

UP AND OVER LEADERSHIP:

Moving Your People into the Valued Quadrant

1. Many of us have found ourselves in the 'lucky' quadrant with a previous employer - where we really didn't know what we were doing, but we did something and it happened to be right. Reflect on a time when this happened to you. How could things have been different had you been with a boss that worked to pull you into the 'valued' quadrant?
2. 'Cheating' employees know what to do, but they don't do it. Have you ever personally had that experience? What was that like and how did you handle it?
3. Who prepared you for your first job? Who instilled the core work ethic that has served as the foundation for your success?
4. Categorizing people into one of the 4 quadrants isn't about 'labeling' people. As a matter of fact, it's critically important that you DON'T label people by the quadrant they occupy at the moment. Have you ever felt like you have been labeled? What was that experience like?
5. Have you ever hired an employee that had all the right skills and appeared to be a superstar in the making, but then turned out not to fulfill that role the way you'd hoped? What do you think was the cause of things working out that way?