

**CULTIVATE TRUST**

*4ER: Modeling/Inspire Trust*

- Positive Intent
- Integrity
- Capability

The ability to model high character and competence in a way that inspires those around you to create a high trust culture.

The ability to share a clear and engaging vision and work with others to develop a strategic plan that inspires collaborative action toward this common goal.

**SHARE PURPOSE**

*4ER: Pathfinding/Create Vision*

- Clarifying Vision
- Strategic Planning
- Inspiring Action

**ALIGN TEAMS**

*4ER: Aligning/Execute Strategy*

- Organizing People
- Building Systems
- Executing Plans

The ability to effectively execute a plan by creating systems aligned to a team's goals and carried out by having the right people in the right roles.

The ability to bring the best out of people by empowering rather than controlling team members through clear expectations, strategic support, and regular feedback.

**EMPOWER POTENTIAL**

*4ER: Empowering/ Coach Potential*

- Affirming
- Delegating
- Supporting

**DEVELOP STRENGTHS**

*Find Your Voice*

- Self-Awareness
- Passion Cultivation
- Self-Advocacy

The ability to identify, cultivate, and connect areas of talent, areas of passion, and the determination to seek out what you need to utilize these strengths.

The ability to identify the most important goal and focus on achieving it through high-leverage behaviors that you regularly track and share as part of your system of accountability.

**ACHIEVE GOALS**

*4 Disciplines of Execution*

- Focus
- Data Tracking
- Accountability

**ACTIVELY CONTRIBUTE**

*7H Paradigms + Habit 8*

- Conscience
- Global Awareness
- Civic Engagement

The ability to reflectively grow our understanding of the strengths, challenges, and inequities experienced within our local and global communities and then use our unique gifts and talents to take principled action to effect positive change.

The commitment to being a lifelong learner by constantly seeking new knowledge and skills, overcoming, regular renewal, and mentally, physically, socially, and emotionally.

**CONTINUOUSLY IMPROVE**

*Habits 7 & 8*

- Curiosity
- Perseverance
- Balanced Renewal



RELATIONSHIP BUILDING

Habit 4: Think Win-Win

- Abundance Mindset
- Courage
- Consideration

The ability to build and maintain healthy and rewarding relationships by approaching interpersonal interactions with trust and an abundant mindset, balancing the courage to stand up for their needs with the consideration of what others need.

EMPATHY

Habit 5: Seek First to Understand, then to be Understood

- Understanding
- Humility
- Respect

The ability to understand another person's thoughts and feelings to a point that you can see situations from their perspective without judgement.

COMMUNICATION

Habit 5: Seek first to Understand, then to be Understood

- Listening
- Clarity
- Presenting

The ability to facilitate a clear exchange of information through both listening to ensure they understand as well as having the courage to speak up and make themself understood.

COLLABORATION

Habit 6: Synergy

- Valuing Differences
- Creative Cooperation
- Resolving Conflicts

The ability to cooperatively create solutions by establishing a unified purpose, optimizing differences in others, finding mutually beneficial resolutions to conflicts, and sharing responsibility.

SELF-REGULATION

Habit 7: Be Proactive

- Initiative
- Emotion Management
- Responsibility

The ability to take ownership of your actions through awareness of your thoughts, feelings, and emotions and acting with greater personal ownership and accountability for how you choose to respond to and manage your life.

VISION

Habit 2: Begin with the End in Mind

- Values Clarification
- Planning Ahead
- Goal Setting

The ability to develop plans and goals for the future guided by personal Mission statement that expresses what matters most to you and gives you a sense of purpose and direction that motivates and focuses your daily actions.

TIME MANAGEMENT

Habit 3: Put First Things First

- Prioritization
- Discipline
- Adaptability

The ability to use your highest priorities to organize and plan your time; practice self-discipline to follow through; be adaptable to ensure changes to the plan do not impact your effectiveness.

HIGHER-ORDER THINKING

Empowered Learning Approach

- Critical Thinking
- Creative Thinking
- Problem Solving

The ability to use one's mind well, to synthesize, analyze and create, skillfully use their knowledge in new situations, and relate their thinking to other situations and to their own background.

