

Reflect and Respond

The best way for a leader to build an effective team is to identify how each one is different and how to successfully incorporate those difference into the overall plan of action. The strength that each person possesses meets a certain need on the team. Great managing is not about control, but about connection and release

1. Explain what this phrase means: "Great managers understand you can't get the best out of people by playing 'checkers' with them."

2. Why is it we naturally expect others to be like us? Why are we more comfortable with people who are similar to us?

3. What are the four qualities that leaders must identify in each team member in order to play "chess" instead of "checker?"

4. Describe the benefits of learning how to capitalize on each person's strengths.

5. Describe your perfect job. What is it you'd really like to do and feel you would do well?

6. What was the best relationship you ever had with a teacher? What made that person so motivating? What was the best praise you ever received?

7. When you work on a project with a team, what do you like best: Getting results? Just being together? Doing the project with excellence? Having fun?

8. What is the best way for you to learn? _____
