

*Why are relationships  
important?*





- ▶ True Joy
- ▶ Physical Health
- ▶ Mental Health
- ▶ Satisfaction
- ▶ Increased Life Expectancy





*Those who are successful in their careers are those who understand how to navigate relationships.*

# LEARNING ACTIVITY

- ▶ What are your 3 biggest struggles you are having in your personal and professional relationships?
- ▶ How are they limiting my success?





*are you a*  
**LEADER?**





*“We all are leaders, because the first person we lead, is ourselves.”*



*You are a*  
**LEADER**





# *What is* **LEADERSHIP?**







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## LEADERSHIP

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*The ability to influence others.*





*Leadership is about*  
**RELATIONSHIPS**





Leadership

vs.

Management





People

vs.

Tasks





**1500 YEARS  
OF EXPERIENCE**



# LEARNING ACTIVITY

- ▶ List the top 5 people that you interact with most at work. Next to their names write down their work experience in years.
- ▶ How might you connect with these people differently if you could access all of the knowledge and experience that has accumulated during that time.

# *The 3 Rules to Leadership*



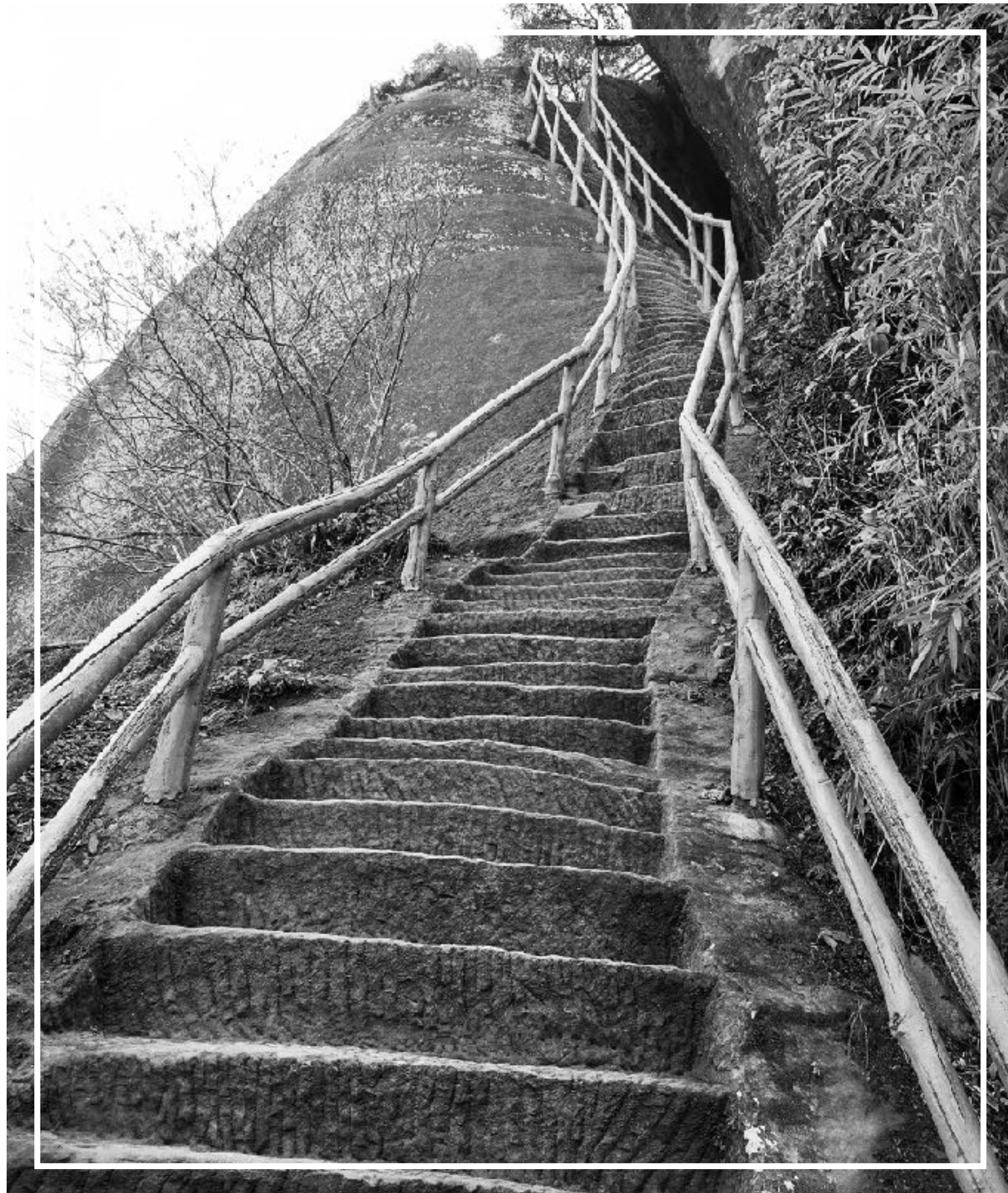




*Leadership is not a*  
**SOFT SKILL**







# *Leadership...*

- ▶ Is Hard work
- ▶ Is Difficult
- ▶ Takes Intentionality
- ▶ Takes Determination
- ▶ Takes Persistence



# **3 RULES TO BE AN EFFECTIVE LEADER**

# No. 01

*Get out of your comfort zone.*





*Leadership is not comfortable.*

# No. 02

*Be willing to take risks.*



*Leaders win and leaders lose.*

# No. 03

*Reach out unconditionally*





*Leadership is about influencing others  
with authenticity and transparency, and  
that's the stuff of security and confidence.*

# LEARNING ACTIVITY

- ▶ On a scale of 1-5, how comfortable are you with taking risks? More specifically, with taking relational risks?
- ▶ Pick a relationship that needs to improve, both professionally and personally, and write down the name of each person in those relationships. Decide if you're willing to take a risk to make a better connections with each of those people.

# *Take the Test*





*People are complex*





*How do we get our personalities?*



# *3 Influences on our* **PERSONALITY**





# No. 01

*Genetics*







# No. 02

*Environment*







# No. 03

*Behavior*



*Our behavior is how we respond to the first two components of our personality.*

# LEARNING ACTIVITY

- ▶ What personality traits have you inherited (genetic)?
- ▶ What traits or behaviors have you developed over time?
- ▶ How do these affect your relationships?

**TAKE THE  
TEST**

# LEARNING ACTIVITY

- ▶ Record your scores and indicate your primary and secondary personalities.
- ▶ What did the test reveal about you? Any surprises?

# *Understanding the Test*





# *Test Results*



- ▶ **Double Digits in one animal** - Thoroughbred, Strong Tendencies
- ▶ **Tight scores around all the animals** - Think clearly about the context in which you want to apply these principals.



*This profile is only as accurate*  
**AS YOU ARE HONEST**

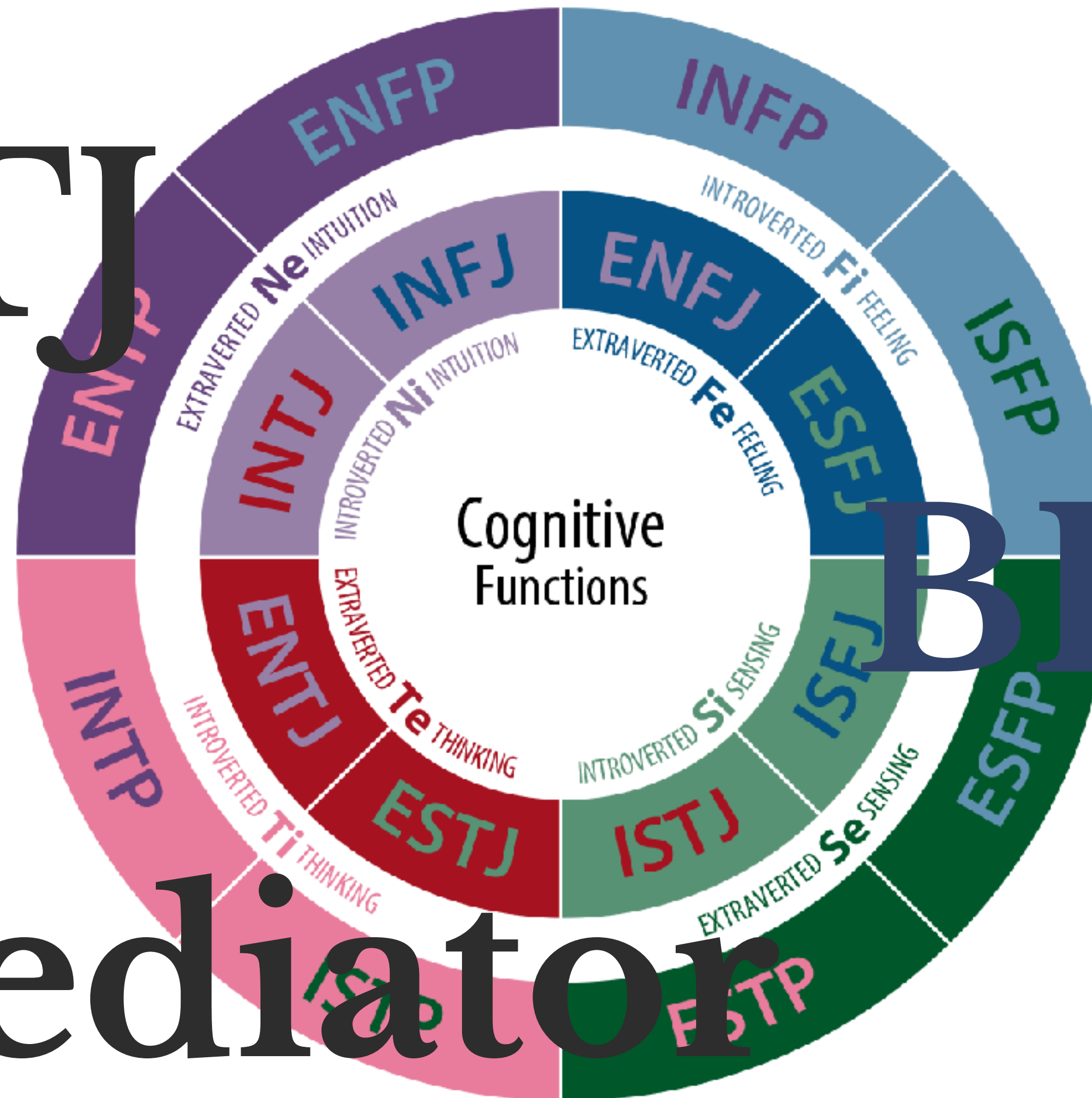




*The secret is not in the tool, but in your ability to understand the different types of personalities, yourself, and how to get to where other people are.*

QLTJ

Mediator



BLUE

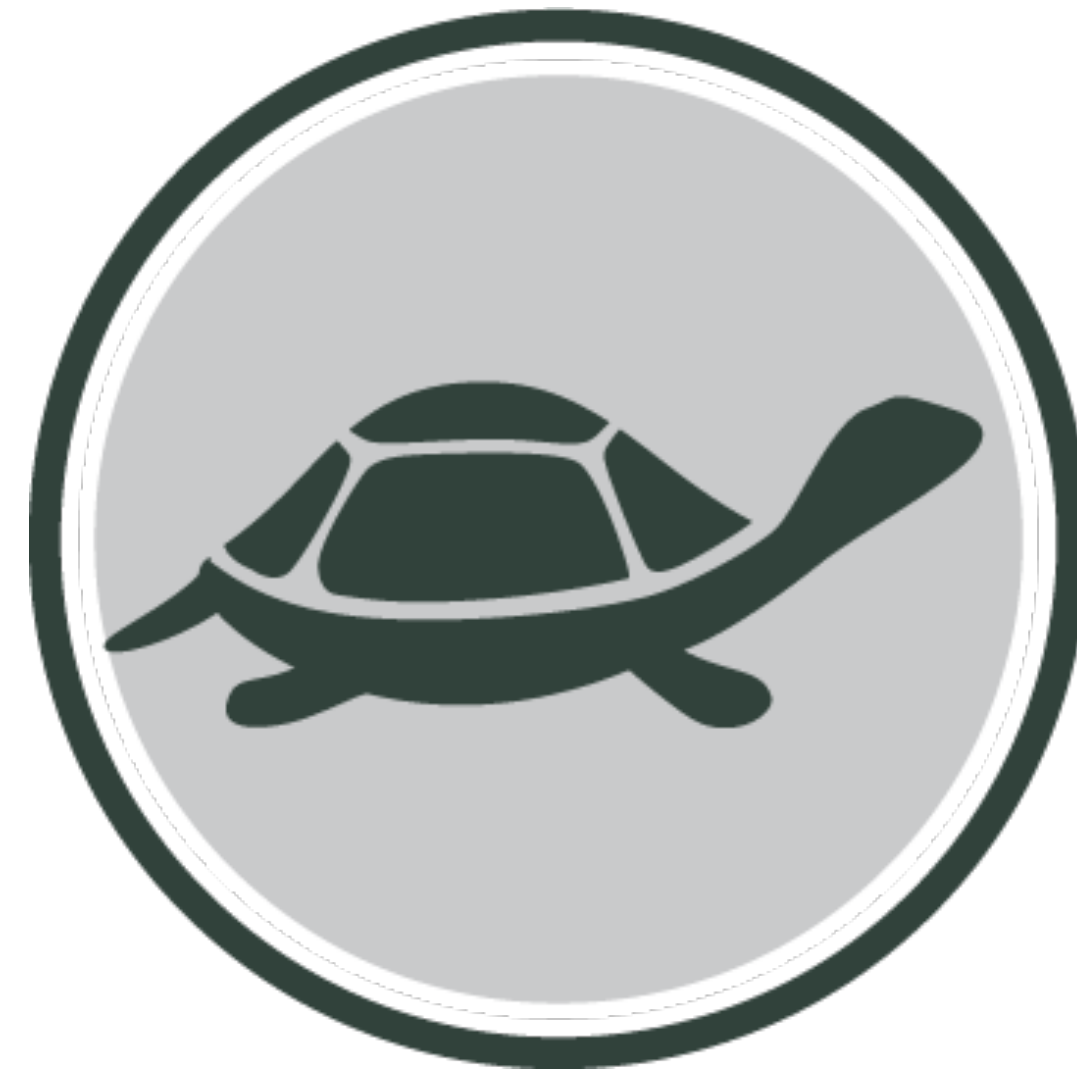
# **MAKE-A-DIFFERENCE PERSONALITY PROFILE**

- ▶ **EASILY UNDERSTOOD**
- ▶ **QUICKLY RETAINED**
- ▶ **PRACTICALLY APPLICABLE**

**NOT MEANT FOR  
LABELING PEOPLE**



Tranquil  
Turtle



Much-Loved  
Monkey



Competent  
Camel



Leading  
Lion



# *2 Myths that destroy Relationships - Myth 1*



# Myth #1

*Everyone views the world  
from the same perspective I do.*

# *Monkeys*



**ENTHUSIASM**

**TEAM APPROACH**

**ENGAGEMENT**

**BEING TOGETHER**

**TASK FOCUSED**

**NO SILLINESS**

**NO CHATTING**

**HERE TO WORK**



# *Monkeys*



**SOCIALIZE**

**LAUGHING**

**CUTS UP**

**PROMPT**

**DISCIPLINED**

**PROCESSES**



# *Monkeys*



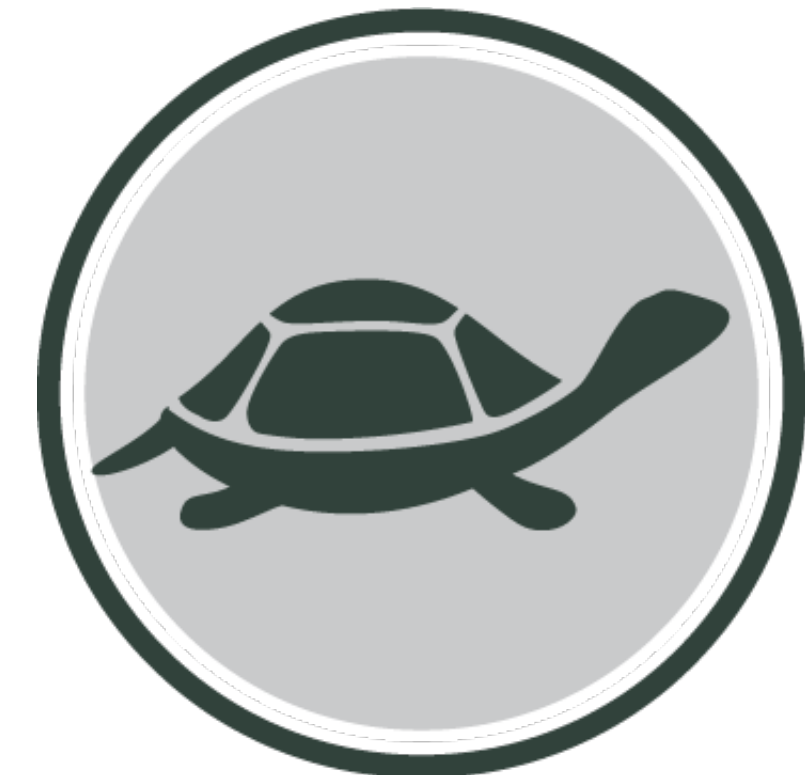
**ENGAGEMENT**

**ENTHUSIASM**

**HAPPINESS**

**SEEMS DISTANT**

**QUIET**



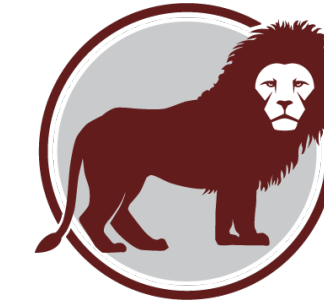




*When we expect everyone to share our  
value view, you lose the right to lead  
those who are not like you.*



# *Lions*



**GET THINGS DONE**

**MOVE**

**TACKLE THE HILL**

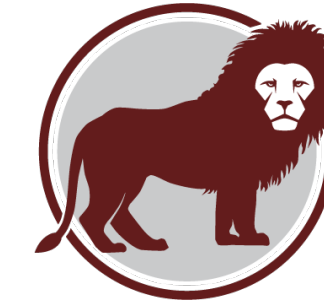
**LAUGHING**

**NOT FOCUSED**

**PLAY AROUND**



# *Lions*



**BIG PICTURE**

**STRENGTH**

**DOMINANCE**

**DETAILS**

**PROCESSES**

**PROCEDURES**



# *Lions*



**THINGS TO DO**  
**HILL TO CONQUER**

**DIFFERENT  
PERSPECTIVE**

**STEP BACK**

**WISDOM FOCUSED**



# Camels



**COMPETENCE**

**ATTENTION TO DETAIL**

**FOLLOW RULES**

**LATE**

**UNPREPARED**



# Camels



**ULTRA ORGANIZED**

**DETAILS**

**BIG PICTURE**

**RUDE**

**IMPATIENT**





# *Camels*



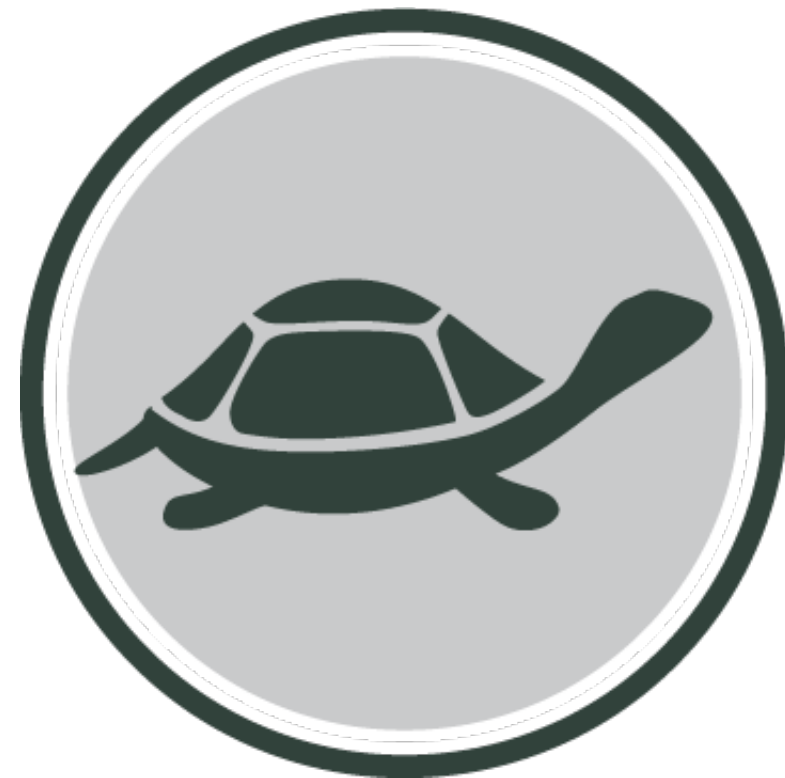
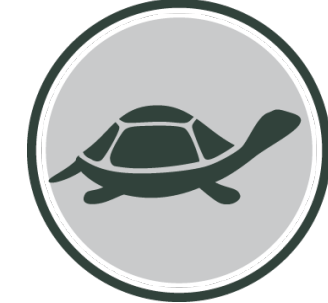
**WORK THE SYSTEM**

**BLACK AND WHITE  
WORLD**

**DIFFERENT  
PERSPECTIVE**



# *Turtles*



**BE CALM**

**THINK ABOUT THINGS**

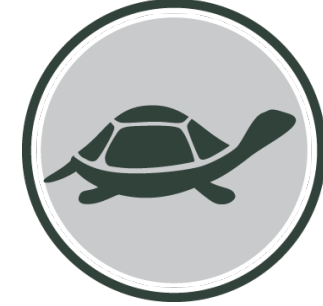
**ENTHUSIASM**

**LAUGHING**

**CHAOS**



# *Turtles*



**BE CALM**

**THINK ABOUT THINGS**

**MAKE A DECISION!**

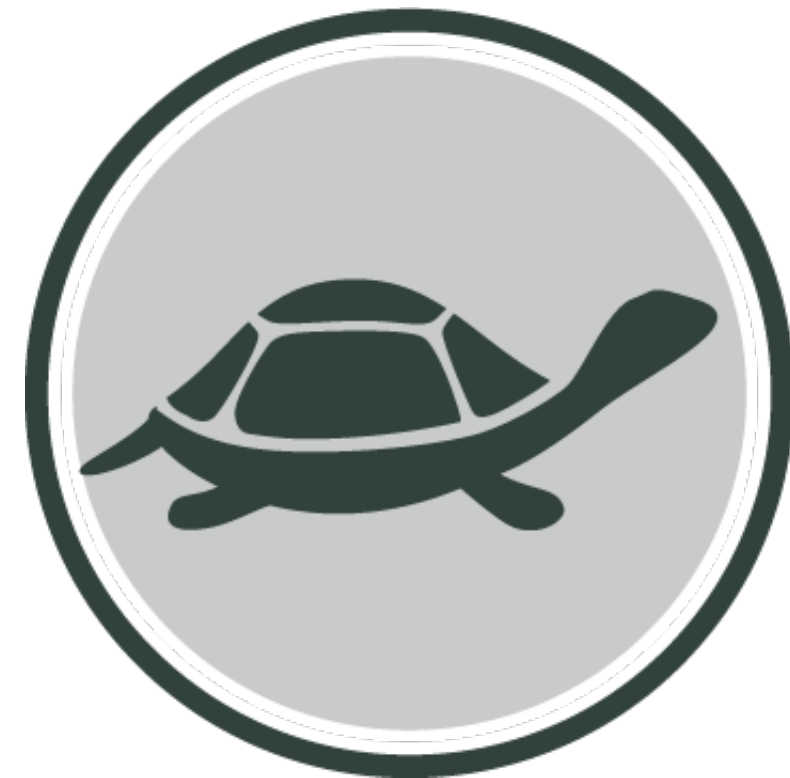
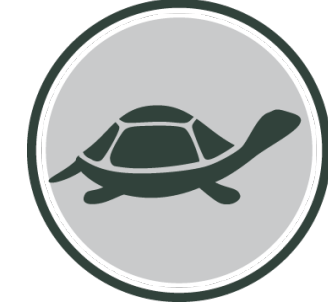
**MOVE**

**IMPATIENT**





# *Turtles*



**BE CALM**

**THINK ABOUT THINGS**

**OVERLOOKED  
DETAILS**

**PROCESSES**

**WEEDS**



# Myth #1

*Everyone views the world  
from the same perspective I do.*

# LEARNING ACTIVITY

- ▶ What is your biggest challenge in relating to people who view the world differently than you?
- ▶ Now be specific. Who do you work/live with whose different perspective causes relational challenges for you?

# *2 Myths that destroy Relationships - Myth 2*



# Myth #2

*Others view me in the same way  
I view myself*

# *Monkeys*



Monkeys see themselves as lovable, likable, and lots of fun

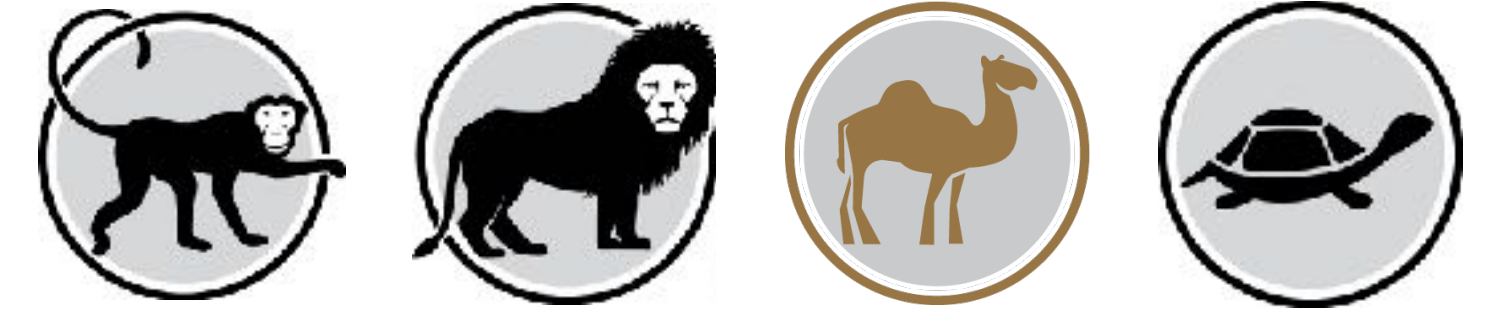


Camels may view Monkeys as loud, always late, too silly, distracted, unable to follow through, and not detailed enough





# *Camels*



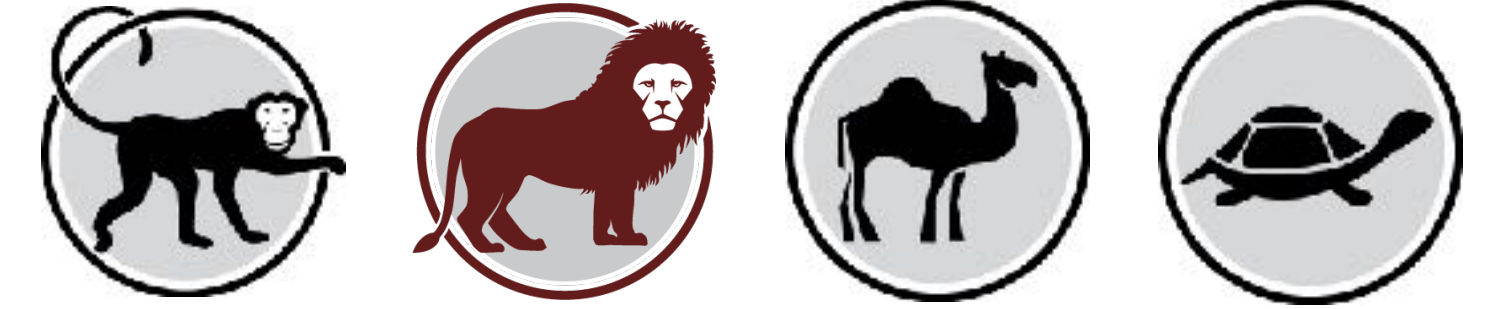
Camels see themselves as someone who is dependable, logical, reliable, and prepared.



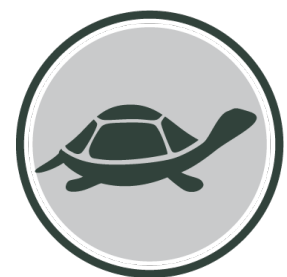
Monkeys may view Camels as boring, uptight, mean, and just plain anal.



# *Lions*



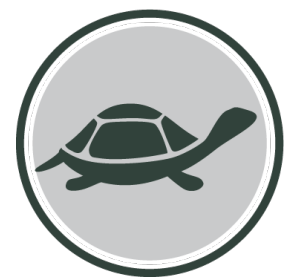
Lions see themselves as strong leaders who can get the job done



Turtles may view lions as rude, arrogant, and not interested in authentic relationships.



# *Turtles*



Turtles see themselves as the peacemaker, able to assess the situation and deliver a wise decision with insight and depth



Lions may view Turtles as slow, weak, and wishy-washy, having little ability to lead, and even less ability to make important and swift decisions.



# Myth #2

*Others view me in the same way  
I view myself*



*As a leader, you have to care about what other people think. Not for your own self-gratification, but to understand their perspective in order to influence them.*

## *Summary:*

- ▶ Begin to think through the importance of relationships in the workplace
- ▶ Understand that building relationships takes risks
- ▶ Built an awareness around how others view the world
- ▶ Understand your own strengths and weaknesses as a leader

