

Team Member: * Watch Lorax

- Kevin: Mentoring in training (Learn) ①

- Daneen: Like God, knows everything - reaches people (Approachable) Smart

- Kristy/Angie: Easy to talk to - Develop me, answers, Support ①

- Stacie/Ash: Support, built confidence (I push myself) ② ③

- Kurt: Supports development - Take a step back

- Sarah: Us 2 - Mentor

- Trisha: Pure self - Supportive confidence my go to

- Ant: Motivational, Helped ①

- Hugo: Contributor, Run!

Support } Put someone better self

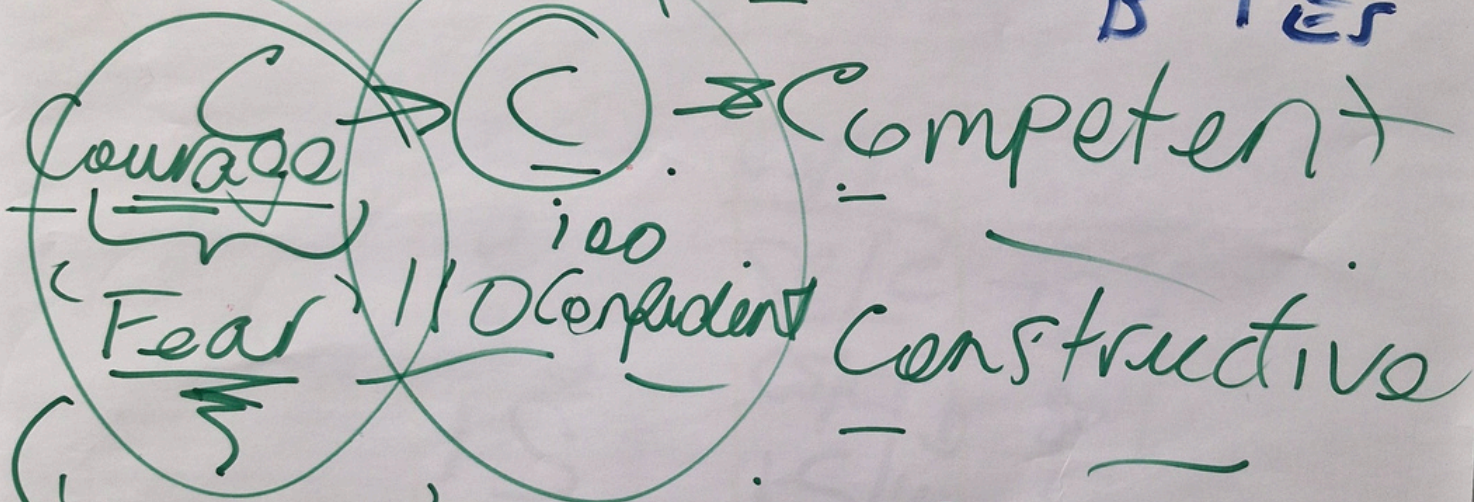
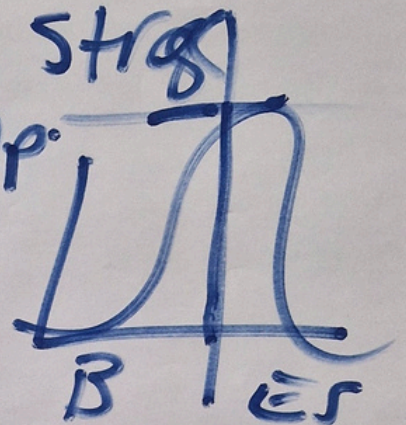
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♡ Mentor - role model
= Help grow

Confidence

100%

! Feedback! Push.



Competitive Confide Comfort

Calming

- Culture ✓

Bruce 'Cared'

1. Self-aware

(E)

(1)

2. Communication

80% / 15% / 25% / 1%

Disc. 1

Diplomate
9, 13, 15, 19, 25

3. FUN

'Refocus'

A

N

10

NO

Name	Us	Act- ma	%
E	C	CS/SC	80%
S	C	se/c	75%
B	IS ^c	CS/CS	80%
J	IS	KS/KL	95%
A	SS ^c	IS/SC	90%
M	SS	IS/IS	90%
C	SS ^c	SC/SC	90%
K	CCCC	CS/SC	90%

Refocus

Coach

Brief, Blunt,

A

log

T

I

- Cared

Time

4

- Valued

• Listened

- Supported

22
22

Byc Safety

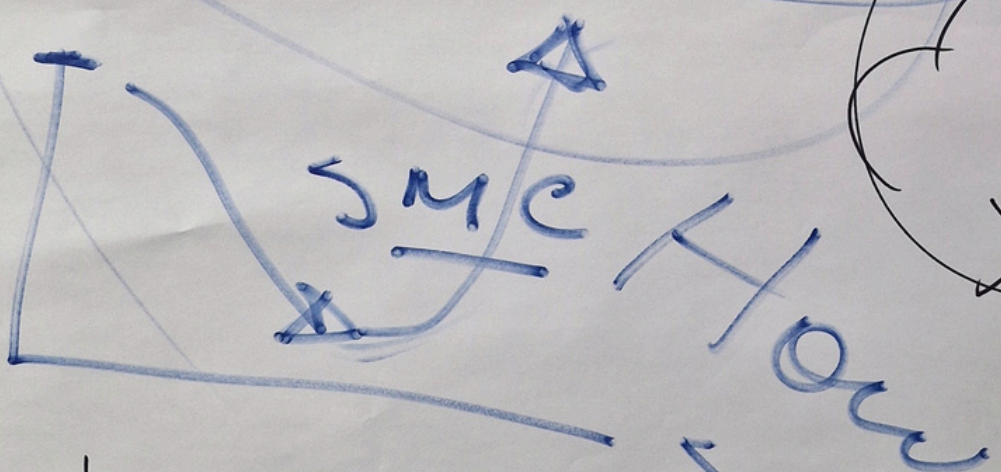
Cariny

Emotions

1 98 2 (5)

2012
38K
51K

?



Highly Effective Teams?

Project Aristotle

Google

(15) a lot

(12)

"Feeling Safe
to do is to
Take interpersonal
risks

Moral

(6)

Vulnerable

Ideas
Opinions
View

Personal

(14)

500
225

- Watching A & T. 'Sally'
- achieve something
- They have no one
- I feel like I've achieved

(7)



① I believe:

⑧

- We change lives &
give hope

② We give direction,
skills & quals!

③ We are great
@ managing "payroll".

We remove stress
④ for host companies

⑤ Care & mentoring
comes from everyone
in the business

Sympathy ✓

4 3 6 ↓
Empathy

~~Apathy~~ (9)

DG Think

Natural

Feeling others

N
O

5
(3)

Compassion *

Nurture

(3) Skill, PerN

DG EI
Self

Social

3
10

1. Age / Life
Mes. 40-50

Aware

1. 2. 3. 4. 5.

Experiences

3 Acknowledge

Aware

2

4

Regulate

Regulation

Gotos

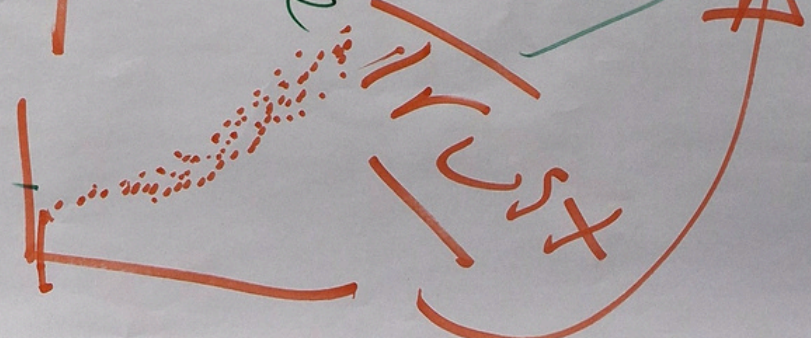
WTP H

Influence

EI

courses

Trust



EI (skills) Remain in dialogue
Triggers in dialogue
Step out

Don't follow through.

- Non-genuine lies
- Not present

- Talking over
- Interrupting
- Read the room
- Blame
- No Acc

- Breathe
- Ground
- Plan
- Pause
- Refocus

Leave it with me
Add to list

Can you

e

Inear
P
P
P

Talk me
through it!

12

1 word



(13)

- Informative ³
- Understanding ²
- Reflection • Uplifting
- Togetherness • Engaged
- Insightful! ² • Relaxed
- Enlightening
- Interesting
- Successful
- Communicative