

Module 12 - Study Guide

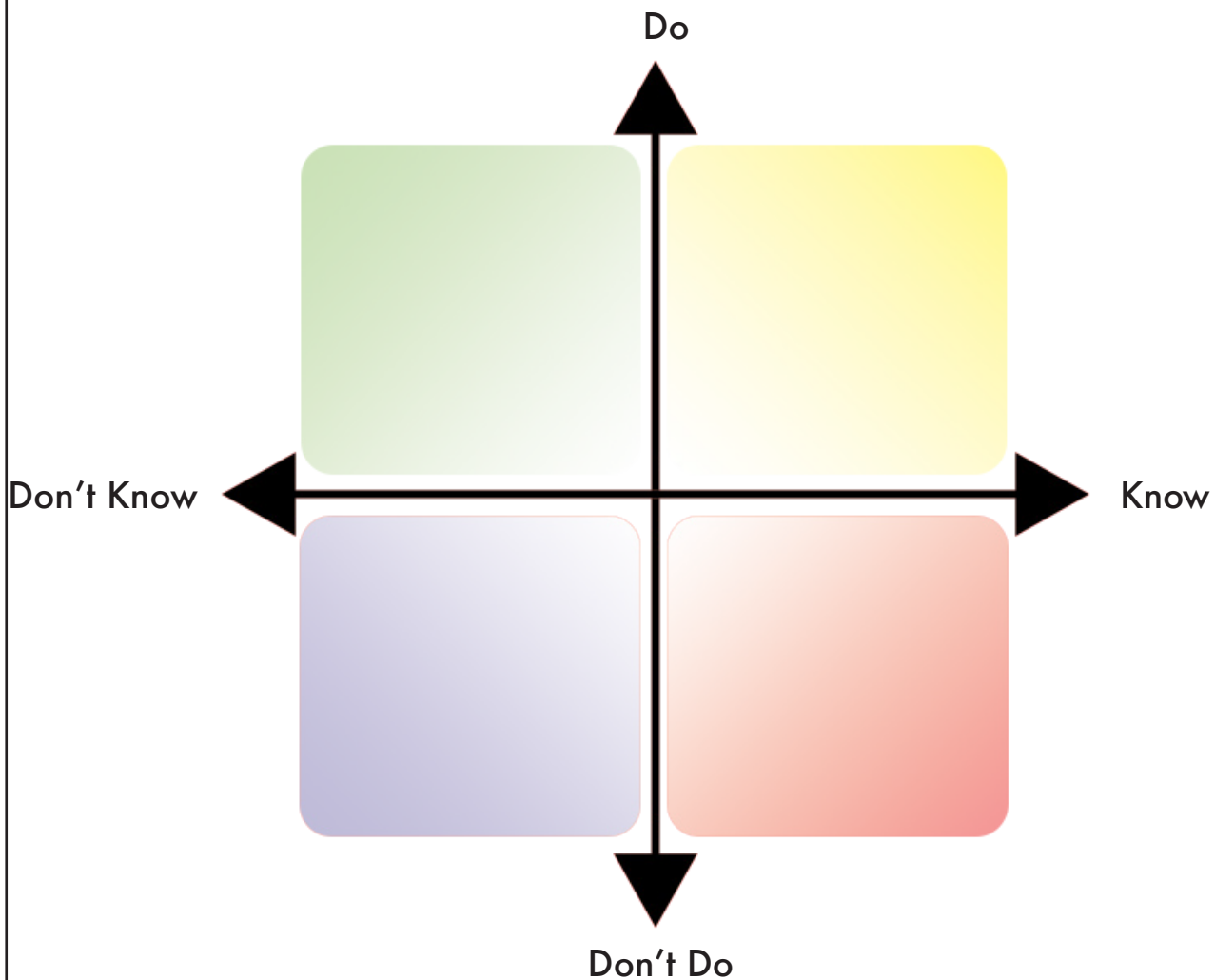
UP AND OVER LEADERSHIP:

Moving Your People into the Valued Quadrant

List 5 adjectives that would describe your best employee(s):

_____	_____
_____	_____

Most, if not all, of these are _____ skills.



Refer to the image above and label each quadrant as you complete the following:

When a person DOESN'T KNOW and DOESN'T DO what is required for success, that person is _____ .

They are lost and need direction in order to contribute to an organization's success.

People who DON'T KNOW what to do, but take action and DO something anyway, they are _____ .

These people make a lot of mistakes, but sometimes "get it right."

People who KNOW what to do, but DON'T DO it are _____ .

These people are squarely at odds with an organization's policies.

People who KNOW what to do and DO it are _____ .

The inner character of these people is revealed by their actions and behaviors.

Parents aren't inculcating the soft skills employers demand, as they are more interested in keeping kids happy, healthy and safe.

Educators are no longer architects of the soul; they are evaluated solely on "teaching to the test."

Therefore, the _____ stands in the gap to develop the necessary soft skills in their people.

_____ requires that you develop your people from the _____ .

Teaching people what they need to know while instilling essential character values and work ethic.

Employers need to move their people _____ and _____ .

A leader needs to serve as the example who is always exemplifying the soft skills required in the valued quadrant.

Moving people up and over is essential if you want to create an on fire culture of people who are inspired to work _____ , _____ better, and _____ longer.