

Before You Begin: Take a moment to check in with yourself. Am I relaxed? Have I put away or turned off any potential distractions? Have I taken 2-5 minutes to bring myself into presence?



INTRODUCTION

Hey _____. Thank you for being here and spending this time with me. We are going to explore and gain an understanding of how you see yourself and how others see you. These are simply your behavioral tendencies, how you prefer to behave.



ACKNOWLEDGE & ELIMINATE RESISTANCE

- **No assessment in history has ever been able to capture the complexity of a human being. There's likely going to be some parts that you disagree with and parts that you will agree with and that's ok and normal. If it's ok with you, let's focus on the parts that you agree with.**
- We're going to focus on your strengths.
- These traits are some of what makes you, YOU, today, right now. We're not trying to "fix" or "change" anything.



ENCOURAGE REFLECTION – KEY BEHAVIORAL TRAITS

- What are your thoughts, reactions, or feelings reading this?
- Which of these do you feel like is your greatest strength?
- How has it helped you in your career? Can you give me some examples of how this has helped you?
- In what situations has that strength challenged you or held you back?
- What do you feel it's like for others to experience that side of you?



TIP: Encourage the participant to tell you about their experiences in detail. Acknowledge those statements by saying "uh-huh" or nodding. Paraphrase the participant's statements to confirm understanding.

TIP: Keep in mind not everyone feels comfortable talking about their weak moments. Ask a prompting question for them to continue to reflect on what behaviors or observations they have noticed from others - in other words, as they normally express themselves on that scale, have them describe how others respond in return. Remember, no judgment.



GROWTH OPPORTUNITIES

- Let's look at the growth opportunities and reflection questions. Which of these resonate the most with you?
- Which of the growth opportunities would make the most positive change in your life right now? What would it do for you to make that change?



ASK FOR COMMITMENT- SAMPLE QUESTIONS

- Is this something you want to get started on now or later?
- So it sounds like **you are ready to commit to doing this**. *If in person, shake hands here.* (This creates the command to move forward with that recommendation. Hold hands for a beat longer than what would be comfortable).
- How can I best support you on this growth path?
- **Who do you think you can ask to help you stay accountable in addition to me? This is an important step because people often have a fixed opinion of others. By inviting others to be part of this, they can start to see you differently and be open and aware of the changes. It will reinforce the changes that will help you.**



TIP: When you are saying “So it sounds like **you are ready to commit to doing this**” make it a command, not a question. Then when shaking hands, hold the shake for a beat longer than what would be comfortable).



LOADING

You might be surprised at how easily these changes can occur. As you have more awareness of this, it will likely help you learn and make the changes that you want.



SET YOUR FOLLOW UP

Seek agreement from the participant that this behavior is something they want to change, and that they want to change it now. It's important to get this acknowledgement from the participant and to repeat it back to them. Make a note (document) of your agreement and when you will revisit the topic to review progress in changing this behavior. Reinforce in specific language (I agree with you, that's exactly right - shake hands) that you will both do this.