



WHHO
are **YOU**

becoming?

(a field guide)



Who are you **BECOMING** Plan

	Mon	Tues	Wed	Thurs	Fri
 (What I will do)					
 (How it worked)					

*"Who you **BECOME** is infinitely more important than what you do or have."*


FORM OF THE PAGES.

TEMPERANCE.
Eat not to dullness: drink not to elevation.

	San.	M.	T.	W.	Th.	F.	S.
Tem.							
Sil.	*	*		*		*	
Ord.	*	*	*		*	*	*
Res.		*				*	
Fru.		*				*	
Ind.			*				
Sinc.							
Jus.							
Mod.							
Clea.							
Tran.							
Clas.							
Hum.							

*The Thirteen Virtues
of Benjamin Franklin at Age 20*

1. **"TEMPERANCE.** Eat not to dullness; drink not to elevation. "
2. **"SILENCE.** Speak not but what may benefit others or yourself; avoid trifling conversation. "
3. **"ORDER.** Let all your things have their places; let each part of your business have its time. "
4. **"RESOLUTION.** Resolve to perform what you ought; perform without fail what you resolve. "
5. **"FRUGALITY.** Make no expense but to do good to others or yourself; i.e., waste nothing. "
6. **"INDUSTRY.** Lose no time; be always employ'd in something useful; cut off all unnecessary actions. "
7. **"SINCERITY.** Use no hurtful deceit; think innocently and justly, and, if you speak, speak accordingly. "
8. **"JUSTICE.** Wrong none by doing injuries, or omitting the benefits that are your duty. "
9. **"MODERATION.** Avoid extremes; forbear resenting injuries so much as you think they deserve. "
10. **"CLEANLINESS.** Tolerate no uncleanness in body, cloaths, or habitation. "
11. **"TRANQUILLITY.** Be not disturbed at trifles, or at accidents common or unavoidable. "
12. **"CHASTITY.** Rarely use venery but for health or offspring, never to dullness, weakness, or the injury of your own or another's peace or reputation. "
13. **"HUMILITY.** Imitate Jesus and Socrates. "



What pillars will you start with?

Applied “Teach-ability”

3 Simple & Effective Feedback Tools

What worked:

-
-

What IF:

-
-

Stop, Start, Continue

1-10, how are we doing? What would make it a 10?

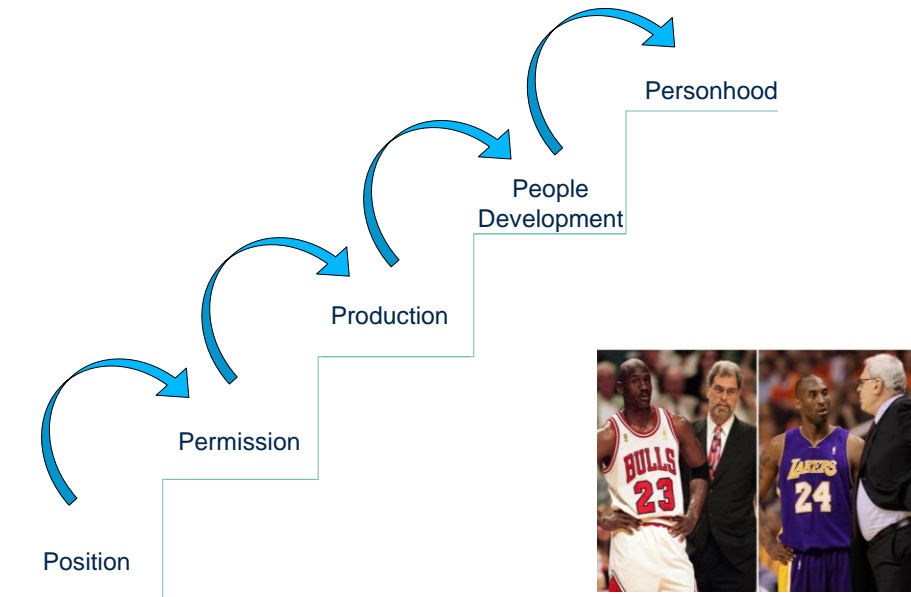


“Don’t hide minivans!”

How will you prevent “hidden minivans”?

Who will help?

Who are you **BECOMING**? Who are you helping others to **BECOME**?



* Adapted from John Maxwell's *The 5 Levels of Leadership*

At which level are you with the people you lead? What's your plan to climb the steps?

Position:

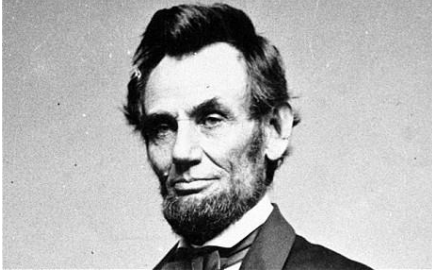
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Production:

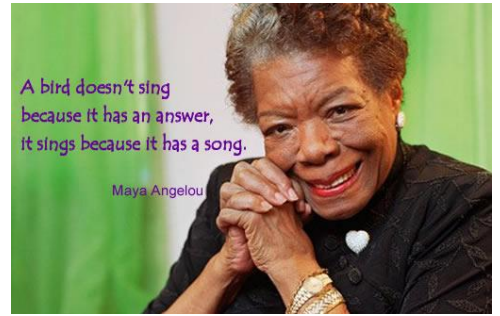
People Development:

Personhood:

What is your sentence?



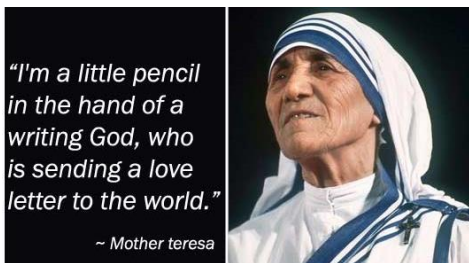
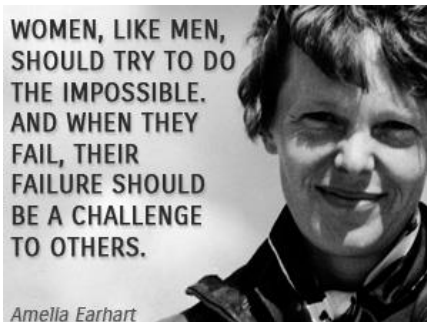
Free the slaves and preserve the union.



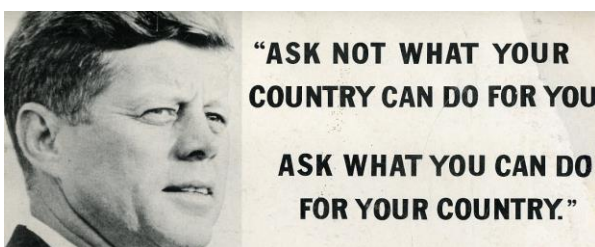
Lead America through a depression & help win a world war.



Suppression of the slave trade and reformation of manners [morality].



No chipped paint and all the horses jump.



Clear vision is rarely created in a day. Start with some words & phrases. Make Chili - let it cool - reheat

Happen to the world...

$$S + R = O$$

Define a relationship outcome. What might fit into *your* “R”?

Define a business outcome. What might fit into *your* “R”?

Define a leadership outcome. What might fit into *your* “R”?

Practice Courage



What would help you make significant progress and require significant courage?

Conversations:

Goals:

Responsibilities:

Apologies:

Other:

It's almost 8 o'clock... **BE** there



“People forget what you say and do: they remember how you make them feel.”

Pick 2 relationships you'll truly **be there** for:

Leadership Assessment:

Rate yourself. - Try to be completely honest! (5 is Strongly Agree ... 1 is Strongly Disagree)

1 2 3 4 5 I have clarity of purpose and pursue it with passion.

1 2 3 4 5 I have a clear idea of the kind of leader I am intentionally becoming.

1 2 3 4 5 I am able to generate a contagious enthusiasm.

1 2 3 4 5 I know what matters most to people on my team and help them in their pursuit.

1 2 3 4 5 I set high goals for myself, rarely settling for "good enough".

1 2 3 4 5 I am aware of my own abilities and resources.

1 2 3 4 5 I show patience and self-control with others.

1 2 3 4 5 I confront people with problems/situations as they arise.

1 2 3 4 5 I consistently demonstrate courage – in action, words, and saying no when appropriate.

1 2 3 4 5 I am able to discuss difficult issues.

1 2 3 4 5 I clearly articulate expectations.

1 2 3 4 5 I coach and counsel employees to ensure compliance with goals.

1 2 3 4 5 I give genuine appreciation, encouragement, and feedback to others when appropriate.

1 2 3 4 5 I am actively involved in the development of subordinates.

1 2 3 4 5 I meet the legitimate needs (as opposed to wants) of others

1 2 3 4 5 I am able to forgive mistakes and not hold grudges, encouraging others to take risks.

1 2 3 4 5 I live with the motto of “applied teach-ability”, seeking and applying feedback.

1 2 3 4 5 I “happen to the world” pro-actively responding rather than blaming or making excuses.

1 2 3 4 5 People can tell that I truly value them and their opinions in all of my interactions.

1 2 3 4 5 I approach challenges with a belief that very good solutions exist and we will find them.

1 2 3 4 5 (Write your own leadership challenge here)