

Your leadership potential



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Today is about cultivating you

Know and belief in
yourself

**Understanding
personality**

Your growth edge

Your leadership purpose

*Clarity 4D personality
profile*

Workbook

Aspire to excel

Adaptive challenges

Immunity to Change

Your leadership challenge

*Immunity to Change
X-Ray*

*Leadership challenge
template*

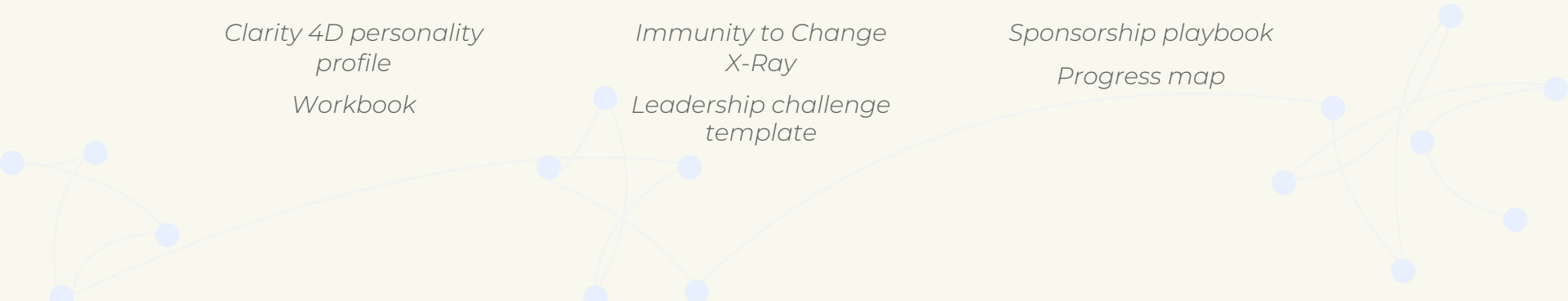
Engage support,
practice and
commit

Engage your sponsor

**Map progress towards
achieving your adaptive
challenge**

Sponsorship playbook

Progress map





Know and
believe in
yourself

Your personality shapes your identity and informs how you show up

Behaviours
(say and do)

Skills &
knowledge

Attitude

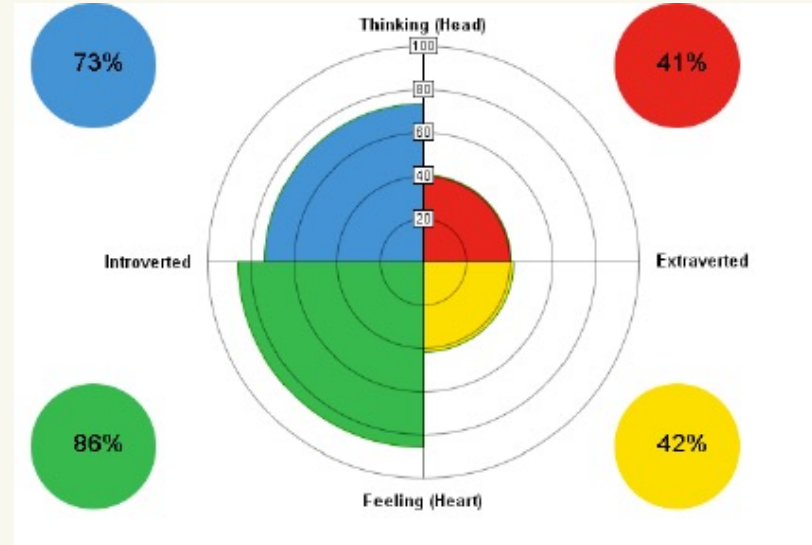
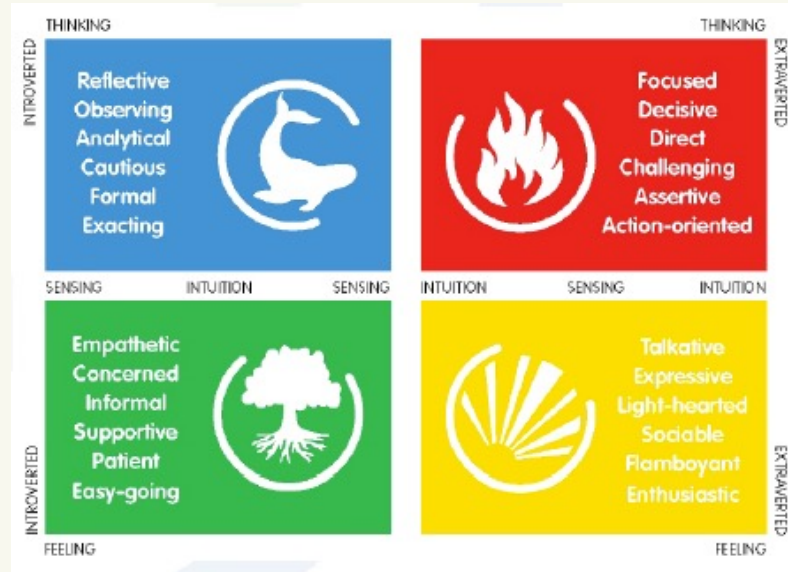
Beliefs and
values

Personality

Identity



Understanding personality



How your personality has shaped your life

Your natural strengths?

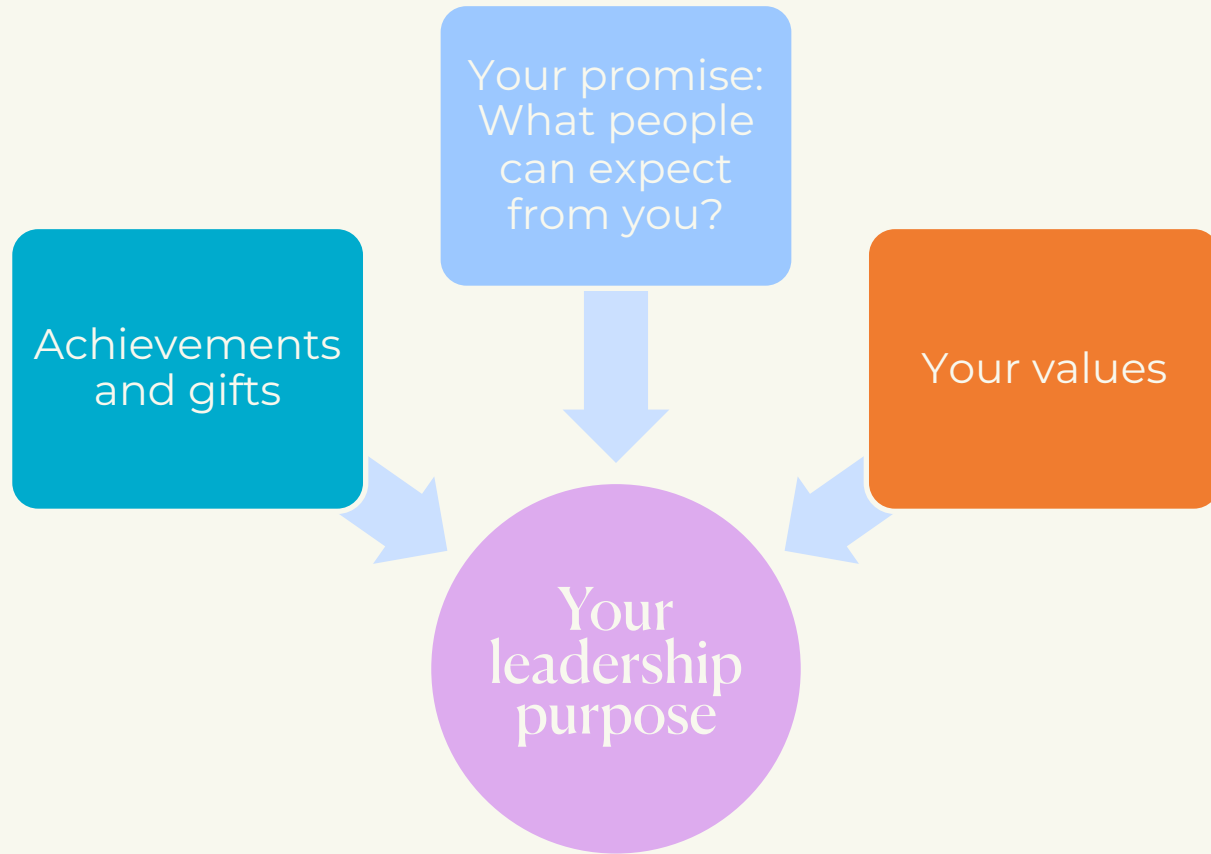
Career highlight?

Life lesson?



Strengths overplayed



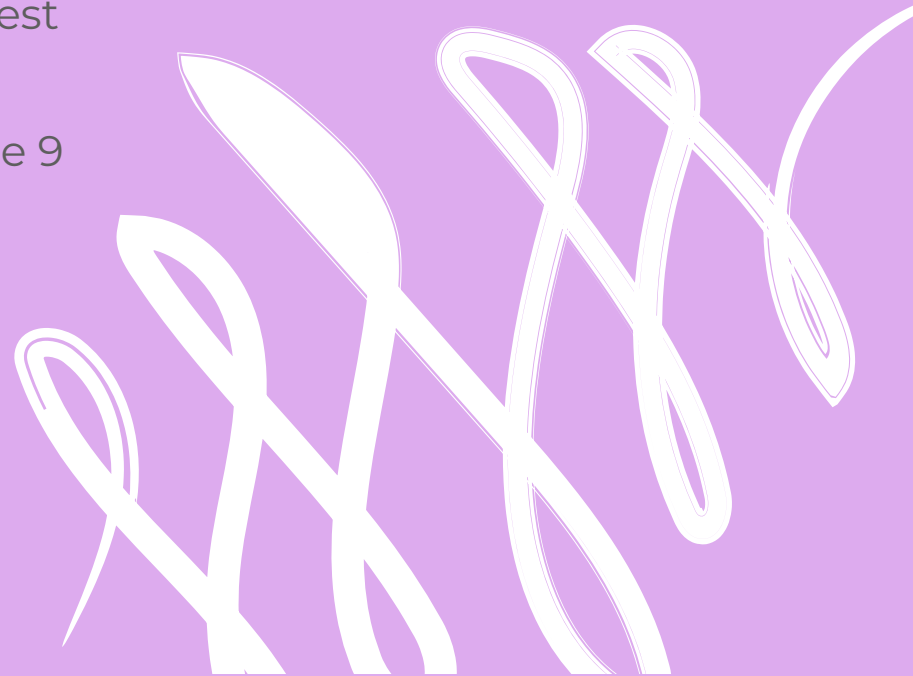


A large white circle is positioned on the right side of a blue background. The background features a horizontal line of dark blue, textured grass or foliage that separates a lighter blue sky from a darker blue ground. The text "Aspire to excel" is centered within the white circle in a dark blue, serif font.

Aspire to
excel

What's your adaptive challenge?

- Adaptive vs technical challenges
- What's your one big thing? Your greatest growth edge?
- Refer to your Clarity 4D profile see page 9 titled '3D: DIVERSIFY your hidden potential'
- Get feedback from your sponsor and others



Mapping your Immunity to Change X-Ray

Overcoming insecurities to achieve adaptive challenges

- Neuroplasticity means we can change
- But changing current behaviours is hard!
- Current behaviours are well-trained and often about self-protection ...that's how they create an immunity to change
- We need to overcome insecurities to achieve adaptive challenges



My adaptive challenge	Behaviours that work against my goal	Hidden commitments	Big assumptions
What growth goal can you set that will have the most significant impact on you and the team?	What are you currently doing /saying? Ie what needs to change?	Worry box: What payoff do you get from your current behaviour? What might you lose if you change?	What stories are you telling yourself to justify your hidden commitments?
Clarity 4D profile Feedback Self-reflection	Flip-side traits Below the line (step 3) Drama triangles	Below the line (step 4) Persona interviews	Fact v story Opposite of your story
What will you and the team gain from you achieving this goal?	What are your current behaviours costing you and your team?	Therefore, what are your competing commitments?	
Above the line / willingness questions Feedback Self-reflection	Feedback Self-reflection	Currently, I'm actually committed to...	



Ego portal...

What takes you below the line?

What do you do when you're below the line?

What payoffs do you get?

How might you shift?





The line

Pick a complaint...what takes you below the line?

What do you do when you're below the line?

What payoffs do you get?

What new insights are revealed about your self-protection habits?





Mapping out your drama triangle

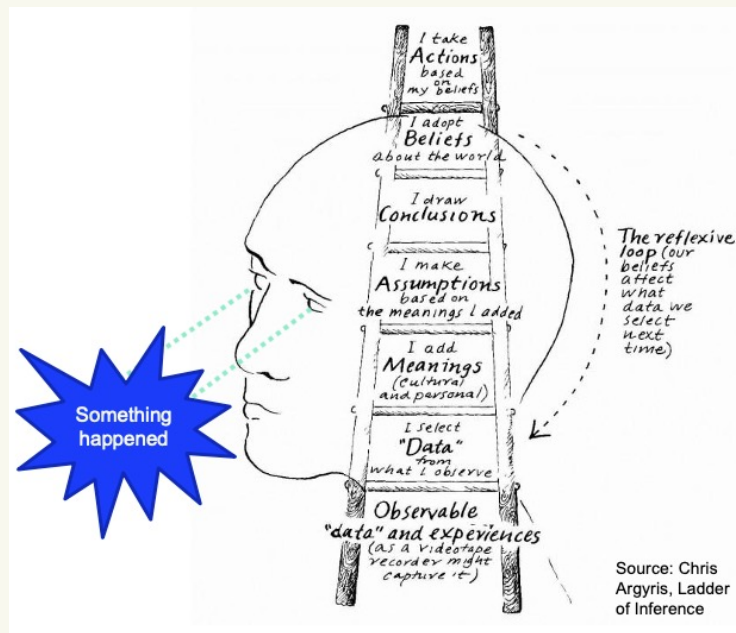
Behaviours that work against your goal and payoffs

- In pairs, take turns explaining your drama...ham it up, make it BIG, go below the line!
- 90 secs each
- Your partner shows you the roles you're playing by flashing the relevant drama card
- Reflect on your personas
- Teach your drama class!
- Add insights to Immunity to Change X-Ray



Seeing the opposite of your story

- Stories are how we make sense of the world
- Open v closed-mindedness
- Seeing our stories for what they are
- Fact v story
- Opposite of your story



Your leadership challenge

Workshopping your projects in small groups



What are the traits you need others to demonstrate for this project to be successful?

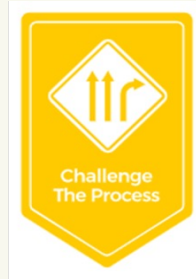
What are the leadership traits you can demonstrate through this project?



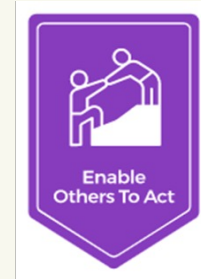
What **impact** do you want to have through this project?

THINK BIG!

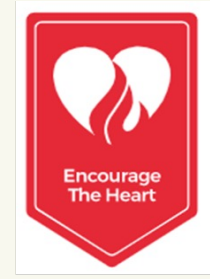
Ask yourself so what? Why does this project matter?



How can you approach this project in a **different** way to how similar projects have been approached in the past?



Who else will be involved? How will they participate?



How will you celebrate, reward and encourage?



Engage
support,
practice,
commit

Engage support, practice and commit

Next steps

- Type up your Immunity to Change X-Ray, share and discuss with your sponsor and others
- Request feedback (we'll give you an email to use)
- Meet your sponsor at least once a month; refer to the sponsorship playbook for topic guidance

Thank you

