

# Emerging Leaders Certification Student Workbook

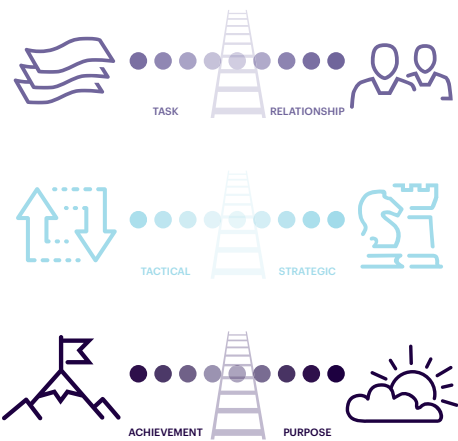
# Leadership Rounds

1. What leadership experiences have you had? Think of times when you demonstrated effective or ineffective leadership.

2. In terms of my leadership, I see my strong points and weak points as...

Strong points	Weak points

# Leadership Transitions



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\_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# The Truist Leadership Model

“ \_\_\_\_\_ drive \_\_\_\_\_  
and  
\_\_\_\_\_ produce \_\_\_\_\_ ”



## Beliefs

What is a belief?

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What are some shared beliefs of students at your school?

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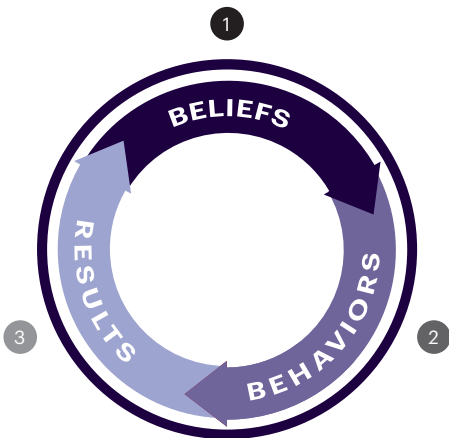
## Mindset

Identify one area where you have a growth mindset:

Identify one area where you have a fixed mindset:

# Modeling Mindset: The Leadership Model in Reverse

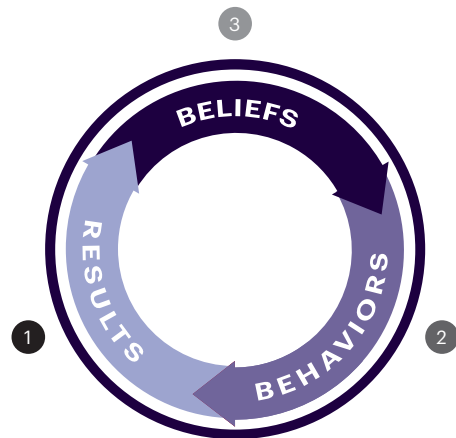
**Optional scenario:** You have a presentation about material you know well, but with people you don't know. Your group members are struggling in this class. You are concerned about getting the work done as a team.



1. Beliefs

2. Behaviors

3. Results



1. Ideal results

2. Necessary behaviors

3. Supporting beliefs

# Strength Spotting

Name \_\_\_\_\_

Strength	Observed behavior
_____	_____
_____	_____
_____	_____

## My Top 3 – 8 Signature Strengths

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_
5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

## Signature Strength Action Plan

<p>Choose a Signature Strength.</p> <p>Think of 2 to 3 ways you can practice using this strength moving forward.</p>	<p>Signature Strength: _____</p> <div><div>■</div><div>■</div></div>
<p>Identify a task you dislike.</p> <p>How could you apply your Signature Strengths to that task?</p>	<p>Task: _____</p> <p>Application: _____</p>
<p>Choose a weakness or a lesser strength you would like to improve. What will you do to improve this weakness or lesser strength?</p>	<p>Lesser Strength: _____</p> <div><div>■</div><div>■</div></div>

# Leadership Communications Strategies Indicator™

When things are going well:

Listen

Beliefs

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Emotions

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Behaviors

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Perceptions

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Ask

Beliefs

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Emotions

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Behaviors

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Perceptions

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Beliefs

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Emotions

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# Leadership Strategy Rounds Reflection

- 1. Write one strength you have with your most used preference.
- 2. Write one behavior you want to practice from a less used preference.

**When things are not going well:**

**Comply**

Beliefs

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Emotions

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Behaviors

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Perceptions

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**Avoid**

Beliefs

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Emotions

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Behaviors

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Perceptions

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**Defy**

Beliefs

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Emotions

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Behaviors

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Perceptions

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**Notes:**

# Active Constructive Responding (ACR)

There are four ways to respond..... only one builds the relationship!

	Destructive	Constructive
Active		
Passive		



# My Leadership Snapshot

<b>My signature strengths</b>  1.  2.  3.  4.  5.  6.  7.	<b>Areas where I demonstrate a growth mindset</b>  1.  2.
	<b>Areas where I demonstrate a fixed mindset</b>  1.  2.
<b>Weaknesses or lesser strengths I wish to improve and how I will improve them:</b>	
<b>My leadership communication preference when things are going well:</b>	<b>My leadership communication preference when things are not going well:</b>
<b>A communication strategy to work on moving forward:</b>     <b>Actions that I will take to utilize the strategy:</b>	<b>My beliefs drive my behaviors, which produce my results.</b>  My leadership beliefs:   My leadership behaviors:   My desired leadership results:
<b>My leadership purpose:</b>	

# How to Communicate Your Certification

## 1. How to include the certification on your résumé:

- Under the Awards/Certifications section on your résumé include:
- Emerging Leaders Certification – Month you completed the ELC, Year

## 2. How to discuss the certification and leadership snapshot during interviews:

- Emerging Leaders Certification
  - Give a brief overview of the certification
  - Discuss items listed on your leadership snapshot
  - Discuss your signature strengths and how they would be helpful in the specific position/company
  - When asked about weaknesses or opportunities for growth, give examples of areas where you have a fixed mindset and steps you are taking to overcome these challenges
  - Share your leadership purpose!
  - Include that you were selected by the professors/faculty of your school to participate in the Emerging Leaders Certification

## 3. How to include the certification on your LinkedIn profile:

- After you sign in, go to your profile page
- Click on “Add profile section” at the top of the page
- Click “Licenses and Certifications”
- Write “Emerging Leaders Certification”
- Select “Truist Leadership Institute” as the issuing organization
- Click “This credential does not expire”
- Click “Save”
- Share your experience on LinkedIn using our hashtags and tag Truist Leadership Institute!
  - #ELC
  - #EmergingLeaders
  - #Leadership