

LEADERSHIP

Y N

I am giving clear direction

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- Creating the opening
- A compelling vision
- V/TO™

I am providing the necessary tools

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- Resources
- Training
- Technology
- People
- Time and attention

I am letting go of the vine

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- Delegate and Elevate™
- GWC™

I act with the greater good in mind

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- Company vision (V/TO™)
- My actions
- My decisions
- Walk the talk
- Company needs first

I am taking Clarity Breaks™

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- “On” the business
- Creating clarity
- Protecting my confidence
- Daily, weekly, or monthly
- Blank legal pad

MANAGEMENT

When managing my direct reports:

I keep expectations clear

- Mine and theirs
- Roles, core values, rocks, and measurables

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I am communicating well

- Me and them
- You know what is on each other's mind (no assumptions)
- 2 emotions
- Question-to-statement ratio

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I have the right Meeting Pulse

- Even exchange of dialogue
- Reporting measurables
- Keeping the circles connected

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I am doing quarterly one-on-ones

- The 5-5-5™
- The People Analyzer™ (core values and GWC™)

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I am rewarding and recognizing

- Give positive and negative feedback quickly (24 hours)
- Criticize in private, praise in public
- Be their boss, not their buddy
- The three-strike rule

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