Section 1: Course Introduction and Engagement Rules

1. What will my learning journey be during Season One of Doing The Chores?

* What prompted your interest in selecting my course?

* What goals do you hope to achieve by taking this course?

* Do you know how your managers are trained to lead?

* What does “entertrain” mean?

* How can you reduce the forgetting curve?

1. Who is David Elser, my instructor?

* What is your passion?

* What are your career goals or aspirations?

* What degree could help you achieve your desired career?

* What certifications should you consider?

* Whose expectations are you striving to exceed in your role?

1. Where did “smart followership” come from?

* What term would you use to describe a “smart follower”?

1. What are the three Ps?

* What are your reasons for taking this course? Combining beans.

* How will you apply the course knowledge?

* What does your desired career success look like?

1. What's the purpose of incorporating a farming theme into the course?

* What is the best training program you have ever attended?

* What made it great?

* What is your organization's vision, mission, and strategy?

* Which job performance and satisfaction areas are you looking to improve?

* How many books on leadership and followership can you find?

1. What are the engagement rules for this course?

* What can you do to ensure that you remain open-minded?

* What time management tools or techniques can you use?

* How can you hold yourself accountable for using the materials?

* Who can you take this course with for a fun learning experience?

Section 2: Leadership Styles and Followership Styles

1. How are we going to plow a path into leadership?

* What position do you desire?

* How do you view individuals with a relentless drive for success?

* How do you perceive individuals who exhibit humility in their work?

* What's your opinion on people who appear knowledgeable in their roles?

* Riddle: What am I?

1. What are Robert Kelley’s followership styles?

* What is your favorite leadership book?

* Who are your team's "effective followers" or "busy bees"?

1. What are the most common leadership styles?

* How do followership styles complement these 8 leadership styles?
  + Autocratic Leadership:
  + Democratic Leadership:
  + Laissez-Faire Leadership:
  + Transactional Leadership:
  + Transformational Leadership:
  + Servant Leadership:
  + Charismatic Leadership:
  + Situational Leadership:
* Would you accept the challenge of finding and reading an article on each leadership style?

1. How does a manager assess your willingness and ability?

* How does your manager assess your performance?

* How often and in what format do you receive manager feedback?

* What do you wish your manager knew about your work?

* What could you achieve if your manager recognized your commitment and competence?

1. What is the collaborative leadership and followership model?

* What daily tasks does your manager evaluate you on?

* Would your manager see you as a bee, goat, chicken, cow, or sheep for those tasks?

* How does your manager lead you in your daily tasks?

1. What are the three key competencies we will focus on during Season One?

* In which aspects of my job could I enhance my demonstration of responsibility, attention to detail, and taking initiative?

* Riddle Answer: What am I?

Section 3: Chore One: Demonstrating Responsibility - Doing The Chores

1. How to demonstrate responsibility by “Doing The Chores”

* What's a mistake you've made?

* How can you take responsibility for it?

* Riddle: How many frogs are left on the log?

1. Chore Chat: What can “Doing The Chores” of feeding cattle teach about demonstrating responsibility?

* Who should you "follow smart" to enhance your skills?

* How can you apply lessons on responsibility from this chore chat?

1. What does practicing 100% responsibility mean?

* What are the three key takeaways from the chore chat?

* How can you apply your three key takeaways?

* What is the definition of 100% responsibility?

* How can you ensure responsibility in applying your chore chat takeaways?

* What are three action items for maximizing your takeaway?

* How can you minimize the forgetting curve for this chore?

* How do you perceive individuals who admit their mistakes?

* How can you be perceived in a positive light after making a mistake?

1. How to use a RACI diagram.

* List three areas where clarifying responsibilities could boost your performance.

* Complete a RACI diagram with your manager for one of your chores.

1. What are the key indicators, both positive and negative, of demonstrating responsibility?

* Who, in your opinion, exemplifies 100% responsibility?

* What solutions can you share with management for the known problems?

* Have you ever worked hard and missed the mark? If so, how did you respond?

* Did you conduct a stakeholder after-action review?

* Did you take full responsibility and avoid blaming others?

* What did you learn from this experience?

* What insights and lessons have you learned from this chore chat?

* How can you effectively leverage these positive indicators?

* How can you avoid these negative indicators?

1. What strategies or actions can one employ to enhance their demonstration of responsibility?

* How do you personally define and demonstrate responsibility in your role?

* What specific actions or behaviors do you think demonstrate 100% responsibility from your perspective?

* Can you recall any situations where you felt there was an opportunity for you to take more ownership or be more accountable?

* What do you believe might be some underlying factors that sometimes hinder your ability to practice 100% responsibility and how can you manage them?

* How do you typically handle mistakes or setbacks, and what can you do to ensure you learn from them?

* Can you identify any patterns or habits that may be holding you back from fully practicing 100% responsibility?

* How can you manage specific areas or tasks where you feel less inclined to take full ownership?

* What steps can you take to actively seek opportunities for growth and development in practicing 100% responsibility?

* How can you share your commitment to practicing 100% responsibility to your colleagues and supervisors?

* On a scale from 1 to 10, how would you rate yourself in practicing 100% responsibility?

* What can you do to improve that score?

* Riddle Answer: How many frogs are left on the log?

Section 4: Chore Two: Paying Attention to Details - Hoeing the Weeds

1. How can you learn to pay attention to details by “hoeing the weeds”?

* What challenges do you encounter when taking meeting notes?

* How does formally updating your manager benefit you?

* Riddle: What do you light first?

1. Chore Chat: How do you hoe weeds?

* How can you apply the six ways to cultivate a strong attention to detail?

1. What does paying attention to details mean?

* How do you define what it means to pay attention to details?

* What is the life cycle of your organization's product or service?

* What are some little weeds you need to attend to?

* Where can you apply the 1-10-100 Rule?

* What's preventing you from slowing down and noticing details?

* How can you enhance your thoroughness when working with details?

* Where could you use a checklist?

* Who is a meticulous person you can get feedback from?

* What are your thoughts on individuals who are adept at detail management?

* What are tasks you can enhance through better detail management?

* What positive traits will your detail management convey to others?

* What positive indicators can you use?

* What negative indicators should you address?

1. What are two tools to help with my ability to pay attention to details?

* How can you relate to this challenge?

* Does your manager have a complete grasp of your entire workload?

* Do your team members also understand?

1. How do I leverage templates to help my ability to pay attention to details (free templates available at www.doingthechores.com)?

* What would your template look like?

* Why are meeting minutes important?

* Why send the agenda before the meeting?

* Locate and read Harvard Business Review article: How to Design an Agenda for an Effective Meeting by Roger Schwarz.
* What tool could you use?

* What ideas have you acquired from this demonstration?

* What should be your purpose statement?

* Why is sharing your time allocation beneficial?

* What is the benefit of sharing your efforts with others?

* What hidden results do you wish others knew about?

* How can you ensure accountability in using these tools?

* Where might these templates be valuable?

* What tools have you envisioned for better detail management?

1. What can you do to improve your ability to pay attention to details?

* How will having a great attention to detail benefit your career?

* What specific strategies or techniques can you implement to sharpen your focus on the details during challenging or complex tasks?

* What specific tools or resources that you find helpful for organizing and managing details effectively?

* How do you currently review and check your work for accuracy and completeness?

* What specific areas of your work do you feel you need to be more detail-oriented?

* How can paying attention to details contribute to your professional growth?

* How can you demonstrate your attention to details to your superiors or decision makers, showcasing the value it brings to your work?

* How can you leverage your attention to details to become a go-to resource of subject matter expert within your team or department?

* How can your attention to details positively impact a current work project or process you participate in?

* On a scale from 1 to 10, how would you rate yourself in your ability to pay attention to details? What can you do to improve that score?

* Riddle answer: What did you light first?

Section 5: Chore Three: Taking Initiative - Gathering Ears of Corn

1. What principles of taking initiative can be learned through the experience of picking-up ears of corn?

* What does it mean to take initiative?

* What solutions to problems could you share with your manager?

* What steps can you take to foster your personal development?

* Riddle: What is always coming but never arrives?

1. Why pick up the corn cobs that the corn chopper missed during fall harvest?

* How can you show initiative while working on your "farm"?

1. How to identify performance improvement opportunities and their potential solutions?

* What are a few performance areas where you could take the initiative?

1. What steps can you take to enhance your awareness regarding taking the initiative?

* What areas come to mind where you can explore taking initiative?

* What are the strengths and areas for improvement among the indicators?

* What, in your view, are the main benefits of enhancing your ability to take initiative?

* What strengths do you currently possess that contribute to your ability to take initiative, and how can you leverage them more effectively?

* What challenges or barriers do you feel hinder your ability to take initiative? How can you overcome them?

* What new opportunities or inefficiencies have you observed that you could take the initiative to address?

* In what ways do you seek feedback on your ideas, and how can feedback contribute to your initiative-taking?

* How can you communicate your ideas and plans to your team or superiors?

* Who in your professional network can provide support and guidance as you work on taking more initiative?

* How should you present your new ideas and plans to your team or superiors?

* How do you prioritize taking initiative while balancing your existing responsibilities?

* On a scale from 1 to 10, how would you rate yourself in your ability to take initiative? What can you do to improve that score?

* Riddle answer: What is always coming but never arrives?

Section 6: Chore Four: Reaping the Benefits - Taking Harvest to Market

1. What drives your ambition for advancement?

* Riddle: What is the most important step you can take towards your success?

* What kind of lifestyle matters most to you?

* What job did you work hard at to support others, yet often went unrecognized?

* How is Doing The Chore helping you prevent that from happening again?

* What factors do you need to overcome to realize your dream job?

* What do you hope to realize by achieving an advanced role?

* How will you measure your future success?

1. How do you take the harvest to market?

* What products or services does your organization bring to the market?

* How do you best support this process?

* What do you hope to achieve through working hard on your farm?

1. What is your ROI from Doing The Chores?

* What did you learn from Doing The Chores?

1. What new knowledge or skills did I acquire?

1. Can I apply what I learned in my work or daily life?

1. Have I seen improvements in my performance?

1. Has the training helped me solve specific challenges or issues?

1. Do I feel more confident in my abilities?

* Am I working on the right farm doing the right chores?

1. Does this job align with my values and long-term goals?

1. Am I passionate about the work and motivated to excel in this role?

1. Do I have the necessary skills and qualifications, or can I acquire them?

1. Will this job provide the work-life balance and environment I need?

1. Is there room for growth and advancement in this role or within the organization?

* Riddle Answer: What is the most important step you can take towards your success?

Section 7: Conclusion and What’s Coming Next

1. What is next for plowing a path into leadership?

* How are you going to celebrate completing this course?