

## WHAT DOES YOUR YOUR LEADERSHIP STYLE SAY ABOUT YOU?

---

WHO ARE YOU AS A LEADER?

### NEUROTRANSMITTERS AND CO-CREATION.

---

Trust activity – Oxytocin, dopamine and serotonin. The pre-frontal cortex or the executive brain.

➔

Distrust activity – Cortisol, testosterone, norepinephrine. The limbic brain and the amygdala or the reptilian brain.

“CHESTER ELTON'S - 5 DISCIPLINES OF HIGH PERFORMANCE TEAMS.”

---

**Baby Boomers – 3 – 5 times.**

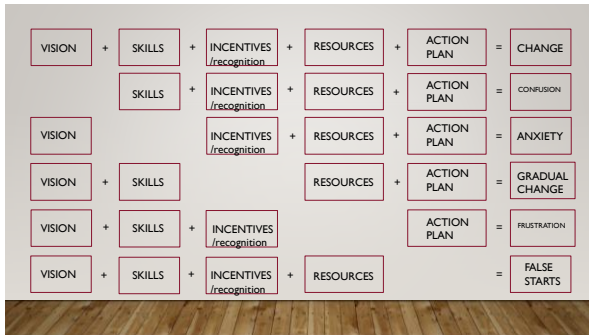
**Gen X – 7 – 10 times.**

**Millenials – 15+.**

### Top 5 Reasons Employees Leave.

1. Poor management.
2. Lack of career growth and opportunities.
3. Poor communication.
4. Pay
5. Lack of recognition.

Saratoga Survey of 19,000 employees.



## RESPONDING VS. REACTING

<b>RESPONSE IS:</b>	<b>REACTION:</b>
<ul style="list-style-type: none"> <li>• BASED ON CHOICE.</li> <li>• TAKING OWNERSHIP FOR ACTION/WORDS.</li> <li>• BEING FULLY RESPONSIBLE.</li> <li>• LISTENING AND HEARING.</li> <li>• COMES FROM RESPECT AND INTEGRITY.</li> </ul>	<ul style="list-style-type: none"> <li>• LACKS CHOICE.</li> <li>• USES BLAMING AS A STRATEGY.</li> <li>• USES EXCUSES TO JUSTIFY.</li> <li>• IS NOT OPEN TO HEARING OTHERS.</li> <li>• COMES FROM FEAR AND JUDGEMENT.</li> <li>• IS A CONTEXT!</li> </ul>

## CHOICE LEADERSHIP

### CHOICE LEADERSHIP

<b>JUDGER</b>	<b>LEARNER</b>
<ul style="list-style-type: none"> <li>• What's wrong with me?</li> <li>• What's wrong with him/her?</li> <li>• Whose fault is it?</li> <li>• How can I prove I'm right?</li> <li>• Why is she so frustrating and clueless?</li> <li>• Why bother?</li> <li>• Haven't we been here before?</li> </ul>	<ul style="list-style-type: none"> <li>• What do I value about myself?</li> <li>• What do I appreciate about him/her?</li> <li>• Am I being responsible for my words/actions and how I show up?</li> <li>• What can I learn and what is useful here?</li> <li>• What is she thinking/needing/wanting?</li> <li>• What the best steps to move forward?</li> <li>• What is possible here?</li> </ul>

Either you have questions or questions have you.

## EFFECTIVE LEADERS DON'T HAVE PROBLEMS, THEY HAVE CHALLENGES.

**PROBLEM:**

- SOMETHING THAT IS BROKEN AND NEEDS TO BE FIXED.
- IS OFTEN ROOTED IN FEAR.
- IS LIMITED IN IT'S OUTCOME.
- CREATES WALLS/OBSTACLES/HURDLES.
- IS A CONTEXT!

**CHALLENGE:**

- AN OBSTACLE TO BE OVERCOME.
- FEAR IS EXPECTED & NORMALIZED.
- REQUIRES CREATIVITY AND INGENUITY.
- IS EXCITING AND CURIOUS.
- IS A CONTEXT!

## WHERE DO I COME FROM WHEN I SHOW UP?

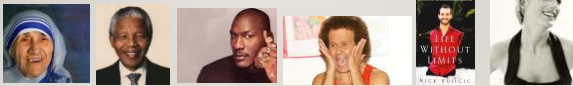
CONTEXT, CONTEXT, CONTEXT

- Responsibility or blame
- Learner or judge
- Possibility or fear
- Choose or react
- Facts or assumptions

READY-AIM-FIRE

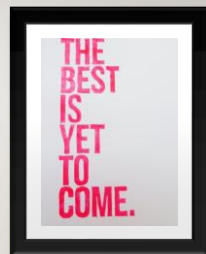
READY-FIRE-AIM

1. List 5 leaders you would like to emulate.
2. List their common qualities.
3. What are your greatest leadership traits?
4. List 5 ways to access your future leader.



1. List 3 areas of life where you avoid discomfort. **Discomfort is a practice.**
2. What 3 areas of life are you too comfortable in? **Comfort can be a trap.**
3. What are the 5 most common fears you put in your own way? **How can you normalize fear?**
4. List 3 BOLD decisions you have been avoiding, either personally or professionally.
5. What are 2 things you are willing to do to move you forward?

## WHAT DO YOU WANT?



Question Storming Exercise with a COACH.

COACH



Your future is in your hands

**lifecoach@miajerritt.com**  
**Integratedlifestrategies.ca**  
**250-702-7710**

Your feedback is important to us. Please don't forget to **Rate this Session** in our mobile app.

Download our mobile app in the Apple or Google Play stores if you haven't already! Search for: World Fitness Expo 2018 in your App Store!