

The Necessary Conditions for Behavioral Change

Create an action plan.

What is the one focus area related to your leadership development, such that if you improve, would make you a significantly more effective leader?

Uncover limiting mindsets.

What limiting assumptions, beliefs and/or stories are getting in your way of being more successful in the area you identified above?

Mindset	Impact of Those Beliefs to You, Others and the Business

Enroll supporters.

Supporters are people who are impacted by the leader’s behaviors. They are enrolled in the leadership development process to:

- Observe the leader in the workplace.
- Provide ongoing feedback and feedforward.
- Support the leader throughout the entire leadership development / coaching process.

Conduct ongoing pulse measurement.

- Monthly pulse feedback (traditional Likert scale or -3 through +3).
- Includes feedback from past 30 days.
- Includes feedforward – ideas and suggestions for the next 30 days.

Follow-up with supporters.