

the 
THE MCGAW YMCA
 Emerging Leader Program
 Managing Self



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Welcome

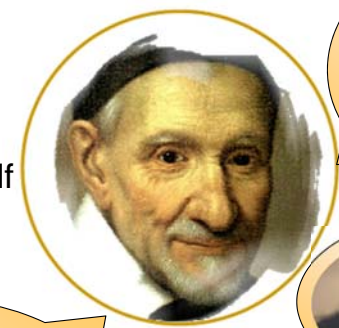
Agenda

- Introductions
- Four Frame
- DiSC
- Strengths
- Jung Type
- Managing Oneself

MY-ELP
Coaching

Whole point

Knowing *what* to do is not the major challenge . . . finding *who* to do it is!
 (Goldsmith in Smart and Street, 2008)



“It is not enough to do good, it must be done well”



Do Good Great



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FOUR FRAME LEADERSHIP

Frames and Rapid Cognition

The capacity to quickly and accurately size up situations

- Nonconscious 
- Fast 
- Renders affective judgments

Frame determine

- The questions we ask
- The information we gather
- How we define problems
- What actions we take

- Mental map to read and negotiate a “territory”
- The better the map the easier to get around.
- Frames enable you to see some things, but not others.
- Effectiveness of a frame depends on using right ones.



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What's Your Frame?

Take the Quiz

Example: People see me as: Engaging 3 Helpful 4 Prepared 1 Energetic 2 =10

STRUCTURAL

The **RATIONAL** side

Someone who thinks clearly, makes the right decisions, has good analytical skills, and can design structures and systems that **get the job done.**



HUMAN RESOURCE

The **PEOPLE** side

A facilitator and participative manager who supports and **empowers others.**



POLITICAL

The **ADVOCACY** side

An advocate and negotiator who understands politics and is **comfortable with conflict.**



SYMBOLIC

The **MEANING** side

A prophet and visionary, who uses symbols, tells stories and frames experience in ways that give people **hope and meaning.**



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KNOWING YOURSELF

Strengths Finder 2.0

Two ways of looking at the world

Deficit Approach Study what is wrong with people	Strengths Based Approach Study what is right with people
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Strengths based approach

- You cannot be good at everything
- Be aware of your strengths focus and develop them to offset your weaknesses
- Build systems to minimize your weaknesses

The Big Question

- At work, do you have the opportunity to do **what you do best every day?**

BREAK



Five clues to talent

- What are you naturally inquisitive about?
- What activity are you engaged in when the time flies by?
- What activity gives you a great deal of satisfaction?
- What do you pick up rapidly?
- What can you do to near perfection?

Two great questions

- What was the best day at work you've had in the last three months?
- What was the worst day at work you've had in the last three months?

Strengths Finder 2.0 Algebra



Talent	X	Investment	=	Strength
A natural way of thinking, feeling, or behaving		Time spent practicing, developing your skills, and building your knowledge base		The ability to consistently provide near-perfect performance

What about your strengths



<ul style="list-style-type: none"> • Achiever • Arranger • Belief • Consistency • Deliberative • Discipline • Focus • Responsibility • Restorative 	<ul style="list-style-type: none"> • Activator • Command • Communication • Competition • Maximizer • Self-Assurance • Significance • Winning others over (woo) 	<ul style="list-style-type: none"> • Adaptability • Connectedness • Developer • Empathy • Harmony • Includer • Individualization • Positivity • Relator 	<ul style="list-style-type: none"> • Analytical • Context • Futuristic • Ideation • Input • Intellection • Learner • Strategic
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Executing	Influencing	Relationship Building	Strategic Thinking
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Know how to make things happen.	Take charge, speak up. Make sure the team is heard.	Build strong relationships that can hold a team together. Make it better than sum of its parts.	Help teams consider what could be. Analyze info that can inform better decisions.
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Jung Type INFJ
Introvert(38%) iNtuitive(28%) Feeling(88%) Judging(19%)

E Expressive	I Reserved
S Observant	N Introspective
T Tough-minded	F Friendly
J Scheduling	P Probing

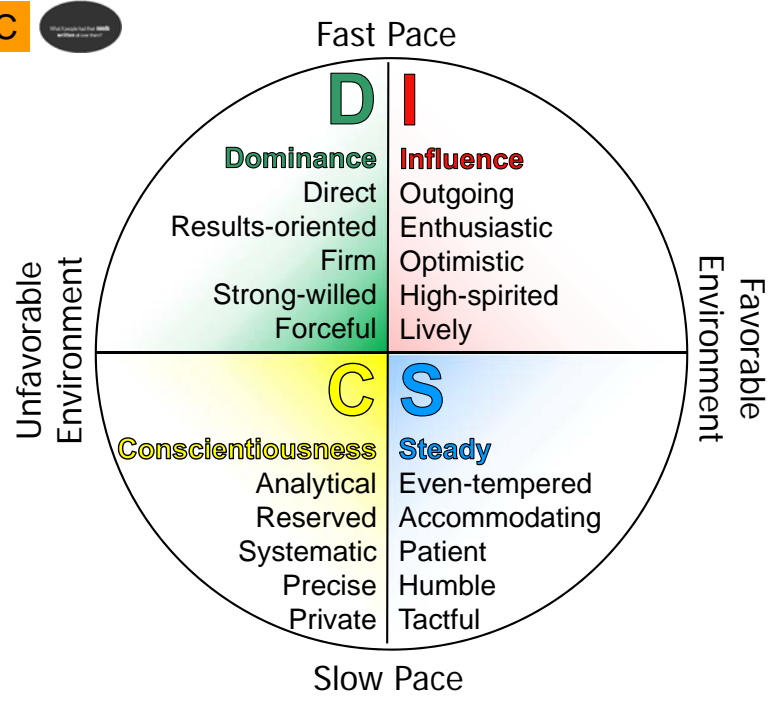
(Myers-Briggs in Keirsey, 1998, www.keirsey.com/4types/overview_temperaments.asp)

and Change (Smith, 2000)

SJ Guardians SP Artisans SJ Guardians	ISTJ Inspector	ISTP Protector	INFJ Counselor	INTJ Mastermind
	ISTEP Crafter	ISFP Composer	INFP Champion	INTP Inventor
	ESTP Promoter	ESFP Performer	ENFJ Teacher	ENTJ Fieldmarshal
	Resist 68%		Accept 32%	
	Lead 10%			
	NF Idealists		NT Rationals	

Play 2 UR strengths

DiSC



Managing Oneself

What are my strengths

- The green tail
 - If someone says you have a green tail, that person is crazy.
 - If two people say you have a green tail, it's a conspiracy.
 - If seven people say you have a green tail,

you turn around and look.

What are my values

- What do you stand for
- Mirror, mirror

Where do I belong

Begin by asking

