



[MODULE: INDIVIDUAL AND COMPANY IDENTITY]

GURU GUIDE: THE POWER OF KNOWING YOURSELF



[MODULE: INDIVIDUAL AND COMPANY IDENTITY - SPRINT: THE POWER OF KNOWING YOURSELF]

GURU GUIDE

THE POWER OF KNOWING YOURSELF

[01/12]

ROLE OF THE GURU

As a Guru, your role is akin to a lighthouse guiding a ship through stormy seas. By facilitating this sprint effectively, you're not just leading a meeting—you're shaping the future cohesion and success of the team. The insights your team members gain here will strengthen their bond, boost their confidence, and align their personal values with their professional roles. Remember, a team that knows each other deeply can navigate any challenge with resilience and unity.

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TOP 5 RULES OF AN AMAZING GURU

1. Be the Catalyst

- Ignite deep discussions that lead to personal revelations and team bonding. Your role is to facilitate and spark insightful conversations.

2. Master the Material

- Be thoroughly familiar with the sprint's content, including the tools and objectives. Your expertise is key to guiding the team effectively.

3. Facilitate, Don't Dominate

- Encourage open sharing among team members. Let the discussion flow naturally but keep it productive and aligned with the sprint's goals.

4. Stay Focused

- Adhere to the agenda, ensuring that every discussion adds value. Keep the meeting on track and time-efficient.

5. Adapt and Engage

- Adjust your approach based on the team's dynamics. Be prepared to manage conflicts and engage every participant.

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SESSION OBJECTIVES

Primary Goal

- Foster deep personal insights among team members, enhancing team cohesion through shared self-discovery

Secondary Goals

- Deepen understanding of personal and team dynamics.
- Successfully complete and apply the "Know Yourself" tools.
- Strengthen trust and communication within the team.



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KEY TAKEAWAYS FOR PARTICIPANTS

By the end of this session, every participant should:

- Have a clear understanding of their personal strengths, values, and areas for growth.
- Feel more connected with their teammates through shared experiences and insights.
- Be equipped with practical tools to apply these insights in their professional roles.
- Be motivated to continue their personal development journey.

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STRUCTURING THE DISCUSSION AND AGENDA

1. Introduction and purpose (10 minutes)

- Set the tone for an open, reflective session and explain the importance of knowing oneself for team cohesion.

2. Personal Discoveries Sharing

(10 minutes per person + 5 minutes feedback per person)

- Each team member shares their insights from the "Know Yourself" tools, followed by feedback from the team.

3. Group Reflection and Insights (20 minutes)

- Reflect on common themes, individual differences, and how these insights can enhance team dynamics.

4. Next Steps and Application (15 minutes)

- Discuss how the team can apply these insights moving forward, including any adjustments to roles or processes.

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ESSENTIAL MATERIALS AND TOOLS

Key Documents

- "Know Yourself" Brain Juice, Deep Dive, and Tool Instructions.

Tools

- Personal Reflection Tool, Team Dynamics Tool.

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DISCUSSION POINTS AND POTENTIAL CHALLENGES

Key Questions

- How do your personal insights align with your current role and team dynamics?
- What strengths can you leverage to enhance team performance?
- How can we better support each other's growth based on these insights?

Potential Challenges:

- Reluctance to Share: Encourage openness by sharing your own insights first.
- Disengaged Participants: Use direct prompts to involve everyone in the discussion.



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ENGAGING AND MANAGING THE TEAM

- **Engagement Strategies**

- Use reflective questions to deepen the discussion.
- Allow time for each member to speak without interruptions.

- **Managing Conflicts**

- Address disagreements with empathy and focus on finding common ground.
- If discussions go off track, gently steer them back to the topic.

- **Contingency Plans**

- If time runs short, prioritize key discussions and schedule follow-ups if necessary.

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POSSIBLE DIFFICULTIES AND HOW TO AVOID THEM



Pitfall:

- Discussions becoming too personal without linking back to professional goals.

Solution

- Gently remind participants of the sprint's objectives and guide the discussion back to actionable insights.

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F.A.Q. AND ANSWERS

1. What if someone feels uncomfortable sharing?

- Encourage them to share only what they're comfortable with and reassure them of the team's support.



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RECOMMENDED RESOURCES FOR DEEPER DIVE

- **Books**
 - StrengthsFinder 2.0, The Art of Possibility, Atomic Habits.
- **Videos**
 - How to Find Your Life's Purpose by Jay Shetty
 - The Surprising Science of Happiness by Dan Gilbert.
- **Articles**
 - How to Play to Your Strengths (Harvard Business Review)
 - Why Self-Awareness is Key to Success (Forbes).

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SPRINT PREPARATION CHECKLIST

- **Pre-Meeting Preparation**
 - Review all relevant materials and tools.
 - Rehearse key parts of the session to ensure smooth facilitation.
 - Set up a comfortable, distraction-free environment conducive to open sharing.
- **During the Meeting**
 - Keep the session focused on personal insights and team cohesion.
 - Ensure every participant has an opportunity to share and receive feedback.
 - Facilitate productive, respectful discussions and drive towards clear, actionable insights.
- **Post-Meeting Follow-Up**
 - Ensure all key insights and decisions are documented.
 - Follow up with participants to encourage ongoing personal reflection.
 - Share additional resources to support continuous learning.

“Knowing yourself is the beginning of all wisdom.” – Aristotle

Through this sprint, you're guiding your team not just to better understand themselves but to build a foundation for collective success. Let this journey of self-discovery be the catalyst for a more cohesive, resilient, and high-performing team.