Design your own behaviour

Leadership is behaviour

Core Principles

• We need a prompt
• We need a minimum of motivation
• We need to make it relatively easy

Prompt: Change in circumstances
Behaviour:

Fascinating!

Connection before content

Prompt: Meeting preparation

Behaviour: Say to yourself, "Connection before content"

Prompt: Meeting agenda completed

Behaviour: Say to yourself, "Connection before content"

What is you aspiration?
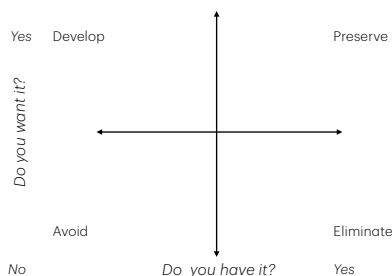
Develop multiple perspectives

Assure psychological safety

Be more present

Polarity awareness

Cultivate trust

Take radical responsability

Above the line

Cultivate curiosity

Closer relationship

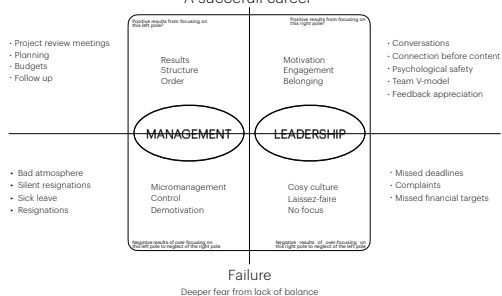Complexity awareness

---

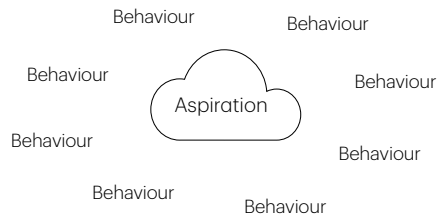# The goals grid

Yes   Develop   Preserve

Do you want it?

Avoid   Eliminate

No   *Do you have it?*   Yes

Complete your polarity map

Higher purpose = Why balance this polarity?

A succefull career

	Positive results from focusing on this left pole!	Positive results from focusing on this right pole!	
· Project review meetings · Planning · Budgets · Follow up	Results Structure Order	Motivation Engagement Belonging	· Conversations · Connection before content · Psychological safety · Team V-model · Feedback appreciation
	MANAGEMENT	LEADERSHIP	
· Bad atmosphere · Silent resignations · Sick leave · Resignations	Micromanagement Control Demotivation	Cosy culture Laissez-faire No focus	· Missed deadlines · Complaints · Missed financial targets
	Negative results of over-focusing on the left pole to neglect of the right pole	Negative results of over-focusing on the right pole to neglect of the left pole	

Failure

Deeper fear from lack of balance

What behaviour would support that aspiration?

Behaviour

Behaviour

Behaviour

Behaviour

Aspiration

Behaviour

Behaviour

Behaviour

Behaviour

Behaviour

Focus map

High-impact behaviour

Behaviour B

Behaviour A

I can't get
myself
to do this

No

Yes

I can get
myself
to do this

Behaviour C

Low–impact behaviour
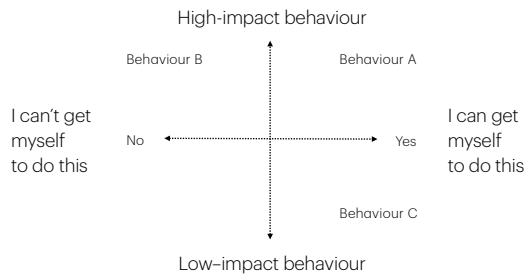
Small seeds

Developing a prompt:

- After I have done the meeting agenda, I will decide how to start with a focus on the connection
- After a customer meeting, I will send a quick personal note to the participant(s)
- After lunch, I spend 15 min connecting with 5 people in my network on LinkedIn
- On the first Tuesday of every month, I send a personal note or suggest a face time call to five contacts

---

Keeping habits alive

Build in something that you do
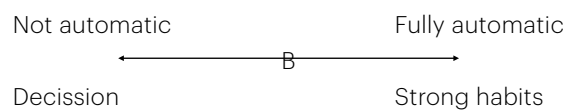every time you have completed
your new behaviour:

Positive experiences

Reinforce habits

Emotions create habits

Decisions & habits are opposites

Not automatic   Fully automatic

<----------------B---------------->

Decission   Strong habits

Help people feel successful

Over to you: what is the first habit you will design for yourself