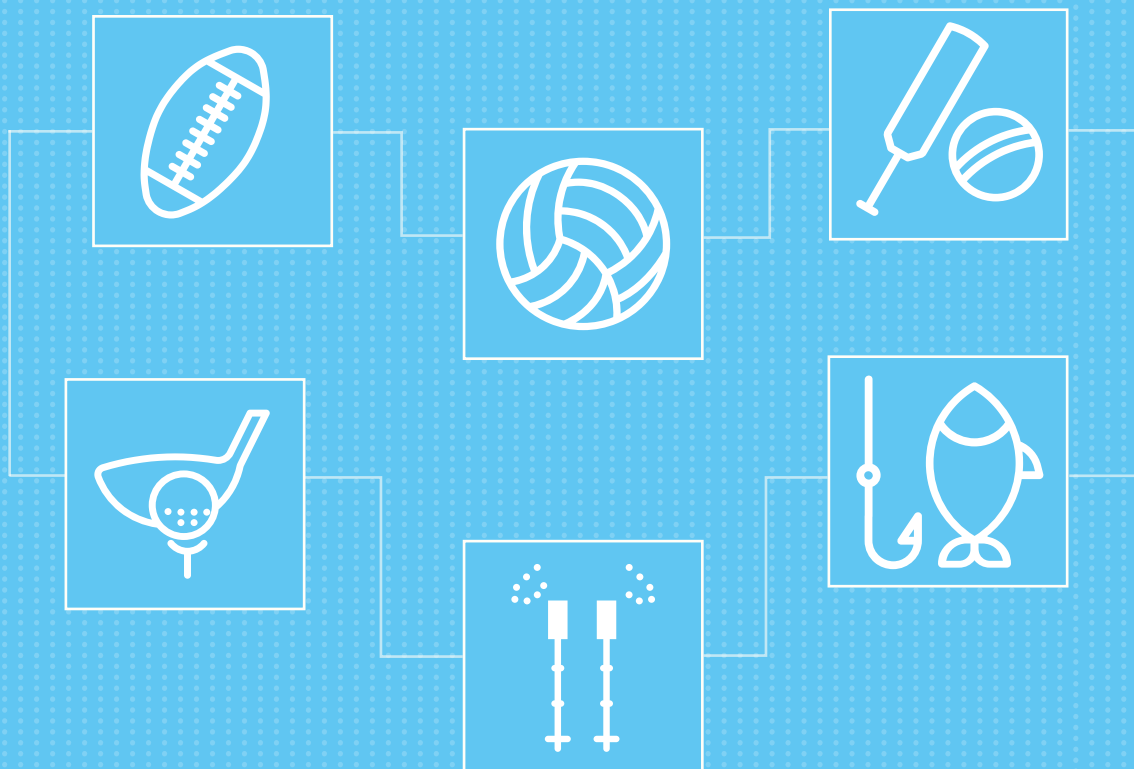


Self Development Guide Leading Teams

Module 6
Bringing it Together



Bringing it

What have you thought might be worth doing?

Having completed your 6 self-development modules, we recommend you now choose one thing to work on (two at most) and to practice that new way of behaving until it becomes automatic. Trying to develop too many things at once often means that the development becomes too hard, and nothing changes. That's why it's important to choose something that will really make a difference.

Together

Your Change

01

If you could only choose one thing to work on over the next 3 months, what would make the biggest impact on your ability to lead?

.....
.....

02

How will you be different:


- ▶ Today?
- ▶ Next week?
- ▶ In a month?

.....
.....

03

What support do you need?

.....
.....



If you are able to do so, it would be great if you can set up a conversation with your Manager (or coach) to discuss your insights from this self-development process.

On the next page are some tips and tools that may help when focusing on developing new ways of behaving.

Tips and Tools

Enlist support from others

1 It's easy to make excuses when we have no one holding us accountable. When we have others counting on us, we're less likely to let them down, so getting support from others can be helpful. Find someone who you respect and who can keep you motivated.

Embrace the feeling of discomfort

2 Change often brings with it some discomfort; we're doing something new and we're not 'expert' at it. Understand what it is that you're uncomfortable with and be curious about anything that's creating self-doubt. Discomfort is normal during change - it is going to happen, it is part of being human. Understanding our natural desire to avoid discomfort will help us to make change. Your fear triggers the 'fight or flight response' and can stop the momentum for change. Recognise discomfort for what it is - a good sign that you are changing.

Remember the benefit of "baby steps"

3 The accumulation of small things is what gets us to where we want to be. Be proud of and congratulate yourself for any positive action toward your self-development goals. Set small goals that keep you motivated and engaged.

Anticipate failure and create a plan for handling it

4 Learn to see failure as an important part of the self-development process. We are going to go through trials and challenges as we work to change and develop. We won't succeed 100% of the time so don't let this deter you. Prepare for obstacles and don't let them be an excuse to give up.

Develop a structure to support you

5 What support do you need to help support your development? Who else can help you? What additional resources do you need? As you plan for and work toward change, keep a journal or email yourself short notes for the times you might go off track or be distracted. At these times, you can read that journal or go back to the emails, to help you reconnect with your goals.

