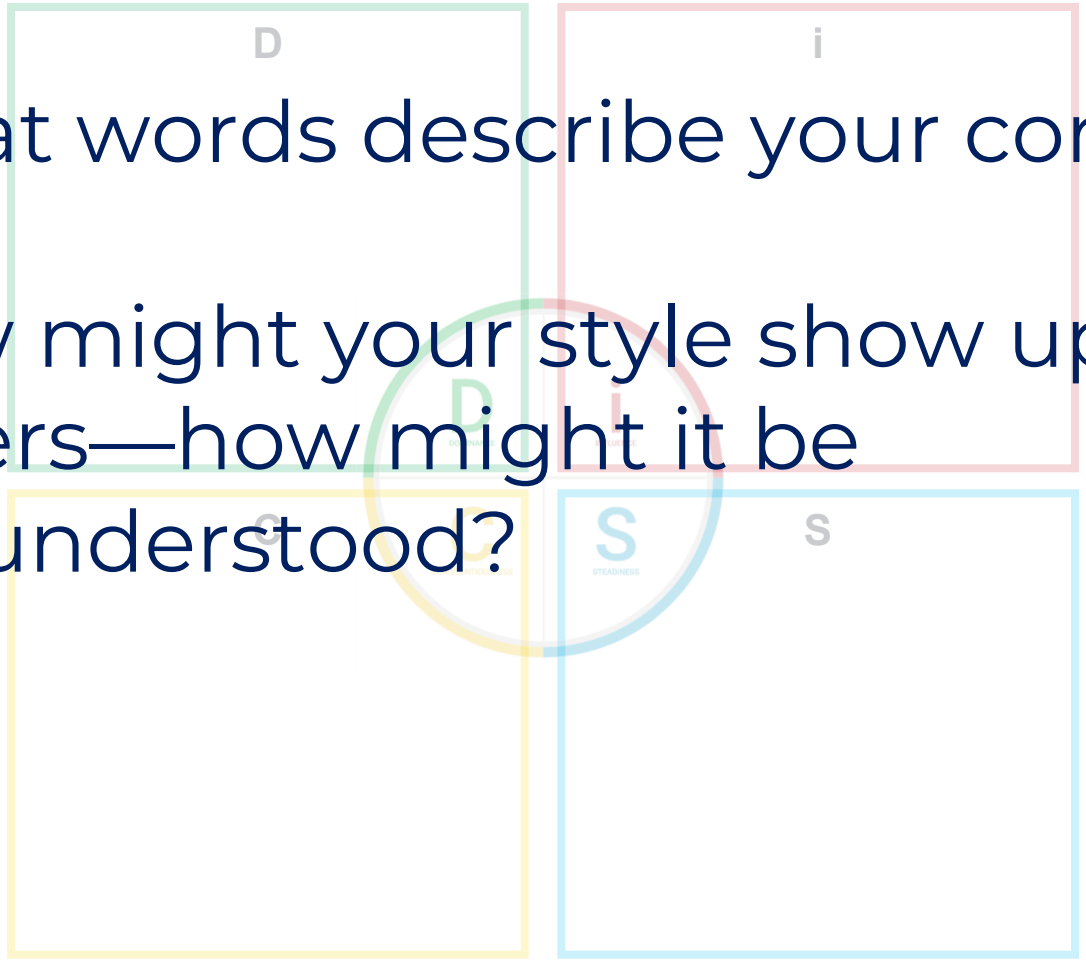
Group DiSC Map



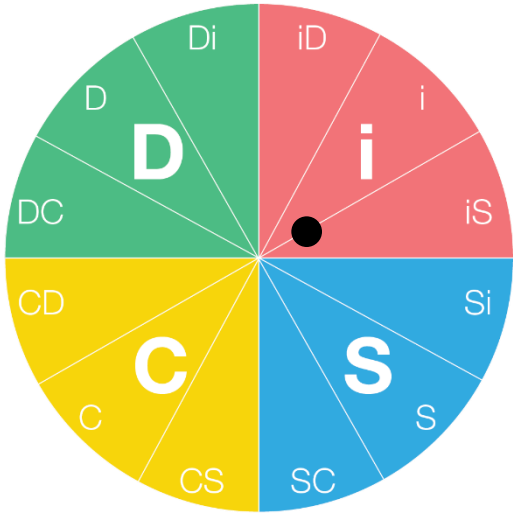
The DiSC Styles Breakout

1. What words describe your core style?

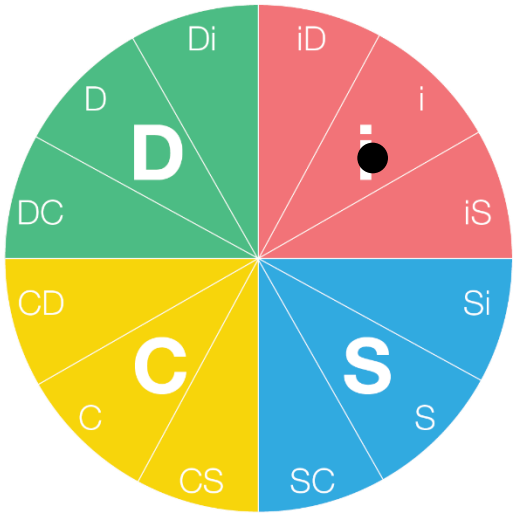
2. How might your style show up to others—how might it be misunderstood?



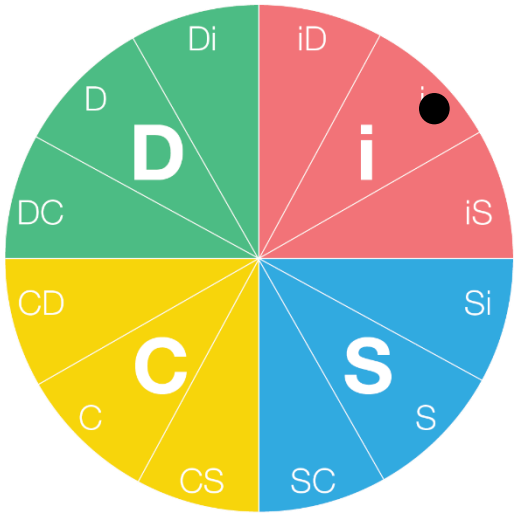
Your Inclination



Slight



Moderate



Strong

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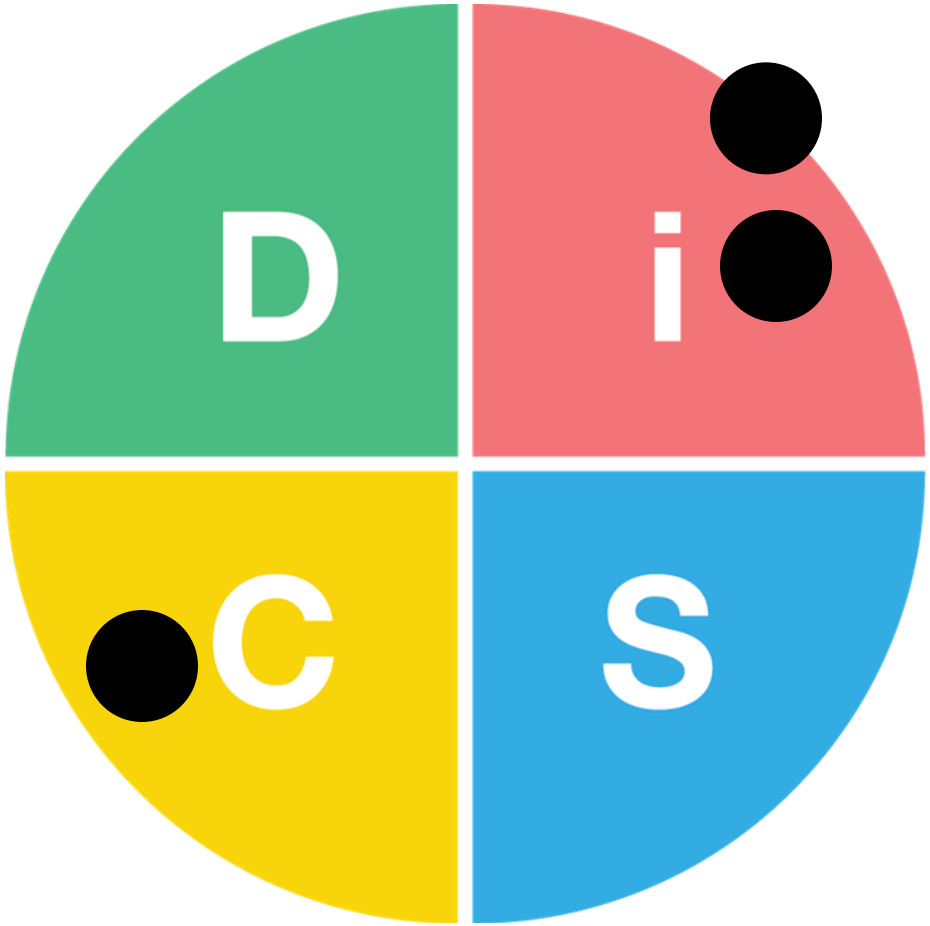
How do I react?



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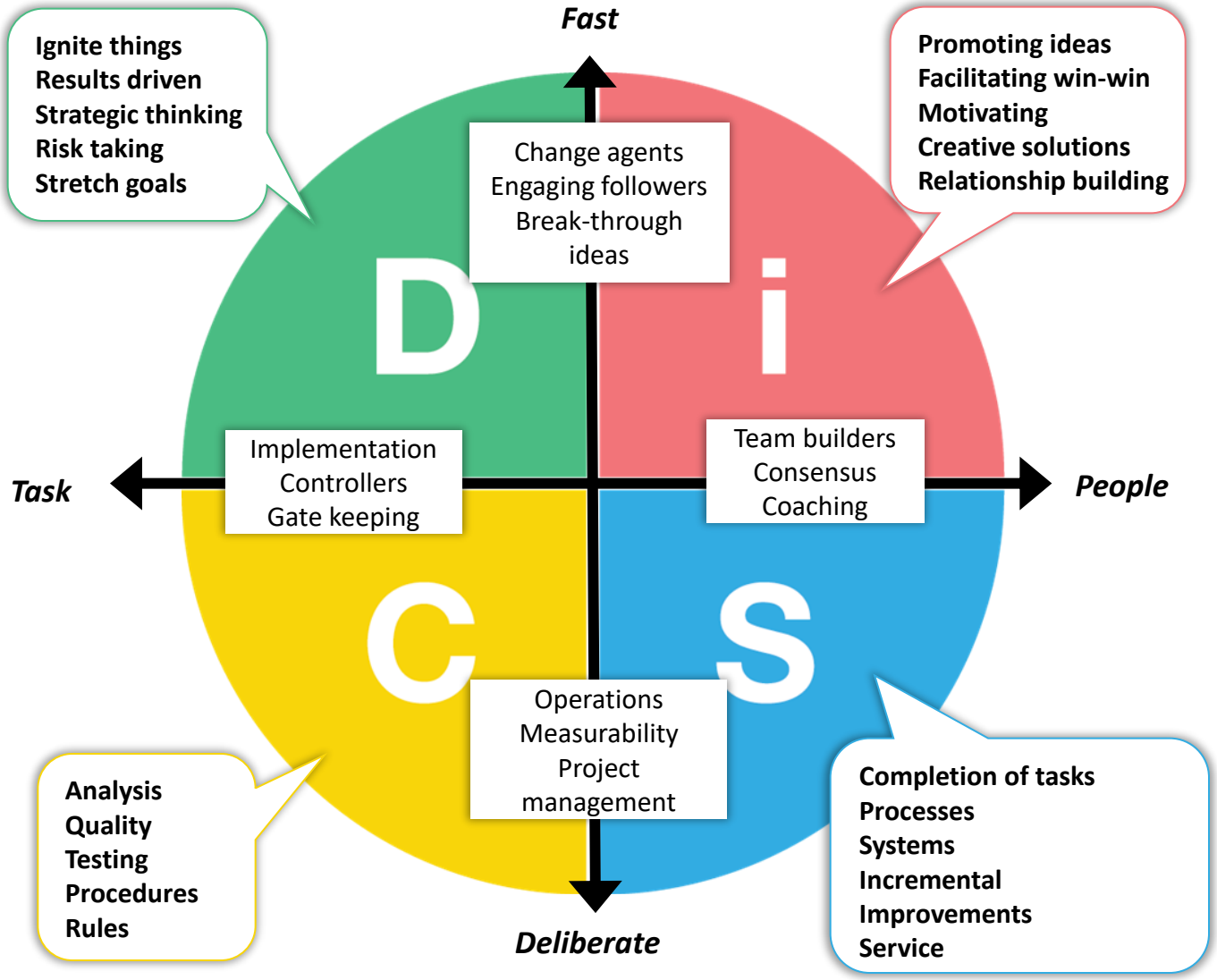
Leadership and DiSC



Levels of Accountability

Manager Meeting

- Discuss content from previous session – what were your key takeaways?
- Discuss areas of strength and areas of development.
- Discuss how you can continue to support each other.

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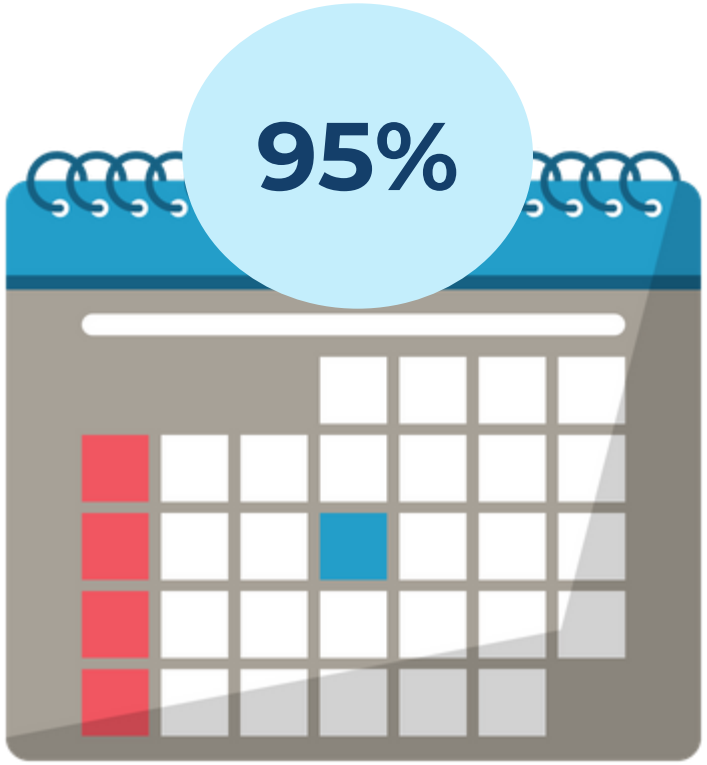
The Value of Accountability



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Accountability Partnerships

- Help to "**keep** the ideas and **content alive**" between workshops
- Will serve as a **visual reminder** of your ongoing leadership **development**
- **Safe** person with whom to share ideas, actions, obstacles

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Accountability Partnerships

Accountability Partnerships		
Tyler Giles	Angie Hedges	
Jason Staggs	Megan Sullivan	
Vicki Wardlaw	Jeremy Simmons	
Kadarron Anderson	Jacob Ritchard	
Amy Bridges	Anthony May	
Jessica Frisby	Jessi Harris	

Your Action Items

- Meet with your accountability partners. Use the discussion questions below to talk through your thinking, test ideas, and learn from one another's perspectives.
- Meet with your manager. Use the same questions to explore application, identify barriers, and discuss how our manager can support practice and reinforcement.
- Your discussion questions:
  - What are your take-aways from Above the Line?
  - What are your values? Why did you choose them, and how will you **live** them?
  - What are your strengths/opportunities from your DiSC report?
- Begin work on your Leadership Mission.

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Questions?

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