

LEAD:

Developing Your Leadership Mindset



Meet Your Facilitator!

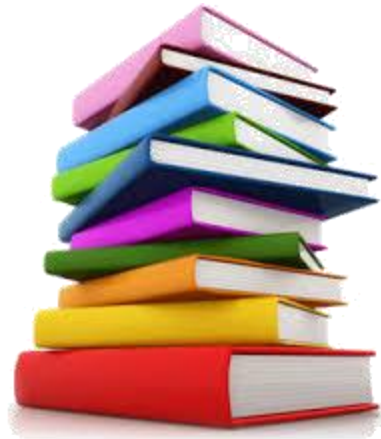
- ❑ Expertise in how the adult **brain learns**
- ❑ Coach, **Facilitator** & Professional Speaker
- ❑ Leads with a **curious mindset**
- ❑ **Fitness buff, reader, wife**

Dr. Ali Atkison



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).

LEAD Development Process Cohort 12



Leader Development: Ingredients for Growth



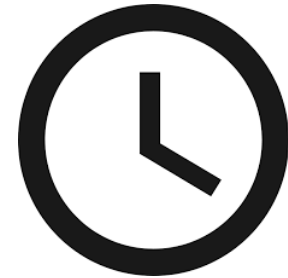
Focus



Accountability



**Psychological
Safety**



Time

Pre-Assessment Results

Survey Item	Group Average
I understand the connection between mindset and effectively leading others.	4.1
I have a Leadership Mission which drives my leadership.	4.3
I know my natural leadership style and use it to actively leverage my strengths and manage my weaknesses.	3.3



The Manager Difference

The Manager Difference

**Managers account
for at least**

70%

**of the variance in
employee engagement
scores.**



Role of a Leader-Manager

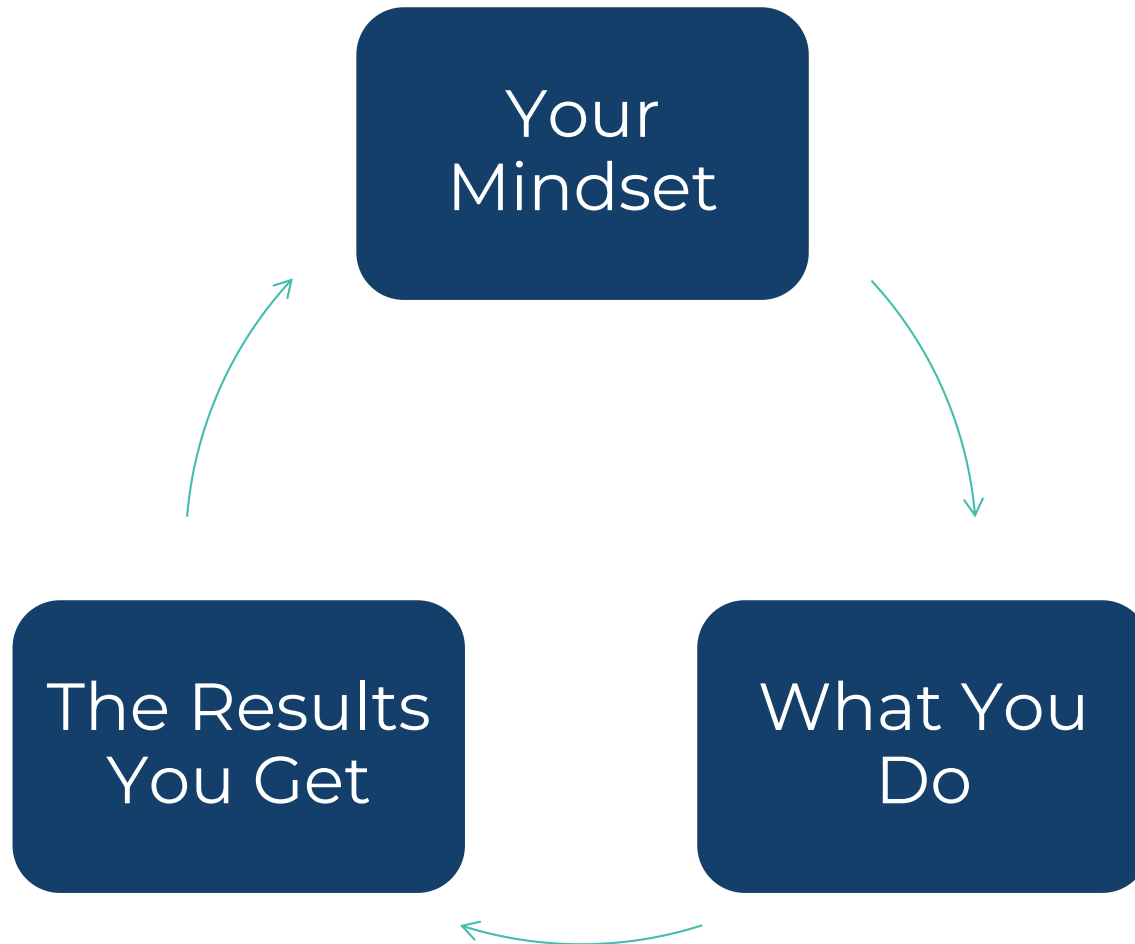
A balanced wheel is important to your overall performance.



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.

Your Leadership Starts with YOUR MINDSET



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.



EPSON
CURIOUS
COMMITTED TO LEARNING



WE

FOR THE KIDS RIGHT
DEFENSIVE
CLASS

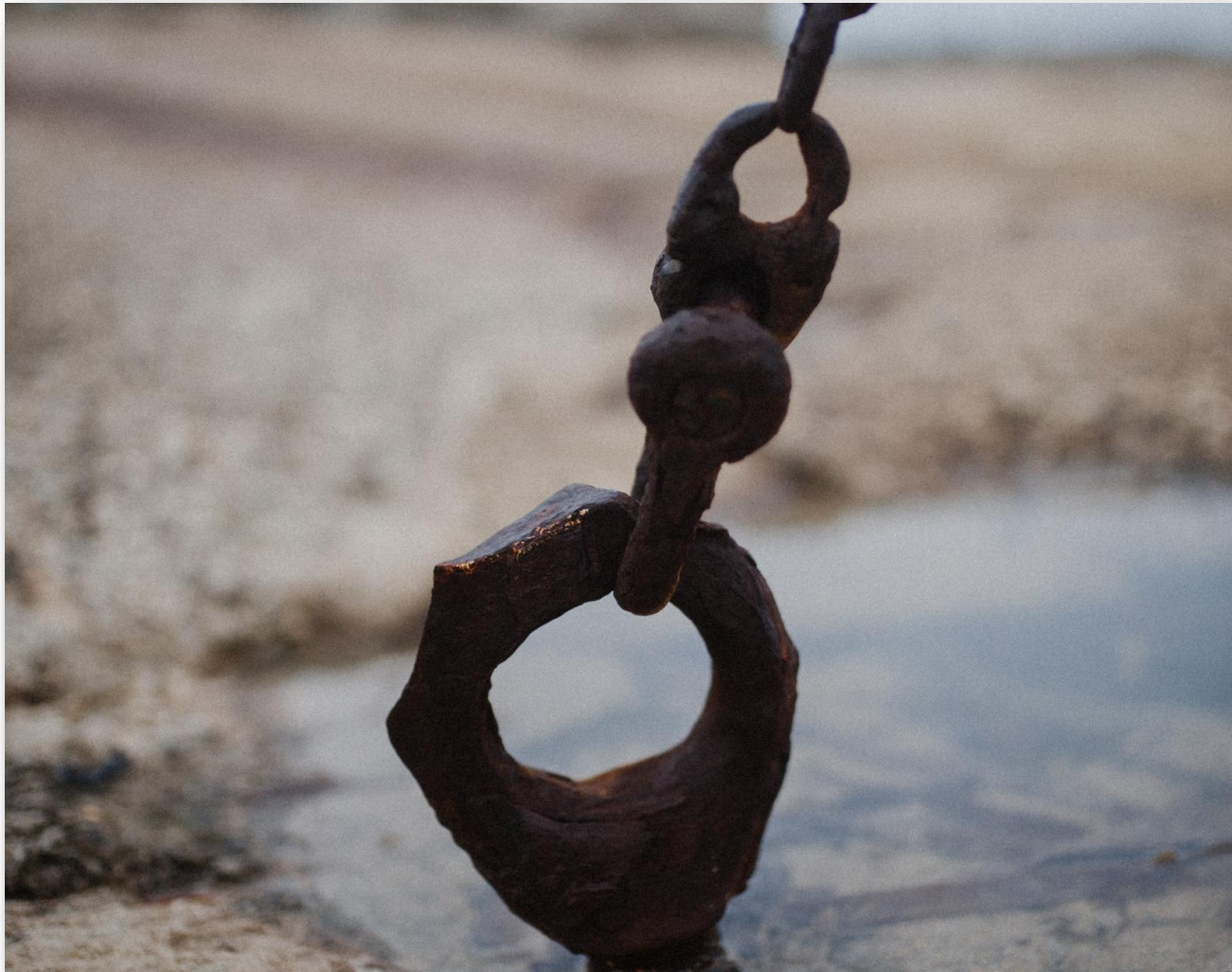
Where is YOUR Mindset?



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.

What Anchors You?



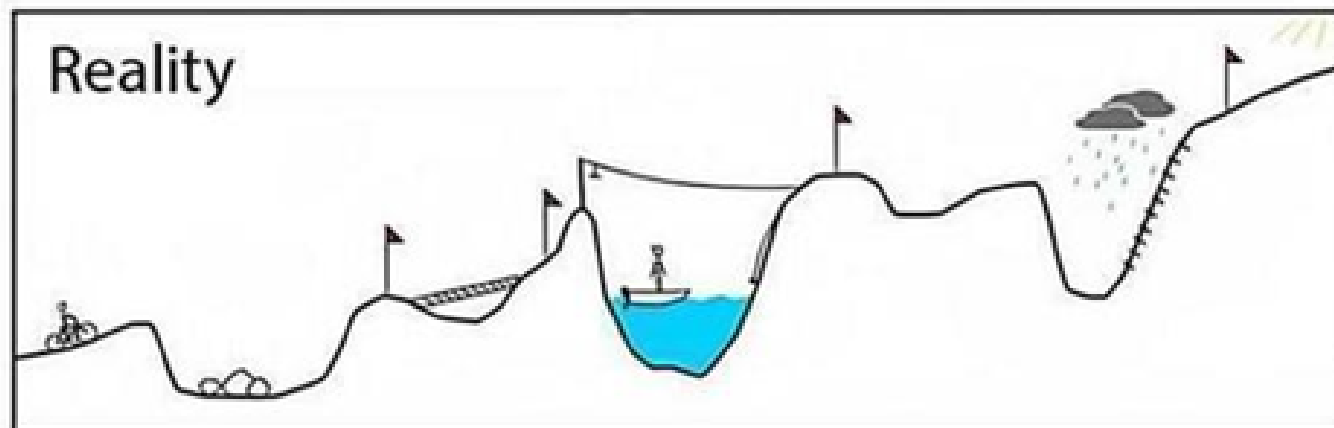
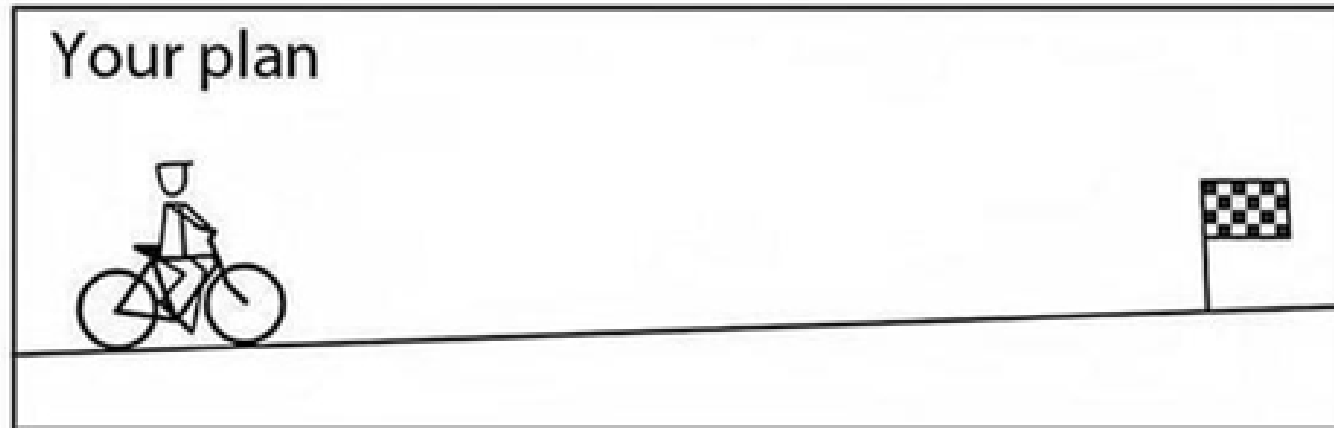
What Are Your Values?

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

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.**

Sample LM Statements

23

- 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

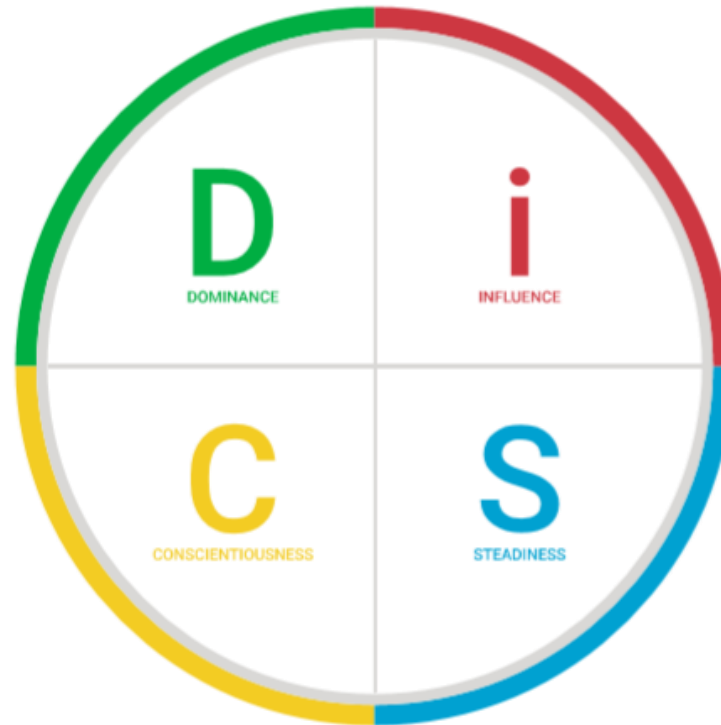
What does it measure—4 dimensions:

- **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.

What is DiSC?



Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

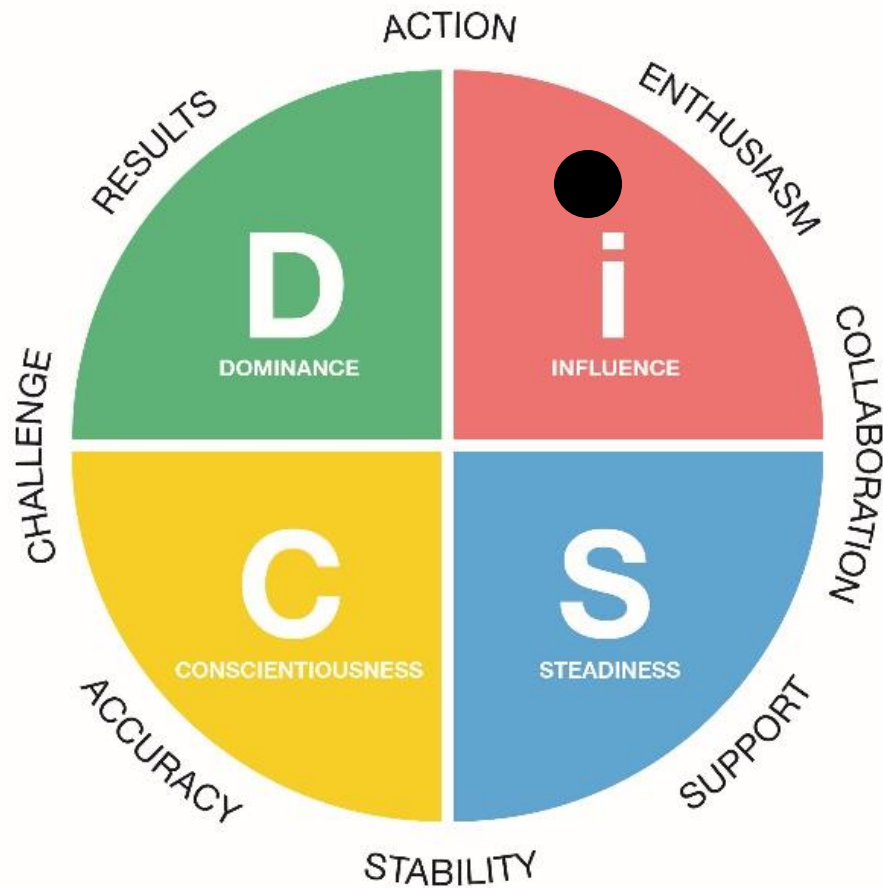
Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

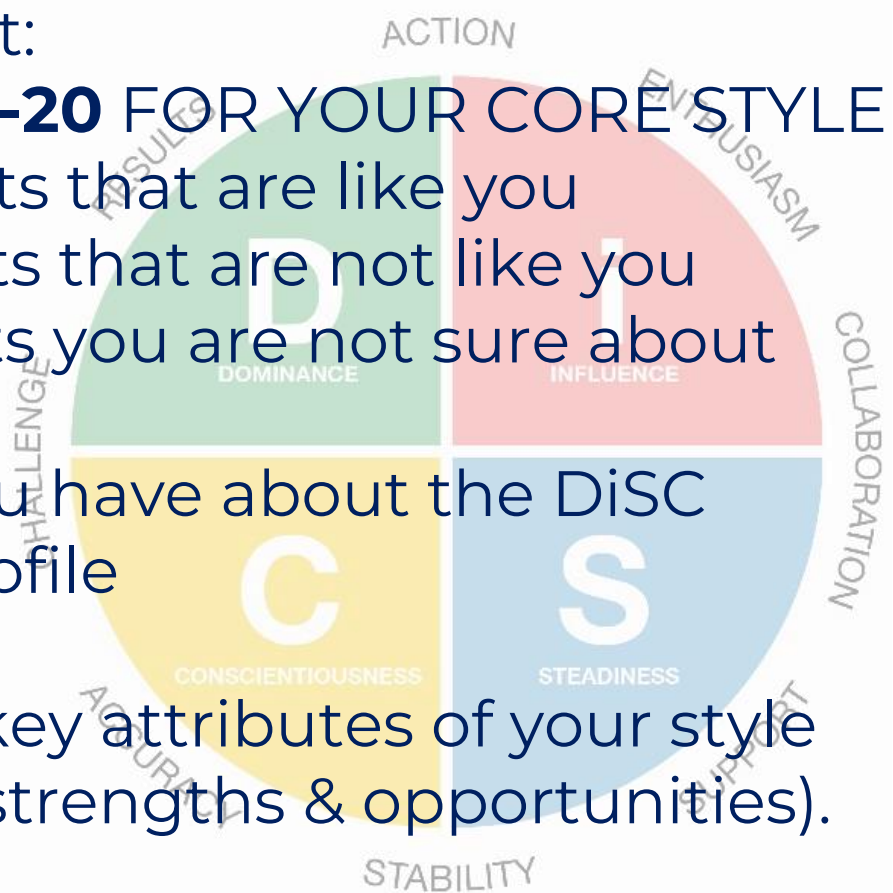
DiSC Model Review



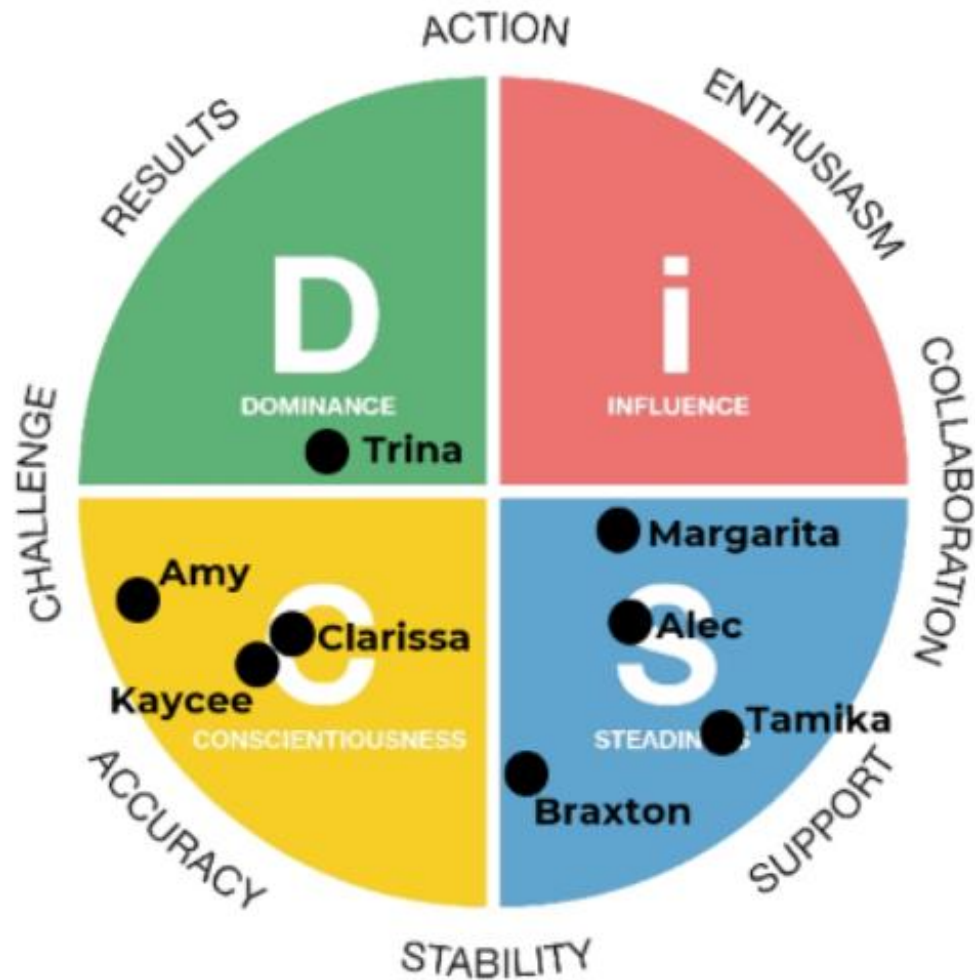
YOUR DiSC Style

Review your DiSC report:

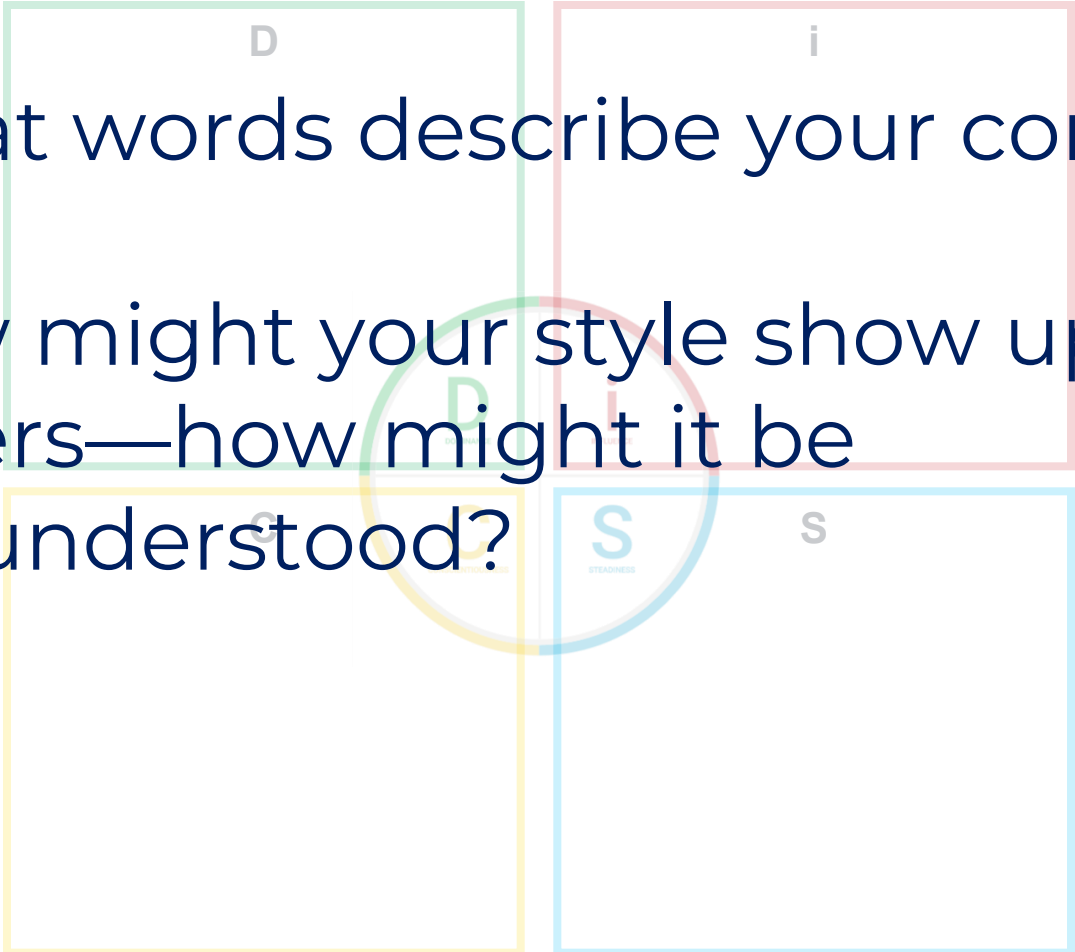
- Read pages **2-7** and **17-20** FOR YOUR CORE STYLE
 - ✓ next to statements that are like you
 - X next to statements that are not like you
 - ? next to statements you are not sure about
- Note any questions you have about the DiSC assessment or your profile
- Be prepared to share key attributes of your style with the large group (strengths & opportunities).



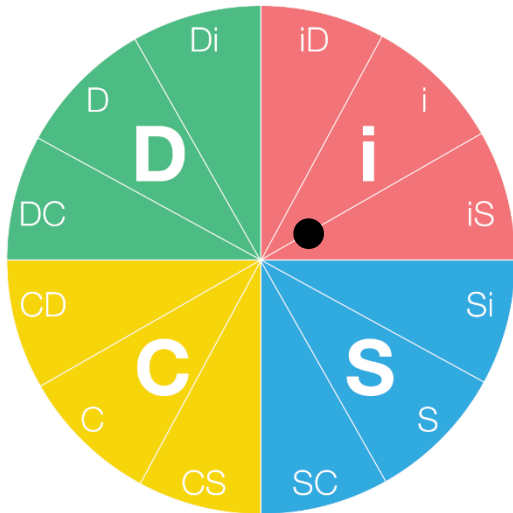
Group DiSC Map



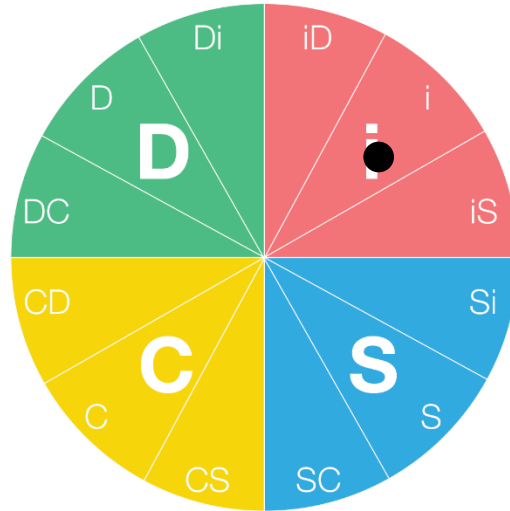
The DiSC Styles Breakout

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

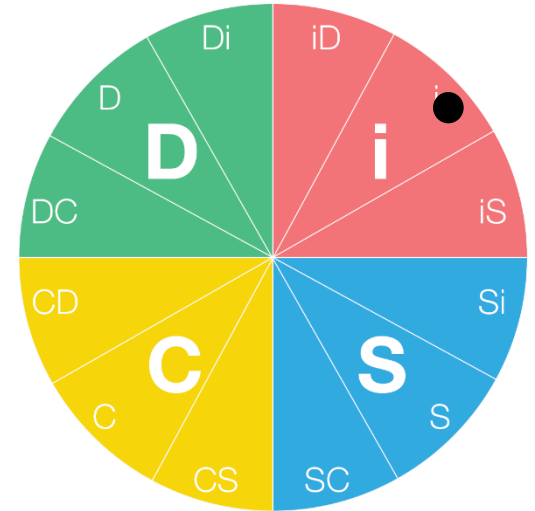
Your Inclination



Slight

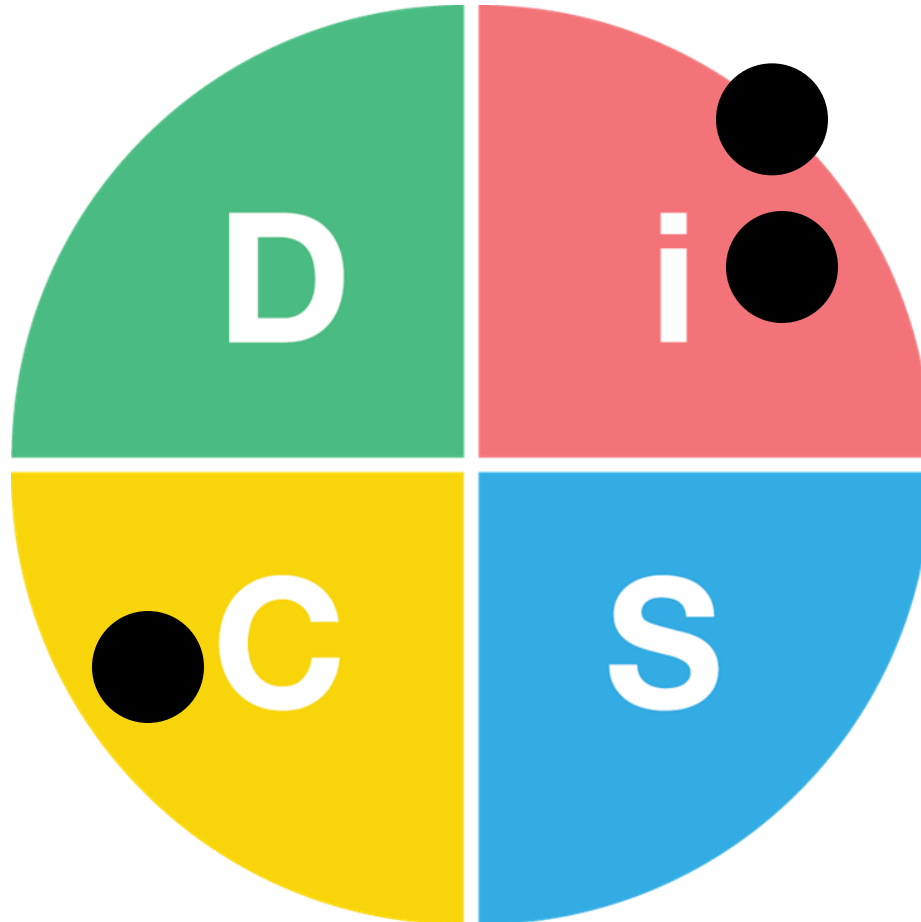


Moderate

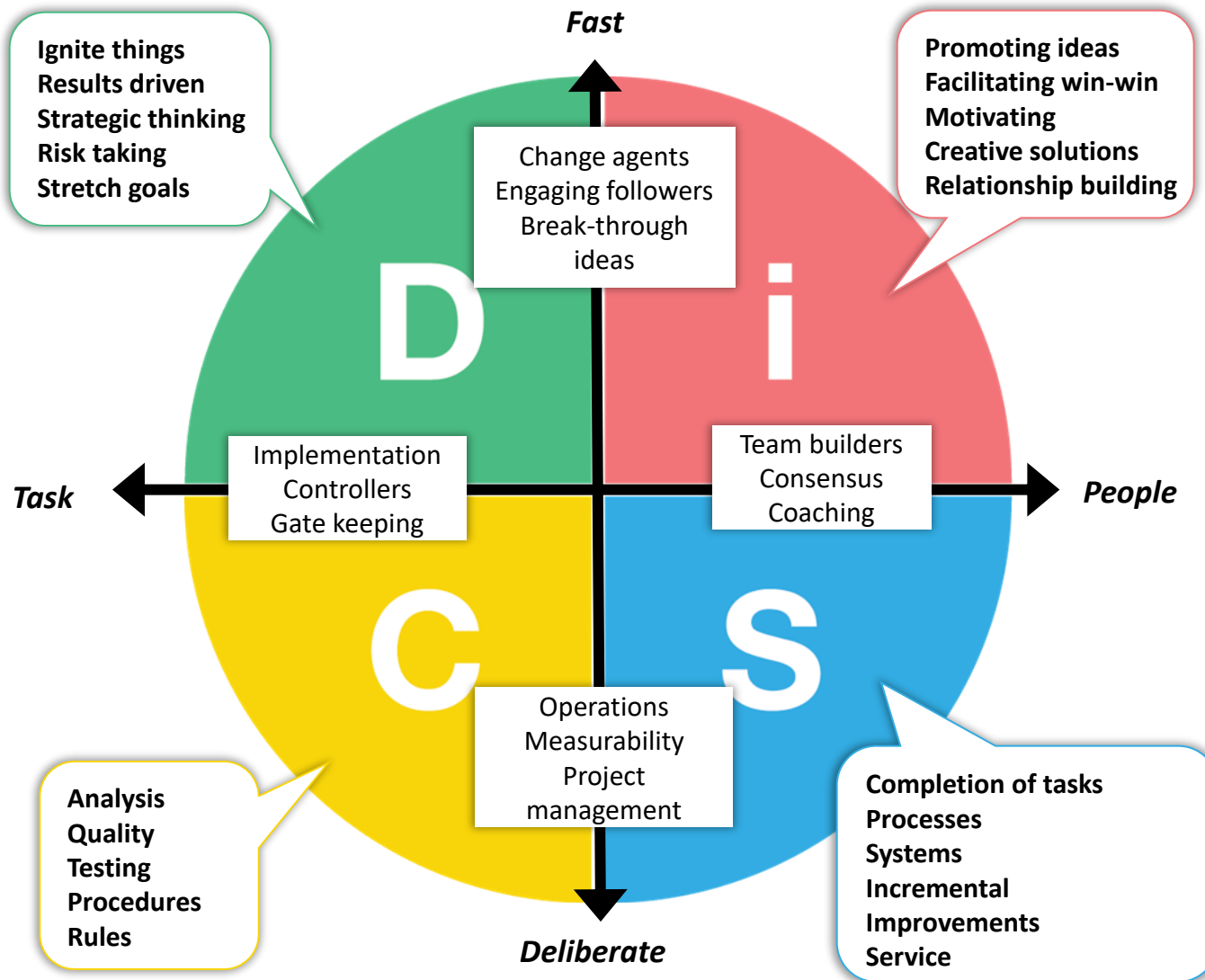


Strong

How do I react?



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.

The Value of Accountability



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

Accountability Partnerships

GROUP 1	GROUP 2
Amy Acton	Kaycee Ward
Margarita Borukhova	Tamika Strickland
Braxton Davis	Trina Johnson
Clarissa Hernandez	Alec Graham

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.

Questions?



LEAD Development Process Cohort 12

