



**Questions that only you can answer**

**Workshop Questions**

A. Your organization

What does your organization do? Describe your organization in general terms of what it does, who it does it with, a bit of history.

What is your role? What is your title? Where do you fit in the organization?

What are you responsible for? How does your team fit into the organization?

What is the make-up of your team? Size, experience, individual personalities, roles? What tasks do the members complete?

Each team member has work to do, so what are those things they do? The tasks that you manage and apply leadership skills to get done?



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### B. Current Leader Behavior Examples

#### **Inclusion**

Does your leader include members in decisions, planning, discussions? If so, how and why and do you think this is appropriate for organizational success? And if not, why not and do you think this is appropriate for organizational success?

What does your answer to #1 mean to you? What empowerment activities do you think are appropriate for you in your organization?

#### **Respect**

What does "respecting a team member" look like to you? Does your leader respect you?

Do you act in ways that show respect? If so, how? If not, is there a reason you do not?

What specific example of showing respect can you remember and what was the outcome?



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### **Rewarding**

What is the difference in your workplace between formal reward and informal?

How is your leader involved in both formal and informal reward?

How effective is formal reward in your organization? How did you just define "effective?" Cite an example that supports your opinion.

How effective is informal reward with your team? And how did you define "effective"? Cite an example that supports your opinion.

### **Improvement**

Does your organization have a core belief in improvement for employees? Do you? What is "supporting improvement" as a core belief?

What member improvement activities, if any, are encouraged by your leader?

What are you doing for your own improvement? How is that working out for you?



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### **Modelling**

In your experience, what is the difference between being a good model as a person, and modelling by showing how to get the job done?

How does your leader “model” in both types of exemplary behavior?

How important in your team are these behaviors? How did you define “important”?



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**C. Respect, Trust, Obligation**

How do respect, trust, and obligation apply to your current relationship with your leader at work?

What could be better regarding respect, trust, and obligation?

Do you know how satisfied your leader is with you?

Does your leader understand your work challenges?

Is your potential recognized?

Will your leader use their "power/authority" to solve your work problems?

Would your leader back you up in a work conflict?

Would you defend your leader's decisions?

Is your work relationship with your leader effective?



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**D. Developing the Relationship**

Is your relationship at the Stranger stage, the Acquaintance stage, or the Mature Partnership Stage? What characteristics of the relationship lead you to believe this?

Do you want to change the relationship stage? If so, what does the new stage look like in your work-life?

What can you do to move the relationship to the new stage?



Five Star Leadership

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**E. Action Plan**