



# CHANGE THE WAY YOU CONNECT through agility



This tool is part of The Changing Leader Series, created by 5.12 Solutions Consulting Group.

We know that a big demand of leaders now and in the future is agility. It's a skill learned best through practice and intentional development. This tool will help you address your strengths and weaknesses in relation to agility.

## KNOW YOUR AGILITY STRENGTHS

What interpersonal behaviors come most naturally to me?

- Active listening
- Teamwork
- Responsibility
- Dependability
- Leadership
- Motivation
- Flexibility
- Patience
- Empathy
- Negotiation
- Problem-solving
- Decision-making
- Assertiveness
- \_\_\_\_\_
- \_\_\_\_\_



How do those influence my interactions with others?

What is my impact on other people, processes and the business?

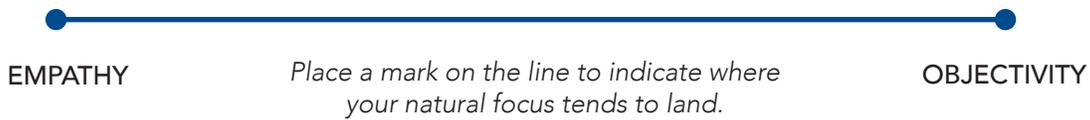
In what social situations might I overuse or over-rely on those strengths?



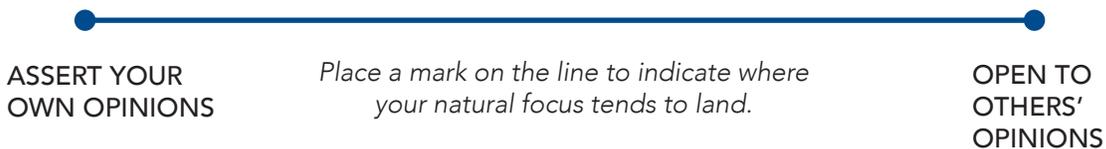
# EXPAND YOUR AGILITY CAPACITY

We all gravitate toward certain behaviors – our comfort zone. But for most of us, there is a need to stretch to how we connect with others to be more appropriate in different situations. When we over-rely on what is comfortable for us, it can distort the way we look at the world and understand a situation. Learning to stretch your mindset, on the other hand, expands your range, giving you the agility to reach for healthier, more effective responses that meet the social and emotional needs of the situation. Respond to the following questions to identify where you might need to stretch.

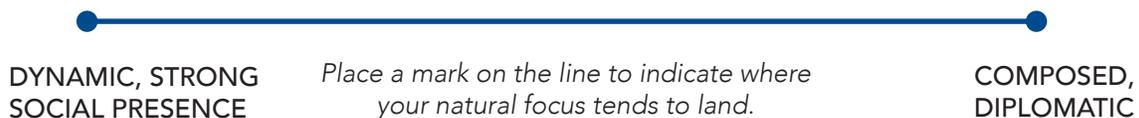
Do you tend to focus more on empathizing with others or being objective?



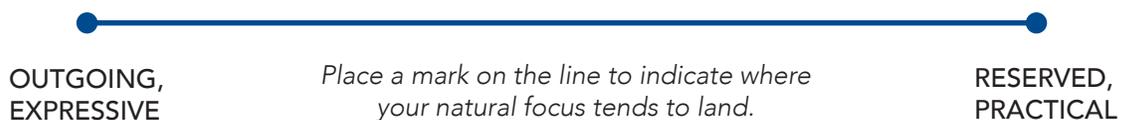
Do you tend to assert your own opinions or naturally remain open to others' ideas?



Are you dynamic in nature and project a strong social presence or more composed and diplomatic?



Are you more outgoing and expressive, or reserved, separating facts from emotion?



## CREATE AN ACTION PLAN

Now that you have a broader sense of other mindsets that can be available to you, take some action.

1. What is the number one way in which you want to stretch in different social situations. For example, maybe it's, "I want to be more outgoing and speak up more in meetings."
2. Define why making this stretch is important to you personally and professionally. If you have a big enough "why", the changed behavior will come more naturally. Following the example in Step 1, speaking up more might increase your leadership credibility, or shift how others perceive you.
3. Identify one specific situation in which you can apply this new mindset and the specific behaviors you will try out. For example, the Tuesday, 10:00 am Senior Leadership Team Meeting. During that meeting, I will be prepared with ideas to share prior to the meeting and interject my opinion, even if it means interrupting others who might be more assertive in nature. I will also state my views clearly, eliminating wishy-washy qualifiers like "if that makes sense," "you know," or "just."





Special Coaching Package  
for CEOs, VPs and  
Executive Leaders

# THE CHANGING LEADER



## THE CHANGING LEADER COACHING PACKAGE

1. 3 to 6 months in length
2. 2x per month coaching sessions - virtual or in-person
3. Tools and resources to support your leadership
4. Measurement of progress through our proprietary Coachmetrix platform

## FOR EXECUTIVE LEADERS LOOKING FOR GUIDANCE AND SUPPORT IN THE MIDST OF CRISIS AND CHANGE

### EXPECTED OUTCOMES:

- CHANGE THE WAY YOU THINK - in our new, complex world, your understanding of leadership needs to evolve.
- CHANGE THE WAY YOU CONNECT - as we work in virtual and hybrid environments, we need to intentionally connect with others in new ways.
- CHANGE THE WAY YOU ALIGN - in this time of crisis, leaders must realign their leadership and organizational values and direction.

Today's environment is calling on leaders to act and think differently. As an executive level leader, you need a coach that can ask the right questions and provide the right tools so that you can adapt and grow in ways that lead to long-term success for your organization and teams.



720-442-8935  
info@512solutions.com

512Solutions.com

Copyright 2020. Sal Silvester,  
5.12 Solutions Consulting Group