



Aligning Potential with Passion

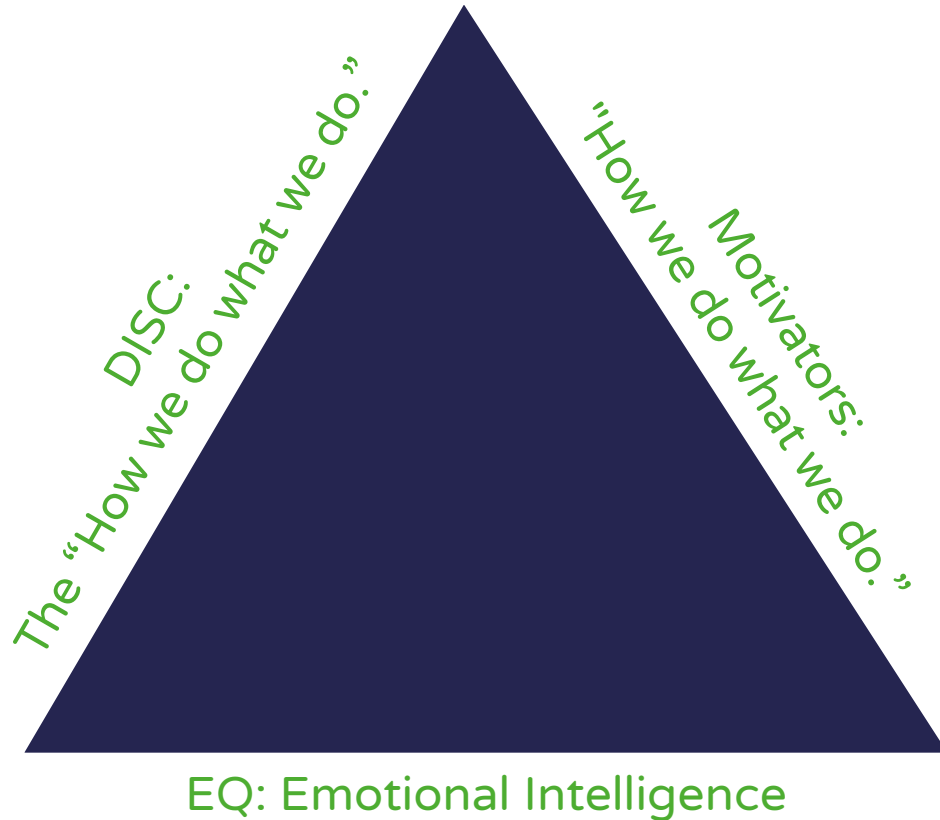
Make Smarter Life Choices

A Workshop Exclusively for Small Business Owners and Their Team

Bottom Line – We Love Small Business™

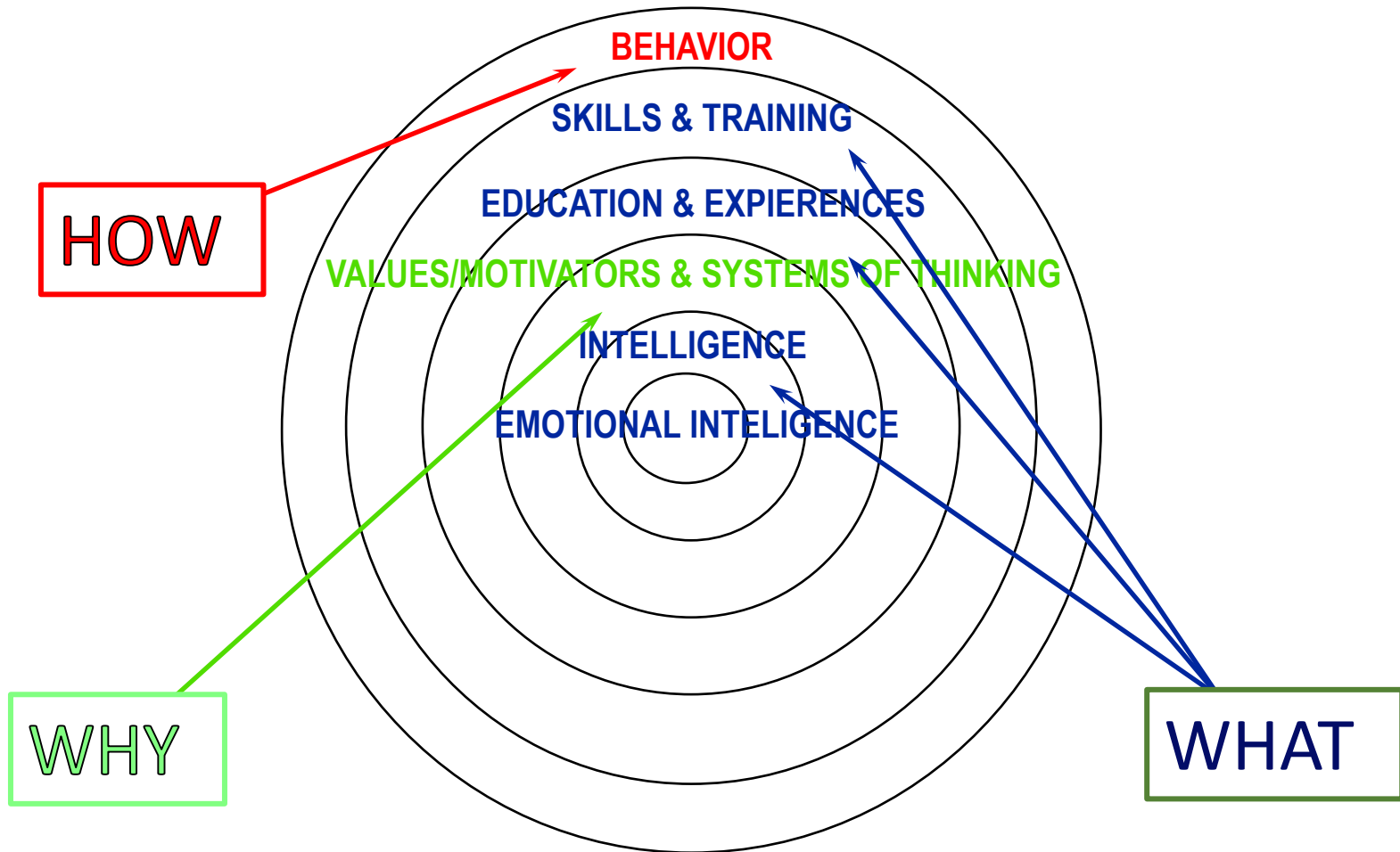


Leadership Styles

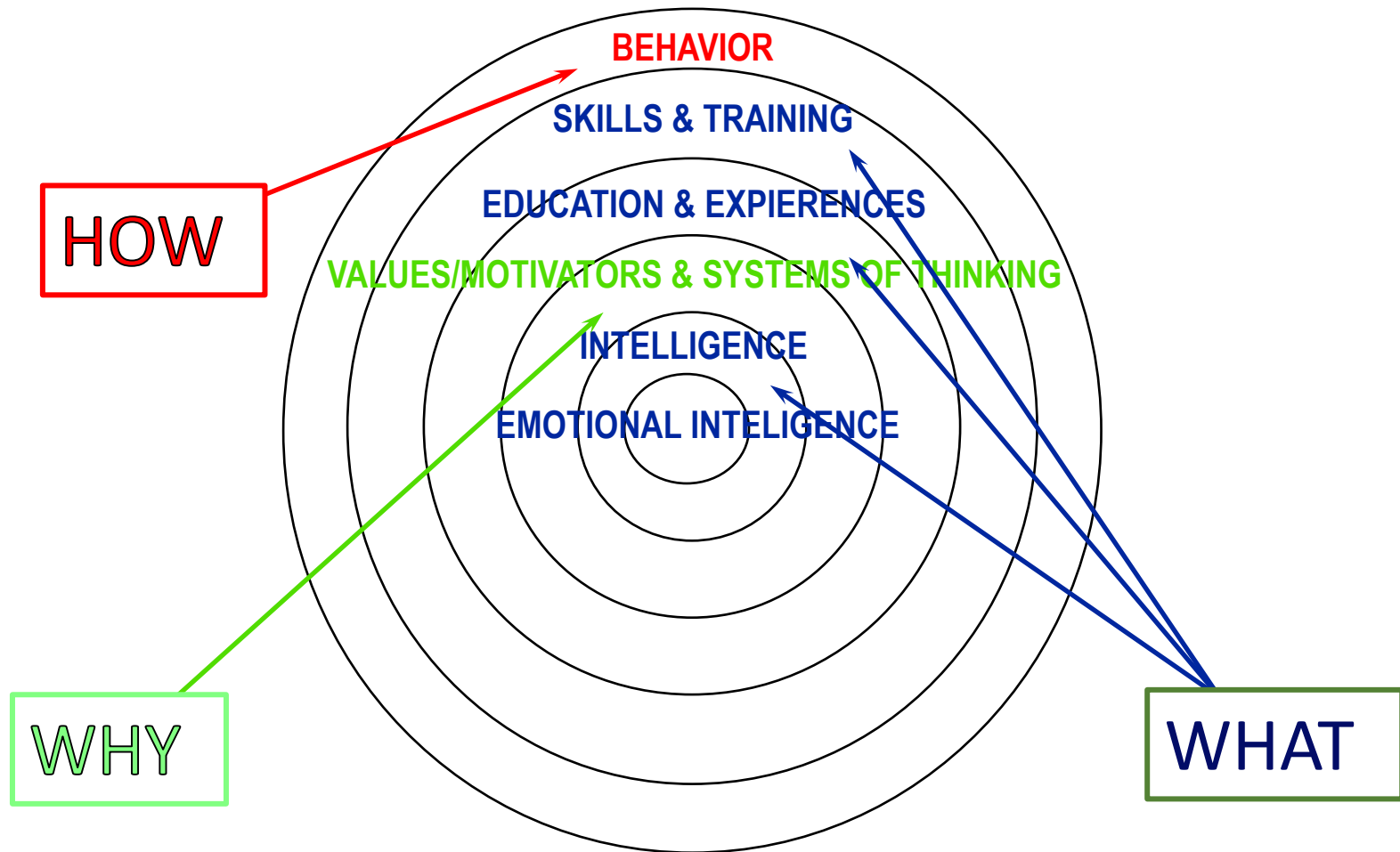


- DISC
- Motivators
- Emotional Intelligence

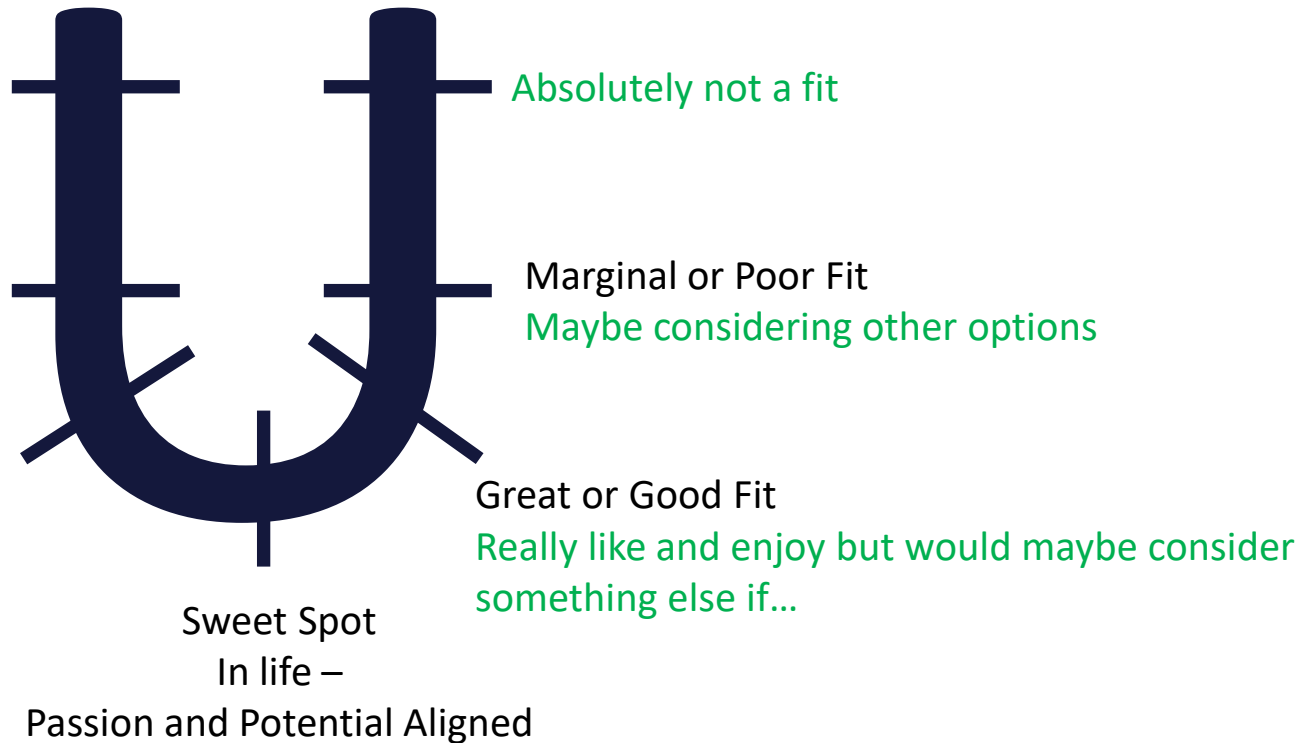
The Whole Person



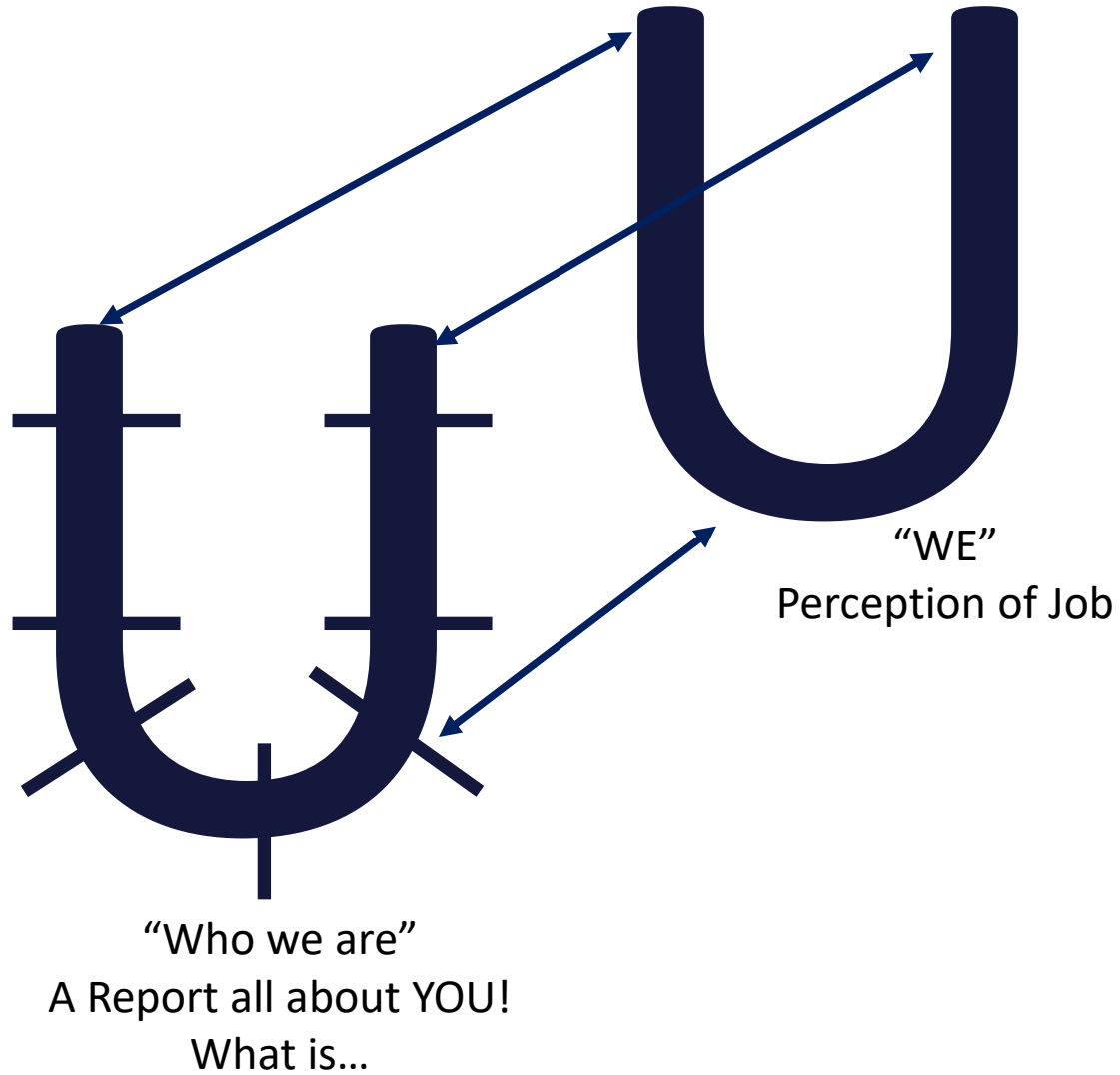
For Understanding, Clarity and Empowerment

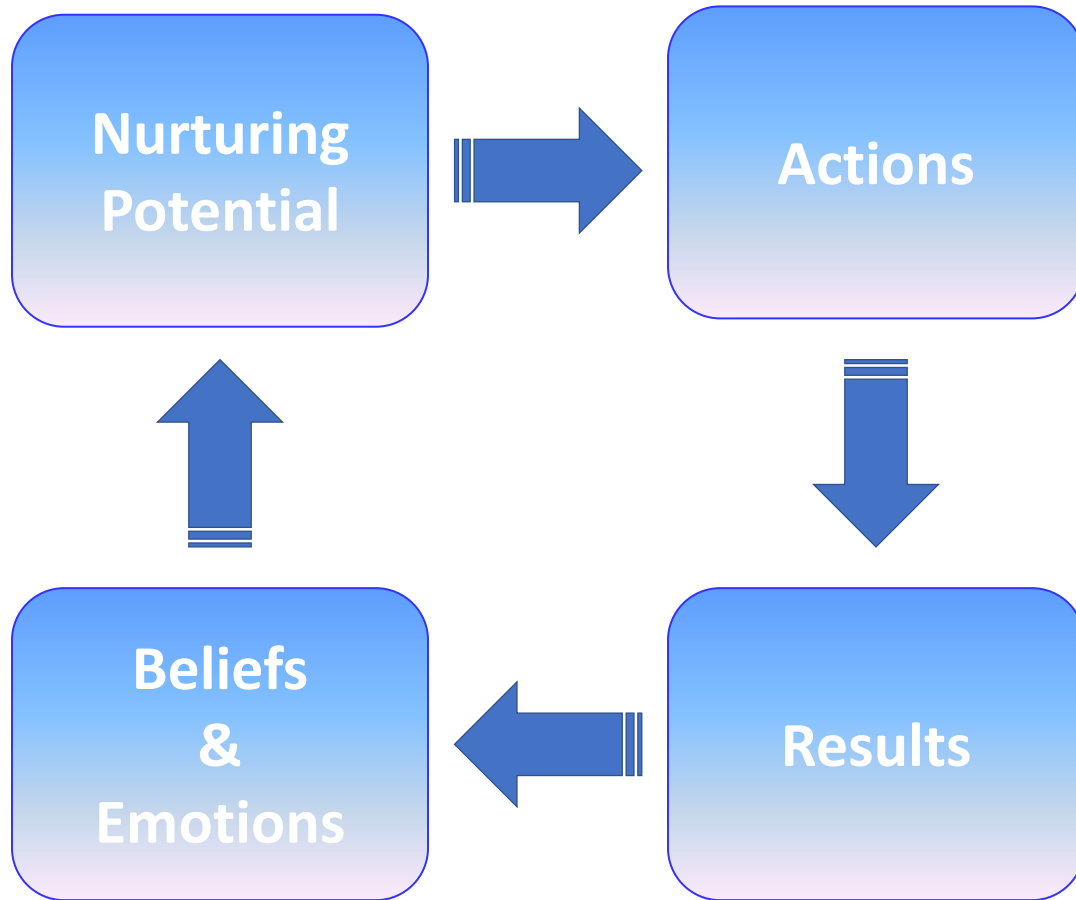


“The Sweet Spot”



“Our job to still turn it into results”





Roles

Potential in any role...

- **Talent, Technician, Artist, Producer**
- **Manager/Leader**
- **Entrepreneur**

DISC Roles & Environment - Allow Them To Be & Do

D

I

S

C

- BP Focused
- Take ownership
- Access based on results
- Free from details
- Autonomy
- Variety, fast- paced
- Make decisions
- Initiate, Complete
- Tasks
- Outside, outdoor,
- Extroverted
- Physical movement
- Creative, innovate
- Try new things

- BP Focused
- Fast Paced
- Variety
- People, People, People
- Be influential
- Socialize
- People, not necessarily customer...
- Welcome committee
- Start relationship
- Initiate
- Optimistic
- Lead team toward
- Creative solution to challenges

- Service focused
- People focused
- Fill needs
- Quality time
- Logistics, plan, take care of...
- Counting, enough for everyone?
- Time to adjust, consider
- Walk though
- Comfort, stability
- Pace, quiet environment
- Warmth, favorable environment
- Take their time
- Can follow process
- Time to learn, notified of pre-empted of changes coming
- Sharing, caring

- Detail focused
- Information based decisions
- Gather, sort, put together information, access, give options
- High Standards
- Cautious, accurate
- Think though
- Double check work
- Checklist, quality control
- Know what is expected
- Work within, established system, proven system
- Private, along, quiet

Behaviors

- People Orientated** - Build rapport with a wide range of individuals D | S | C
- Service Orientated** - Identify and fulfill customer expectations D | S | C
- Interaction** - Frequently engage and communicate with others D | S | C
- Consistency** – Perform predictably in repetitive tasks D | S | C
- Following Policy** - Adhere to rules, regulations, or existing methods D | S | C
- Persistence/Follow Through** - Finish tasks despite challenges or resistance D | S | C
- Versatility** - Adapt to various situations with ease. D | S | C
- Frequent Change** - Rapidly shift between tasks. D | S | C
- Analysis** - Compile, confirm and organize information D | S | C
- Organized Workplace** - Establish and maintain specific order in daily activities. D | S | C
- Competitive** - Want to win or gain an advantage D | S | C
- Urgency** - Take immediate action D | S | C

Review your job descriptions. For each item on each description what style best fits it.

What behaviors above match that role the most?

What would the top 4 be? What 4 would be situation, and what 4 more remote, less utilized in that role?

Where are their gaps in our team, where could they add value, increase FLOW? ewh

(ex: Bill Belichick, Medical Staffing client, etc.)

Careers: Motivators in the Workplace

“The Arena of Communication”

| THEORETICAL | TRADITIONAL |
|--|--|
| Scientist/Mathematician Investigator/Researcher Doctor Professor | Pastor / Teacher Wedding Planner Funeral Director Housewife |
| UTILITARIAN | SOCIAL |
| Sales Business Owner Financial Planner/ Banker Economist | Fundraiser Teacher / Coach Fireman / Police Officer EMT |
| AESTHETIC | INDIVIDUALISTIC |
| Interior Designer Musician/ Artist / Photographer Physical Trainer Landscaper Hair Stylist | Leadership Role Professional Sports Military Officers Venture Capitalist Elected Officials |

Rewards and Clues

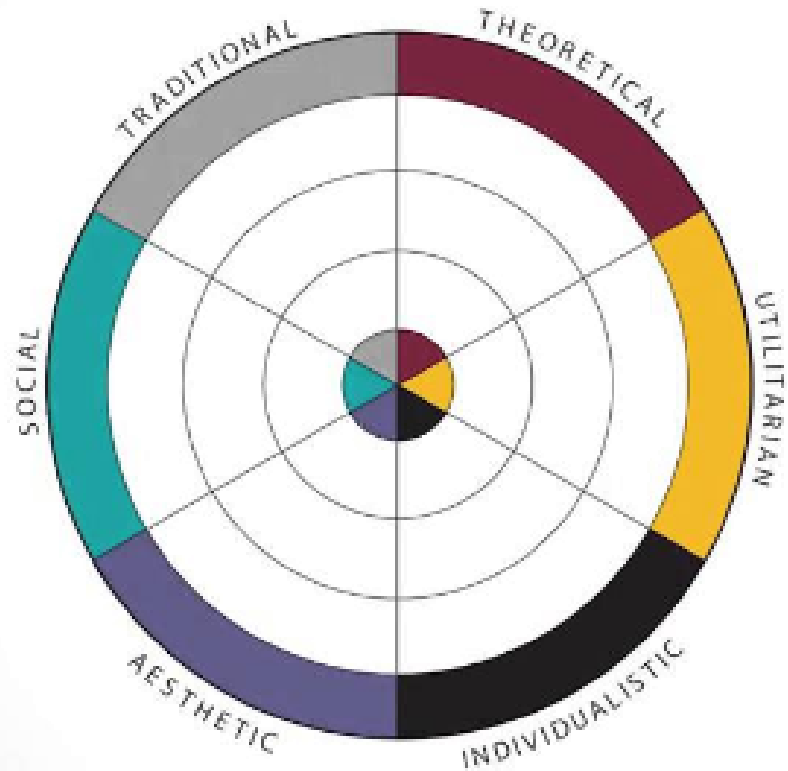
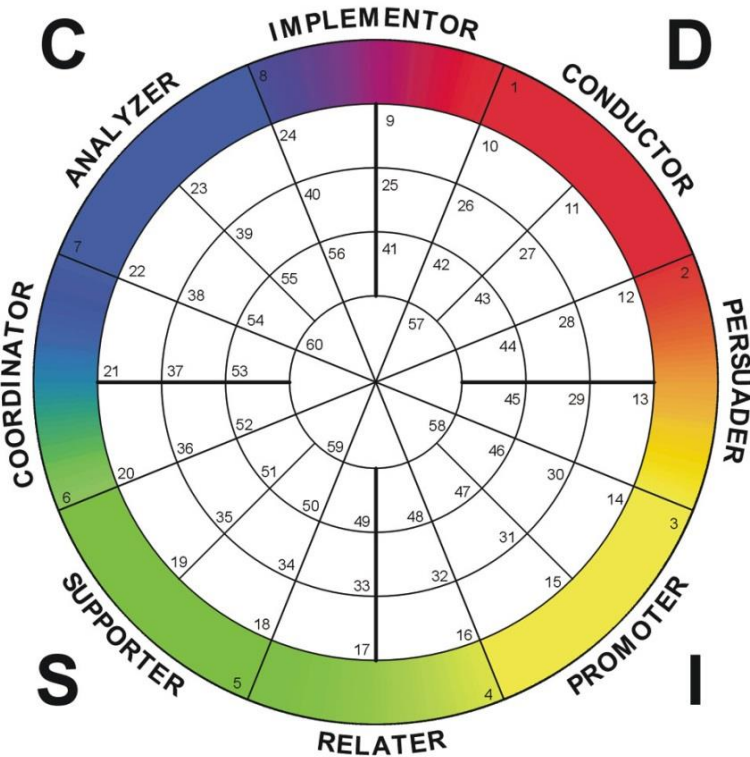
| THEORETICAL | | TRADITIONAL | |
|----------------------|-------------------|---|-----------|
| Books | Chess | Doing what is right | Bingo |
| Continuing Education | Jeopardy | Having values and standards live by, follow | Church |
| Course | Scramble | Proven methods | Choir |
| Mentoring Time | Crossword Puzzles | Traditions with team | Reunions |
| Masterminds | | | |
| UTILITARIAN | | SOCIAL | |
| Commissions | Monopoly | See how you give back to other community | Farmville |
| Pay for Performance | Risk | Volunteer outing | Sports |
| Bonuses | | | Volunteer |
| Surprise Money | | | |
| ROI on Time/Meetings | | | |
| AESTHETIC | | INDIVIDUALISTIC | |
| Work-Life Balance | Bird Watching | Title on card | Poker |
| Creative Expression | Jigsaw puzzles | Leadership position | Pool |
| Space to be You | Hiking | Position job put them at in life | Chess |
| Uniquely you | Video | "Something more?" | Paintball |
| | | Autonomy | |

Aligning Potential & Passion Long Term

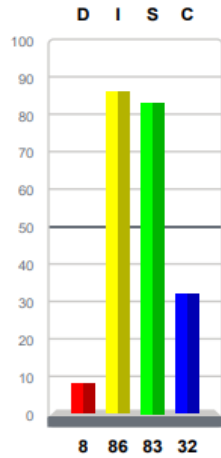
Other Considerations

- How values shift THROUGH life
- What to consider with Career choices based on that...
 - How needs changes as Life Conditions Shift
 - High School to College
 - College to Career
 - Children
 - Children Graduate, get married
 - Children have children
 - Retirement

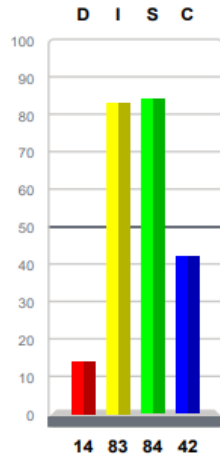
**What softens? What magnifies?
Where are the internal and external conflicts?**



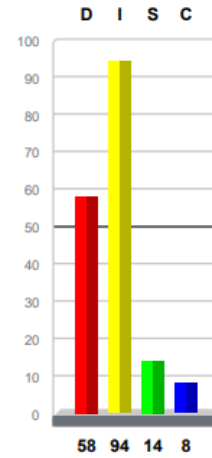
Adapted Style



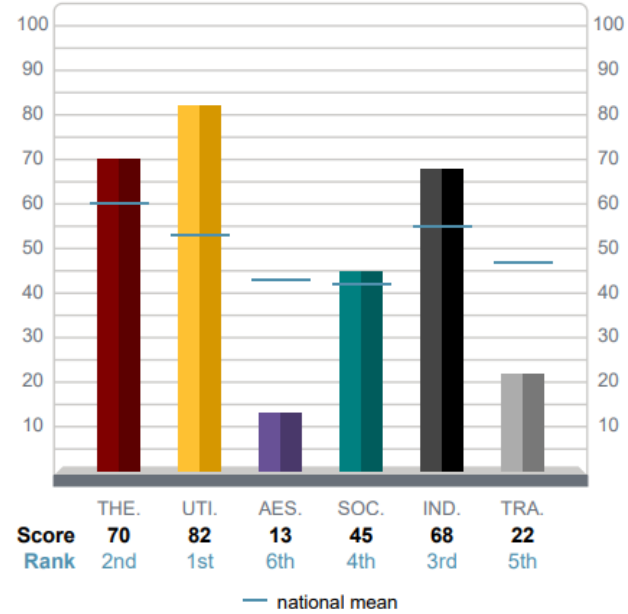
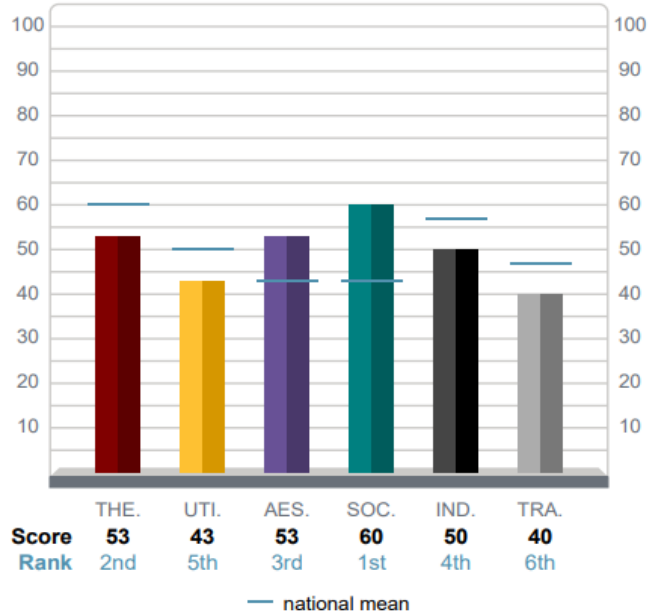
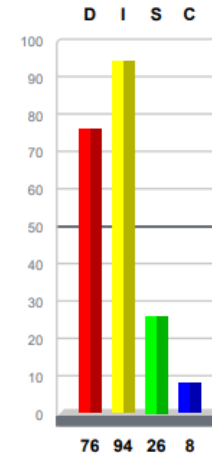
Natural Style



Adapted Style



Natural Style

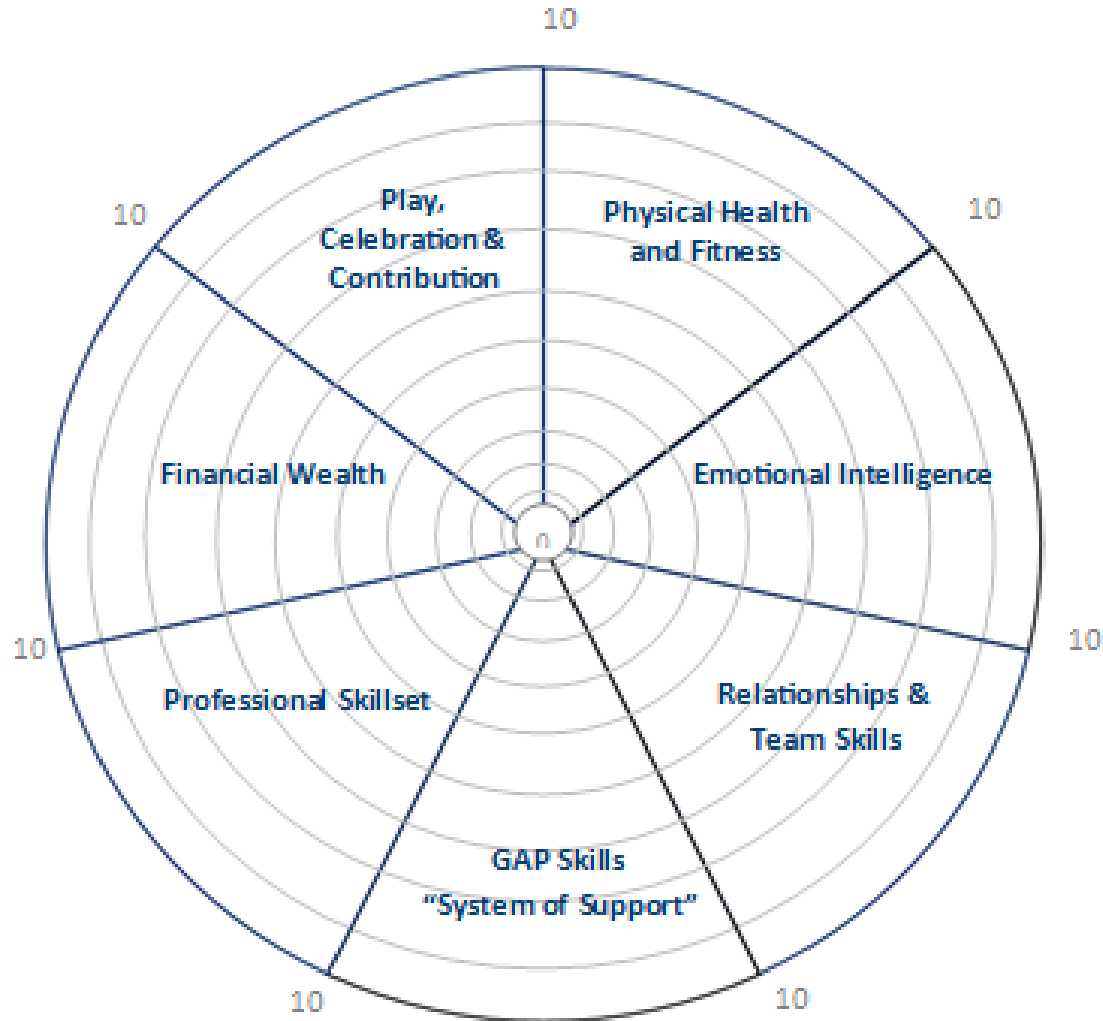


Once Discovered, Finding Your Niche

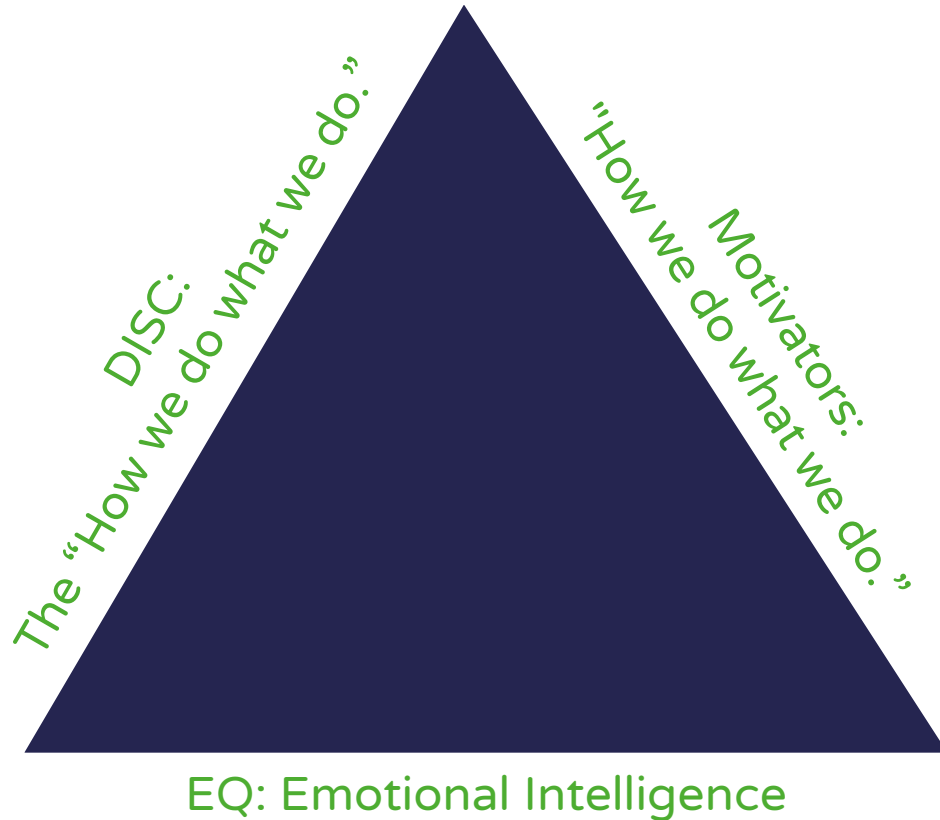
Where do we best fit?

- Pick something, throw a rock start there, try stuff!
- Make mistakes!
- Love and Labor
- Love what do, then do what love or...
- Growth > Passion
- Vehicle/Person - Personally impacted you
- Where you fit – understanding self
- Where to fit within role, and team, life stage, others
- Long Term, and Short Term Goals
- Behaviors self reinforce nature,
- Arena of Communication (Arena land in)

Wheel of Life



Leadership Styles



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