

Your Leadership Film: Pause. Reflect. Learn. Apply,

Session Three: June 24, 2025

What is life trying to teach me right now...and am I paying attention?

Notice what you notice as you reflect on the last month:

- What adjustments have you made, if any, and what has been the impact?
- What wins are you proud of?
- What is a setback, and what did it teach you?
- What is something you are ignoring that is demanding your attention right now?

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*Your current rules
are creating your
current results.*

What insight are you taking away?

What do you want to test out in the game of real life?

RESOURCES



No More Excuses About Engagement: https://www.youtube.com/watch?v=L1_TqZskySI
Anatomy of Trust: <https://www.youtube.com/watch?v=OqB5CEkPII4>
The Ultimate Delegation Checklist: <https://yellingroup.com/resources/>
Register for LEADing Lab: <https://yellingroup.com/events/>
Huddle Zoom: <https://us02web.zoom.us/j/7013500670?pwd=ZFFJ6UmlhUVJ0bDZHMtQxdVQ2aEtzZz09>
Resource Page: <https://yellingroup.com/hill-wilkinson/>



Brain Rules: 12 Principles for Surviving and Thriving at Work, Home, and School by John Medina
Breaking the Habit of Being Yourself: How to Lose Your Mind and Create a New One by Joe Dispenza
Mindset: The New Psychology of Success – How We Can Learn to Fulfill Our Potential by Carol Dweck
Unforgettable Leadership: 7 Principles for Leading, Learning, and Living by Sherry Yellin

Organizational Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently your organization displays the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

Almost Never	Rarely	Often	Almost Always
1	2	3	4

1.	We keep promises and honor commitments.	1	2	3	4
2.	We acknowledge and apologize for mistakes.	1	2	3	4
3.	We are loyal to the absent.	1	2	3	4
4.	We seek to understand each others' needs and concerns.	1	2	3	4
5.	We say what we feel in a way that shows respect for others' opinions.	1	2	3	4
6.	We seek constructive feedback.	1	2	3	4
7.	We are open and honest with information.	1	2	3	4
8.	We involve people in decisions that affect them.	1	2	3	4
9.	We encourage others to openly contribute ideas and opinions.	1	2	3	4
10.	We give credit where credit is due.	1	2	3	4
11.	We share decision making with team members and support the collective decisions.	1	2	3	4
12.	We view mistakes as learning opportunities.	1	2	3	4
13.	We act on information only after hearing and understanding all the facts.	1	2	3	4
14.	Our actions are consistent with our words regardless of the person or our stress level.	1	2	3	4
15.	We communicate clear expectations.	1	2	3	4
16.	We honor confidential and sensitive information.	1	2	3	4
17.	We make eye contact and address one another by name.	1	2	3	4
18.	We promote our team's reputation with others.	1	2	3	4
19.	We are fully present and listen to understand.	1	2	3	4
20.	We stay curious and assume good intent.	1	2	3	4

Personal Trust Assessment

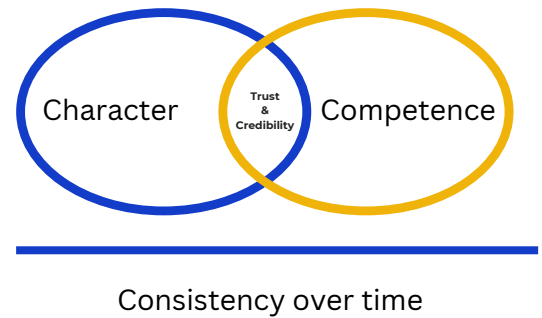
Directions: Using a 1 through 4 scale, rate each statement by considering how frequently you display the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

Almost Never	Rarely	Often	Almost Always
1	2	3	4

1.	I keep promises and honor commitments.	1	2	3	4
2.	I acknowledge and apologize for mistakes.	1	2	3	4
3.	I am loyal to the absent.	1	2	3	4
4.	I seek to understand others' needs and concerns.	1	2	3	4
5.	I say what I feel in a way that shows respect for others' opinions.	1	2	3	4
6.	I seek constructive feedback.	1	2	3	4
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13.	I act on information only after hearing and understanding all the facts.	1	2	3	4
14.	My actions are consistent with my words regardless of the person or my stress level.	1	2	3	4
15.	I communicate clear expectations.	1	2	3	4
16.	I honor confidential and sensitive information.	1	2	3	4
17.	I make eye contact and address others by name.	1	2	3	4
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Trust-Building Tips

1. Extend trust.
2. Challenge the stories that play out in your head.
3. Use words and phrases like trust, appreciate, and here's why.
4. Don't withhold information unless necessary.
5. Be consistent.
6. Demonstrate character and competence.
7. Build a sense of community and belonging.
8. Always be open to feedback and learning.
9. Don't be the threat.
10. Maintain a growth, optimistic mindset - "What do we have here that's good?"
11. Stay curious.
12. Create a hope "full" environment, communicating "good things happen here."
13. Be more interestED than interestING.
14. Take responsibility for and ownership of your learning and life; accountability is key and must be reinforced continually. (There is no 'they.' There is only 'me.')
15. Give credit.
16. Identify how far you can push yourself and others.
17. Always communicate an "I am for you" attitude.
18. Always set up to succeed - never to trick, humiliate, or belittle.
19. Adopt the belief that "there is no failure, only winning and learning."
20. Keep your own motivation and your own emotional state in check.
21. Give a choice and a voice to promote engagement and ownership.
22. Actively seek feedback from others and evaluate the feedback evenly so that you do not pay too much attention to the extremely negative or extremely positive.
23. Ask employees the conditions in which they feel challenged, intimidated, or overwhelmed.
24. Actively track the conditions that challenge you and the conditions that you perceive as a threat.
25. Take a break from micromanaging and posturing - there's little return for the effort and time required.
26. Introduce, lead, and manage change visibly, slowly, and deliberately, and allow for employee input.
27. Give the "why" - the purpose of change.
28. Don't allow or tolerate bullying.
29. Assume good intent.
30. Honor the absent.



CLEAR Delegation

Clarity

What do you want the delegate to do?

1-2 sentence description of what you want done – begin with a verb.

What does “done” look like?

Clearly describe what a win looks like.

What is the “why” of this delegation?

Give any context necessary to give the bigger picture.

Level

Consider the nature of the task and the skill/experience of the delegate.

1	Do as I say	Do exactly as I have asked.
2	Research and report	Research the delegation & report findings. We will discuss before moving forward.
3	Research and recommend	Research the delegation & make a recommendation after weighing pros & cons.
4	Decide and inform	Do the research, make a decision, and inform me on what you decided.
5	Act and inform	Make whatever decision you think is best with no need to report back.

<https://michaelhyatt.com/the-five-levels-of-delegation/>

Expectations

What are any essential, non-negotiable requirements or expectations you have? (cost, expectations, etc.)

Accountability

What is the timeline? How would you like to hold each other accountable? List deadlines & check-in points.

Results

Did you get the results you wanted? What could you improve for next time?

70/20/10 Rule of Thumb:

70% of development comes from experience. 20% of development comes from relationships. 10% of development comes from formal learning. Delegating is essential to developing the team. Rather than believe "it's just faster to do it myself," we should believe "it's just faster if I get better at delegating."