

Supervising with Purpose

AN EXCLUSIVE
LEADING AND LEARNING WITH CHARACTER
LEADERSHIP DEVELOPMENT PROGRAM

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Participant Guide

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Learning From Your Mistakes

Mistakes
Are The
Stepping Stones
To Learning!

Notes:

Key Questions:

1. How can I learn from my mistakes?
2. Do you have a trusted colleague to help point out mistakes that you may be ignoring?

Self-Reflection:

1. What do I need to do to understand and admit my mistakes?
2. Am I trapped in my inability to admit my mistakes in my personal life as well as work?
3. What do I need to change in order to get better at admitting my mistakes?

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Embracing Change



Notes:

Key Question:

1. What am I willing to do to make myself and my organization a better place for everyone?

Self-Reflection:

1. Have I made my own personal changes first before I start trying to affect change in my organization and/or family?
2. Is this who I want to be? Am I satisfied with my efforts and my contributions to my organization and my family?
3. Am I putting enough emphasis on the things my organization does well to enhance our success and prepare for change?

Making Good Decisions



Notes:

Key Questions:

1. How do you get yourself to the point of understanding that it doesn't matter who is right and who is wrong?
2. Ask yourself, what is the desired outcome: being right or making good, sound decisions?

Self-Reflection:

1. Am I making good, sound decisions?
2. Do I know the difference between good and bad decisions?
3. Have I taken the right steps to understand that it is not about being right or wrong?

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Accountability

Notes:

Key Questions:

1. Do I completely accept that with accountability, there are consequences?
2. Do I have accountability in my life? My organization?
3. Why is accountability important to me and my organization?

Self-Reflection:

1. Do you hold yourself accountable even if other do not?
2. Do you allow others to hold you accountable?
3. What changes do I need to make to be open to accountability?



Teamwork

Notes:

Key Questions:

1. Do I fully understand what Teamwork means, and its importance to my organization?
2. Do I know my role in my organization? In life?

Self-Reflection:

1. Do you fully understand the concept of teamwork in your organization?
2. Do you bring value to the team, or are you working against the other members? Organization?
3. What changes do I need to make to understand teamwork and be a valued member of the team/organization?



Effective Communication

Notes:

Key Questions:

1. How can I avoid communication/conversation traps?
2. Am I putting myself at a disadvantage by the conversations I'm having with others?

Self-Reflection:

1. Am I setting myself up for good communication within my organization and family?
2. Does my family or the people within my organization understand who I am? Do I understand who they are?
3. Have I done everything that I can to avoid communication/conversation traps?

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Your Attitude, Your Responsibility



Notes:

Key Questions:

1. Who controls your attitude?
2. Why do we allow others to control our emotions/attitudes?
3. What steps do you need to take daily to set the tone for your attitude?

Self-Reflection:

1. Who am I allowing to control my actions, attitude, and emotions?
2. Do I have accountability partners in my life?
3. Have I taken the correct daily action to set the right tone for the day?

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Never Compromise Your Character

Notes:

Key Questions:

1. Do you know your character and morals? Do others know yours?
2. What are you willing to do to preserve your true character?
3. Are you surrounded by the right people to challenge you to achieve, maintain, or develop the positive character and morals you want?

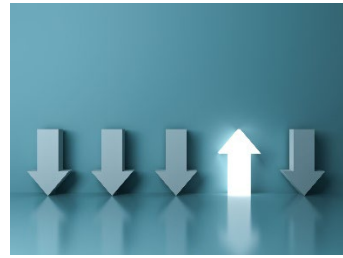
Self-Reflection:

1. Have you surrounded yourself with the right people to help establish and maintain your character?
2. Who am I allowing to control my character? What changes if any do I need to make?
3. What are things that challenge your "Character"?

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Leading Through Challenges



Notes:

Key Questions:

1. Do you know your role as a leader? As an employee? A team member?
2. Do your people know their roles within the organization ?

Self-Reflection:

1. Have you allowed challenges, tragedies, or difficult times to define you or defend you?
2. Can you make tough, unpopular decisions?
3. Are you willing to face the consequences if you make a decision that others don't like?

Leading vs Managing

"As a leader it is your responsibility to help those around you be successful."

Earl Morrison

Notes:

Key Questions:

1. Are you a leader or a manager?
2. What do your people think? Would they say leader, manager or both?

Self-Reflection:

1. Have you surrounded yourself with the right people to help you grow and learn as a leader or manager?
2. Are you a leader or manager?

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Stay Well or Leave Well

Notes:

Key Questions:

1. Stay well or leave well? How do you do that?
2. What challenges do you face in making your decision?
3. Have I been a positive or negative influence to my environment?

Self-Reflection:

1. Have I faced or am I in the middle of that crossroad moment?
2. Is my character intact? Have I been positive or negative?
3. Has my legacy been tarnished or is it intact?

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