

3 QUESTIONS PROCESS

QUESTION 1

WHEN WORKING AT YOUR HIGHEST AND BEST WHAT IMPACT DO OTHERS SAY YOU HAVE?

QUESTION 2

HOW MUCH OF YOUR CREATIVE SELF DO YOU:

CURRENTLY CLAIM?

PUSH AWAY?

QUESTION 3

WHAT IS THE 'BIG ASSUMPTION' THAT YOU KNOW YOU MUST COME TO TERMS WITH AND MOVE BEYOND?

4 G'S PROCESS

GREATNESS

- How many Creative Competencies they have either $\geq 80\%$ or $\geq 67\%$
- How many Reactive Tendencies $\leq 33\%$
- Notice the percentiles in the Summary Scales.

GAPS

- Between Self and Evaluator assessment – consider gaps $\geq 20\text{-}25\%$ as worth looking at.

GIFTS

- Encourage them to choose the gifts or strengths from the Reactive half that they would like to work on – when not coming from the neediness of Reactive coping strategies – to begin the journey into Creative.

GROWTH EDGE

- Find the “sweet spot” where they consider what will make the most significant difference in their leadership effectiveness. The 1-2 points of leverage to reduce their Reactive tendencies and grow into Creative.