

Lesson 7 -What the Best Managers do Differently, and You Will, too! What YOU as a Great Manager do Differently

When reflecting on your own personal WHY, it is important to remember that it is just that – personal to YOU.

1. Articulating your WHY

- a. *As you look back at your responses on the Identify Your Why worksheet from Lesson 2 about your values, managers who mattered to you, and the difference you want to make, what themes emerged? What words, phrases, or ideas did you see come up again and again?*

- b. *Now take some of those words, ideas, and phrases and try to write some sentences about your WHY by filling in the following blanks:*

I value _____ at work. I value this/these things because _____

As a manager, these values might take the form of these actions, behaviors, or words:

It matters to me as a manager that I make a positive difference in the lives of my employees by...

Modeling these behaviors _____

Taking these actions _____

Displaying this sort of attitude _____

2. Management Mindsets (Your HOW)

- a. *Embracing a growth mindset: intelligence and talent can be grown and develop.* At work, helping my employees embrace a growth mindset looks like (actions I take, encouragement I give, words I use, questions I ask, attitudes I model, etc) : _____

- b. *Employees WANT to do good work (people want to contribute and be productive):*

My employees know I believe they want to do good work because I....

This outlook changes how I work with my employees in that...

c. Strengths-based approach (focus on what's strong, not what's wrong):

- A talent I've used in engaging employees as a manager is _____
and some new ways I might use that talent are _____
- A question I'd like to ask my employees about how they use their strengths at work is (this should be a question that feels comfortable to you, that rolls off your tongue easily):

***BONUS CONTENT: Two strengths-based question examples! Feel free to use these.**

- **What went well yesterday/last week? Which of your strengths made that possible?**
- **What are you looking forward to tomorrow/next week? Which strength will you draw on for it?**

WHAT Makes YOU Great

1. **12 Elements of Great Managing:** Which element(s) resonated with you that you are already doing fairly well? Identify one or two actions you've taken to help you get even better at those (intentional focus):

2. **Three Superhero Strategies: Empathy, Communication, Connection.**

- Indicate how easily each comes to you as a manager (1 = Not Easily, 2 = Neutral, 3 = Easily).

Demonstrate Empathy:	1	2	3
Effectively Communicate:	1	2	3
Facilitate Connection:	1	2	3

Choose one that you feel already comes easily to you and describe what it looks like at work (things you say, do, etc.) and where you see yourself use this skill most effectively (1:1, in teams, managing up, etc.):

Now choose one that does NOT come as easily for you. What's one tiny thing you could do to work on helping you improve that skill to get to the next number on the scale? (If you indicated they ALL come easily for you, choose one that you did not indicate as your first answer and write about how you could create more opportunities to use this in your management role):

Thank you for completing this worksheet. You have now articulated feelings, ideas, and lessons you would like to put into practice as a manager – the best manager YOU can be. You are now ready to move on to Lesson Eight, the LAST lesson in this course!