

BUILDING TRUST

Reflection Exercises: Leadership is about trust. Three factors responsible for building trust are:

- Competence
- Connection
- Character

1. Which of the above is your strength and which is your weakness? Why?

Strength

Weakness

2. List the names of the people in your team. Next to each name, give an example of how you have made an effort to connect with that person?

Name

Connection

.....
.....
.....
.....
.....



3. Give yourself a grade on a scale of 1-10 (1 being a weakness and 10 being a strength) on each of the following character areas:

Commitment	1	2	3	4	5	6	7	8	9	10
Courage	1	2	3	4	5	6	7	8	9	10
Honesty	1	2	3	4	5	6	7	8	9	10
Perseverance	1	2	3	4	5	6	7	8	9	10
Preparedness	1	2	3	4	5	6	7	8	9	10
Respect for Others	1	2	3	4	5	6	7	8	9	10
Responsibility	1	2	3	4	5	6	7	8	9	10
Self Discipline	1	2	3	4	5	6	7	8	9	10
Teachability	1	2	3	4	5	6	7	8	9	10
Unselfishness	1	2	3	4	5	6	7	8	9	10

RESPECT

Group Exercise: This week gather together three of your friends for a discussion. Come up with at least four situations that you and your friends might find yourself in as a group (Example: planning a trip, entering a business venture, experiencing a medical emergency, teaming up to play a sport, etc.) For each situation, have each person tell which person in the group they would most likely follow and why. List the situations you and your friends come up with below, and list the names of who was mentioned as leader for each situation.

Situation

Leader

From this exercise recognize that different people take the leadership positions at different times depending on their skills, personality and leadership qualities.

Who was named the leader the most times? Why

Who was named the leader the fewest times? Why



How often were you named as the person they would follow? What does that say about your leadership? How could you gain more of their respect?

EMPOWERMENT

Practical Exercise: This week, find one situation in which you can share your authority with someone. It could be letting someone plan a team social or giving authority over a project. Answer the following questions next week:

I shared my authority with _____

by empowering him or her to _____

1. Why did you choose this person to share your authority with?

2. What were your initial concerns when sharing your authority with them?

3. How did this person react to your offer?



4. What were some of the challenges this person faced with the project, task, or decision?

5. How did you encourage this person?

6. What was the outcome of the decision to empower them?

7. How was sharing authority beneficial to them and you?

GETTING BUYIN

Reflection Exercise

1. Do you have a vision for your leadership and your organization?

2. Why do you lead?

3. What are you trying to accomplish?

4. Write your thoughts in a vision statement.

5. Is that vision worthy of your time and effort? Is it something you're willing to give a significant portion of your life to? (If not, rethink what you are doing and why.)

2. What is the level of buy-in for the people you lead? If your team is small, list all of its members. If it is large, list the key players who influence the team. Now rate each person's buy-in on a scale of 1 to 10. (A 1 means they won't even follow you in areas where they are required to according to their job description. A 10 means they would follow you into battle even in the face of death.) If your people don't buy into you, they will not help you execute your vision-even if they love it.

Team Member

Level of Buy in

_____	1	2	3	4	5	6	7	8	9	10
_____	1	2	3	4	5	6	7	8	9	10
_____	1	2	3	4	5	6	7	8	9	10
_____	1	2	3	4	5	6	7	8	9	10
_____	1	2	3	4	5	6	7	8	9	10



Think about ways you can earn credibility with each person. There are many ways you can do that:

- By developing a good relationship with him
- By being honest and authentic and developing trust
- By holding yourself to high standards and setting a good example By giving him the tools to do his job better
- By helping him to achieve his personal goals
- By developing him as a leader
- Develop a strategy with each person. If you make it your primary goal to add value to all of them, your credibility factor will rise rapidly.

Reflection Exercise: During the coming weeks, think about some problem, project or goal that you have a vision for. Then think about who could help you realize that vision. Intentionally build relationships with them. Only after you have invested in them should you share your vision. Once you have, note how they respond.

Vision: _____

Person who can help me realize my vision: _____

I will intentionally build a relationship wuth this person by:

Ways I can add value to them



How did this person respond to my vision

SACRIFICING

1. To become a more influential leader, are you willing to make sacrifices? Are you willing to give up your rights for the sake of the people you lead? Give it some thought. Then create two lists:

(1) the things you are willing to give up in order to go up,

(2) the things you are not willing to sacrifice to advance.

Be sure to consider which list will contain items such as your health, marriage, relationships with children, finances, and so on.

Things you are willing to sacrifice

Things you are NOT willing to sacrifice

2. The Law of Sacrifice dictates that you trade something of value to gain something more valuable that you don't already have. In order to make such sacrifice, an individual must have something of value to trade. What do you have to offer? And what are you currently willing to trade your time, energy, and resources you have to sacrifice to get that may give you greater personal worth?
