



VALUE-ABILITY

# The 5 Levels of Mastery

The 5 Levels of Mastery diagram and language for each step should be used with new hires and existing employees (when taking on a new task) to address their readiness levels - when skill and motivation were low. It provides the framework for the leadership style the manager or leader will be performing and communicating. Creating a learning culture where team members are not afraid to ask for help or afraid to take risks is a key role for every leader.

As a leader, another key role is recruiting and selecting the right individuals for your organization. One key learning for leaders is that it is wise to **HIRE** talent (things you are born with) and **TEACH** skill (developed over one's lifetime) and decision-making. To maintain optimal performance, these three characteristics or traits (talent, skill and decision-making) need to be present. Of these three, decision-making is considerably more critical than talent and skill. As a result, teaching team members to think is vital. Sharing this common language around the 5 Levels of Mastery allows the leader to save time in communication and details the style of leadership that is needed to direct a team member to perform different tasks successfully.

