

Respect

Session Twelve: April 23, 2026

 **2025-2026**



	Leadership & Teamwork In Person	Integrity Virtual	Vision Virtual	Humility In Person	Engagement Virtual	Respect Virtual	
September. 22	October 13	October 30	December 2	January 12	February 5	March 26	May 4
<ul style="list-style-type: none"> • Kickoff • Discovery Calls • DiSC 	<ul style="list-style-type: none"> • DiSC • Foundational Models 	<ul style="list-style-type: none"> • Brain and Threat • Rounding • Drama Triangle 	<ul style="list-style-type: none"> • Leader Resilience • Personal Brand 	<ul style="list-style-type: none"> • Managing Self • Influencing Others 	<ul style="list-style-type: none"> • Leadership Styles • Leadership Flexibility 	<ul style="list-style-type: none"> • Leveraging Strengths • Developing Talent 	<ul style="list-style-type: none"> • Leaving a Legacy • Reviewing Key concepts
		November 11	January 6		February 19	April 9	
		<ul style="list-style-type: none"> • Brain and Trust • Delegation 	<ul style="list-style-type: none"> • Living the values • GROW and conflict 		<ul style="list-style-type: none"> • Coaching Cultures • Leader as Coach 	<ul style="list-style-type: none"> • Promoting Innovation • Managing Stakeholders 	
					March 12	April 23	
					<ul style="list-style-type: none"> • Fostering Collaboration • Generative Communication 	<ul style="list-style-type: none"> • Recognizing bias • Promoting Inclusion 	

← **Coaching** →

TruValues

The Core Pillars of TruEnergy

You get what you give – always treat your teammates with kindness, courtesy, patience, humanity and give them the benefit of the doubt. In other words, follow the Golden Rule, treat others as you would have them treat you.



Start with Gratitude. When you're grateful for what you already have, you'll always find even more to be grateful for.

Constantly engaged in their work, seeking ways to improve their craft and offering their assistance to their teammates around them. Hard working engaged employees are esteemed and deeply valued.

We hire men and women of character. Integrity and trust are the fundamental starting point of any successful relationship. Integrity above reproach is the base requirement to work at TruEnergy, nothing is more destructive than energy without integrity.



When making decisions, take the long-term perspective. Step back from the needs of your person, or your site, and consider the good of the enterprise. As we witness the built-up progress of our colleagues, we will find opportunities to build the collective good and the pride of ownership.

Come before the team with a heart for service and a sense of humility. Always focus the best outcome for the customer and the company over being right. Never lose the desire to challenge your most deeply held beliefs. No matter how long we've been at it – we have more to learn and must approach life with curiosity, humility, and a commitment to personal growth.



Everyone is a leader, and everyone is a teammate. No matter your role with the company your actions matter. Somebody is always watching; somebody is always using your actions to justify their own; so, strive to inspire others. Put others first, lend a hand, push for the greater good.

Respect

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In other words, follow the Golden Rule, treat others as you would have them treat you.


Bias:

To slant



Breakout (3 minutes each)


1. When has someone gotten you wrong and how did it impact you?
2. When was the last time your first impression turned out to be wrong?
3. Looking back, what is a decision you made that would have benefitted from a different perspective?
4. A bat and a ball cost \$1.10 total. The bat costs \$1 more than the ball. How much did the ball cost?



Brain Fact #1:

Your brain is designed
for efficiency.

You're really not bad at math.



Brain Fact #2:

Your brain loves patterns and habits.

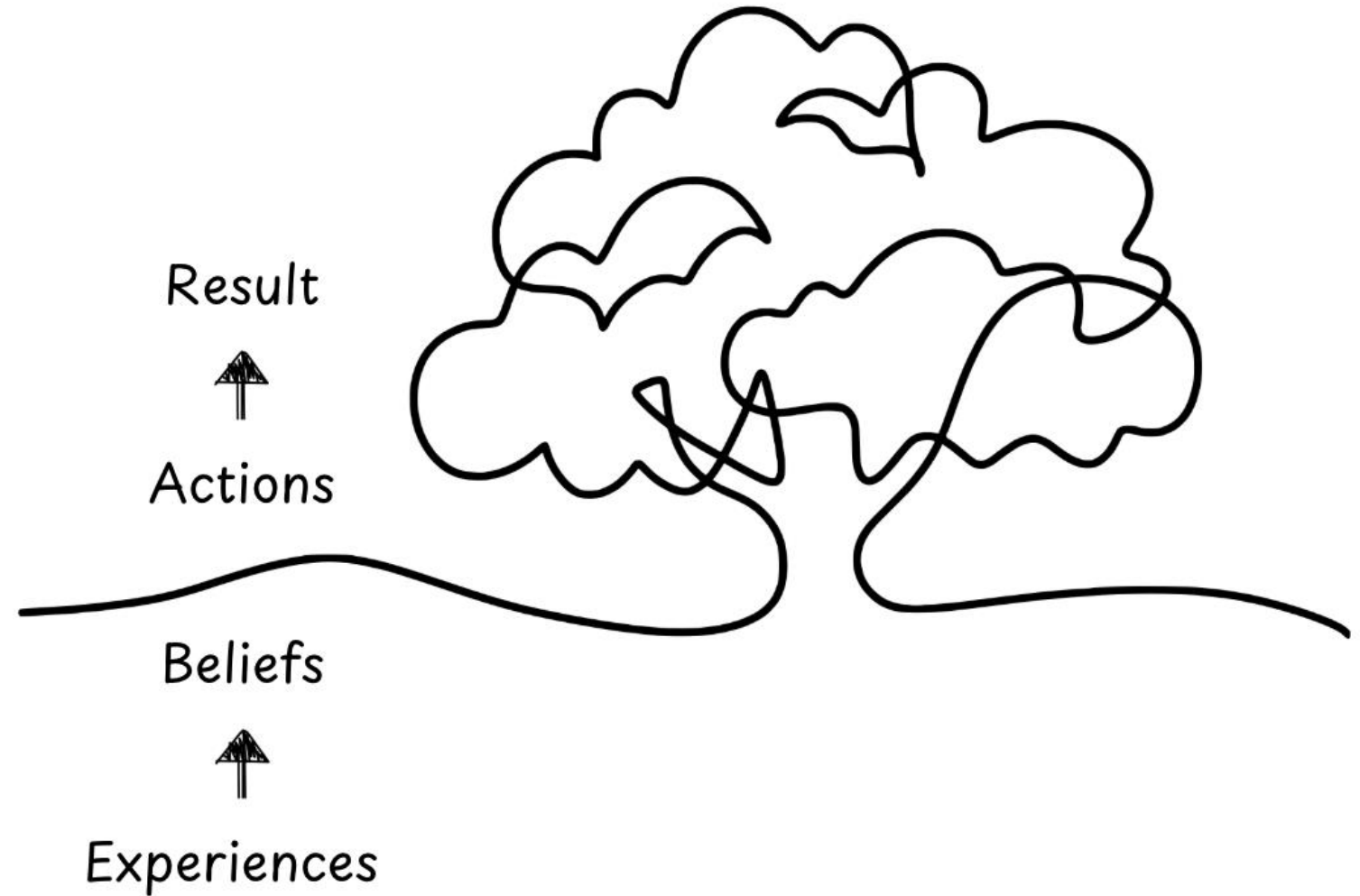
Thank your basal ganglia and dorsal striatum.



Brain Fact #3: Emotions run the show

Thank your amygdala.

The power of beliefs



E STORY + **R** = **O**



Generalizations

Distortions

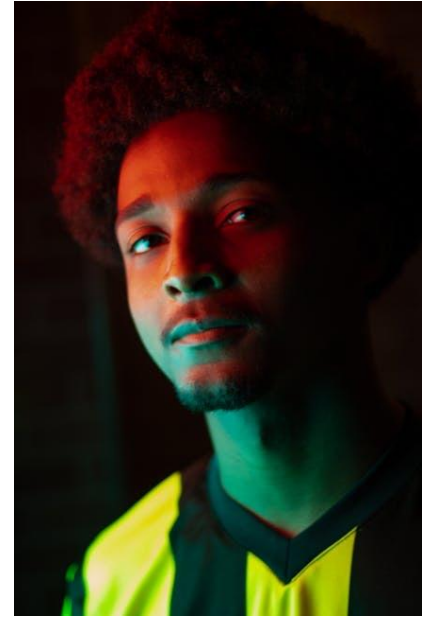
Deletions

Experiences

Beliefs

Biases

Needs





<https://www.youtube.com/watch?v=18zvlz5CxPE>

10% is seen

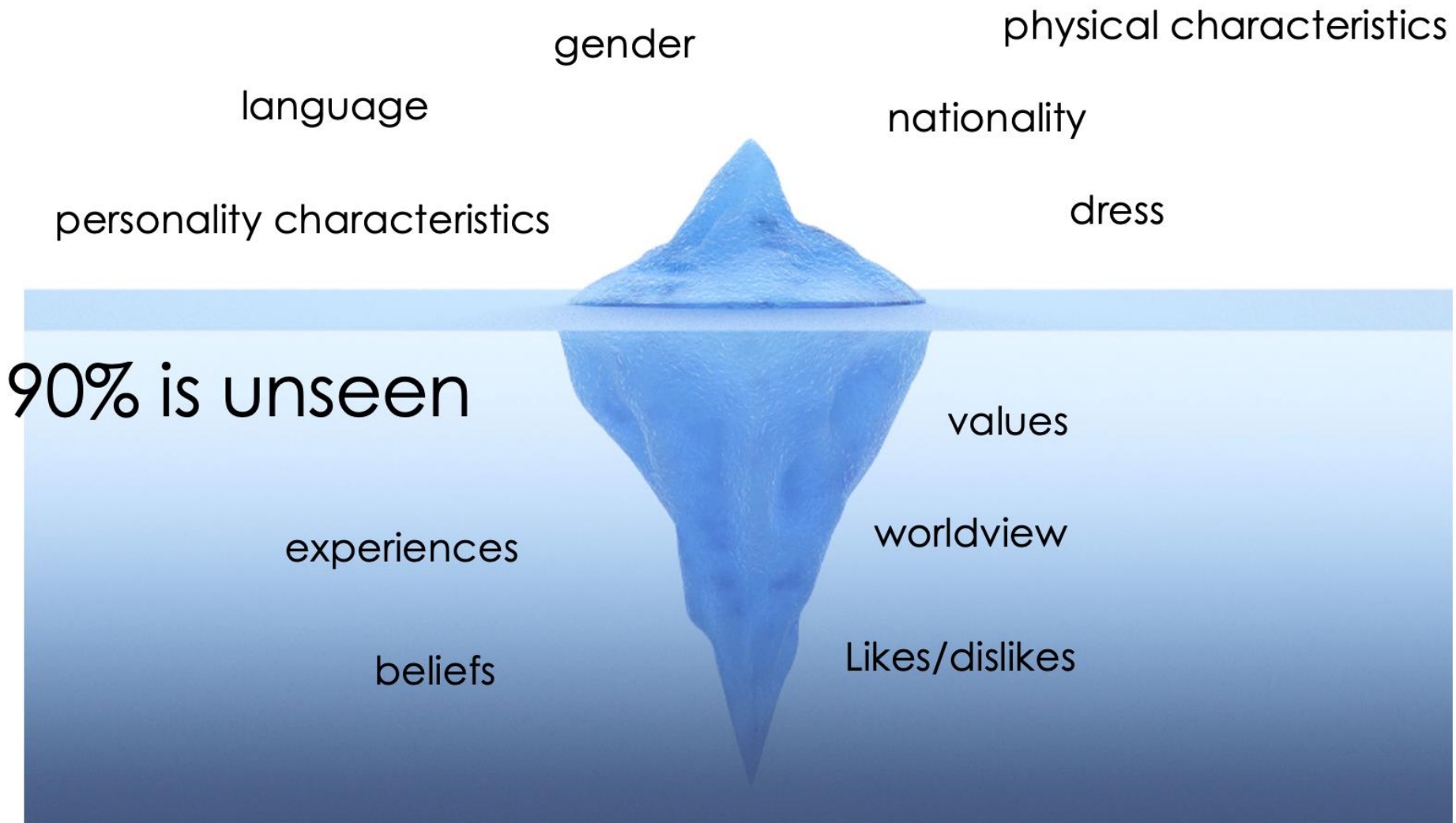
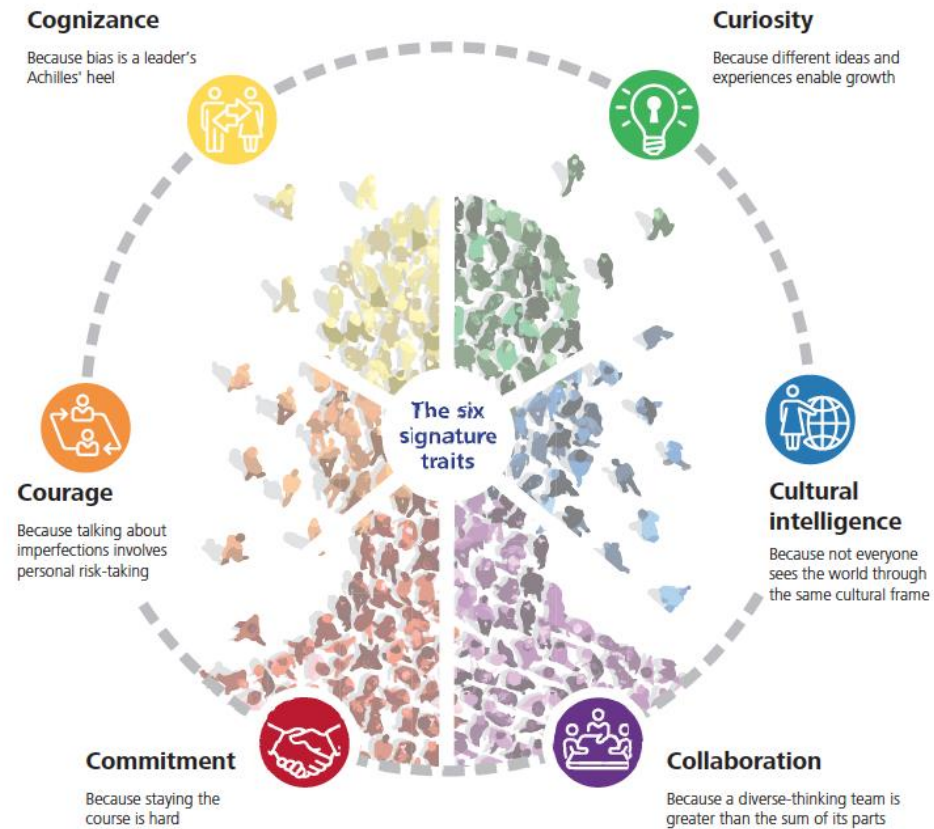


Figure 1. The six signature traits of an inclusive leader

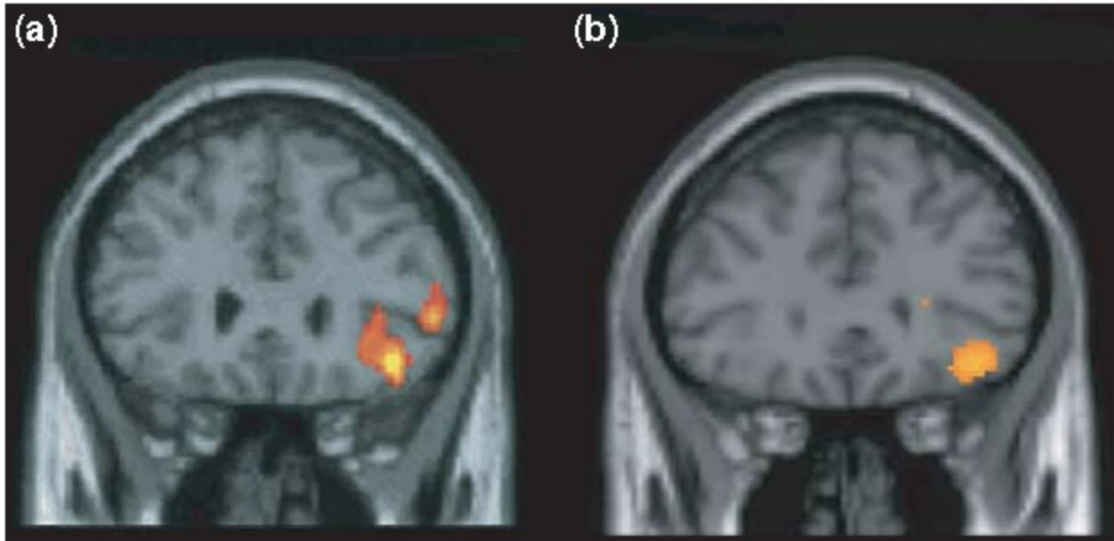
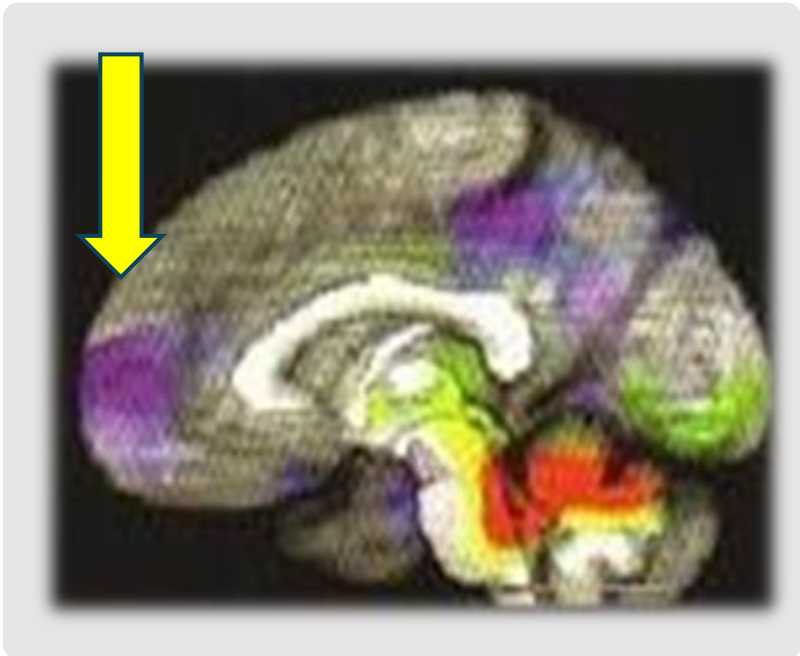


Graphic: Deloitte University Press | DUPress.com

What are the traits of inclusive leadership?

Pages 1-4

Social Rejection



Social pain regulation
RVPFC ($y = 27$)

Physical pain regulation
RVPFC ($y = 30$)

ROI of Engagement

Organizations in the top quartile of engagement vs. bottom quartile see:

+23% higher profitability

+18% higher productivity (sales)

+10% higher customer loyalty/engagement

+14% higher productivity (general)

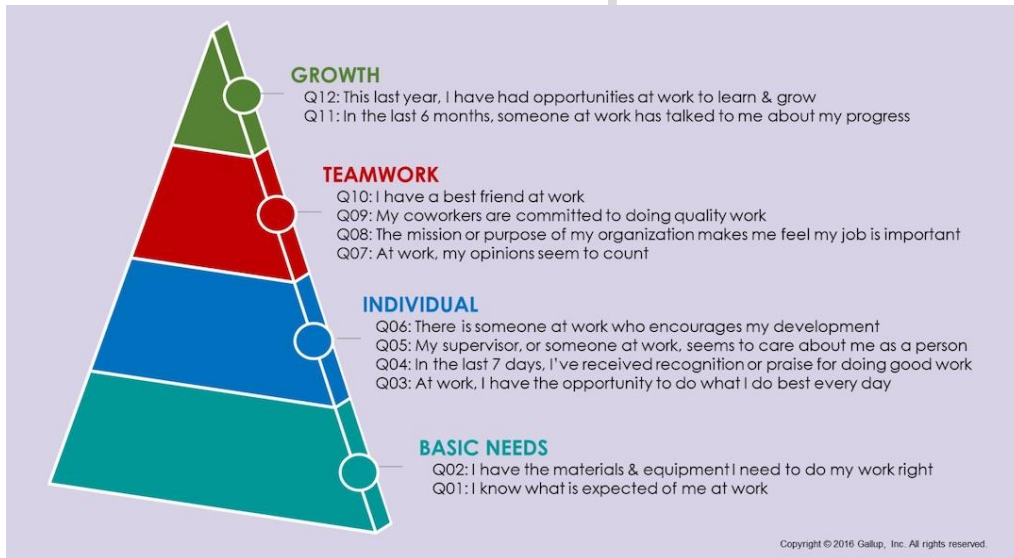
+70% higher employee wellbeing

-18% to -43% lower turnover (depending on role type)

-64% fewer safety incidents

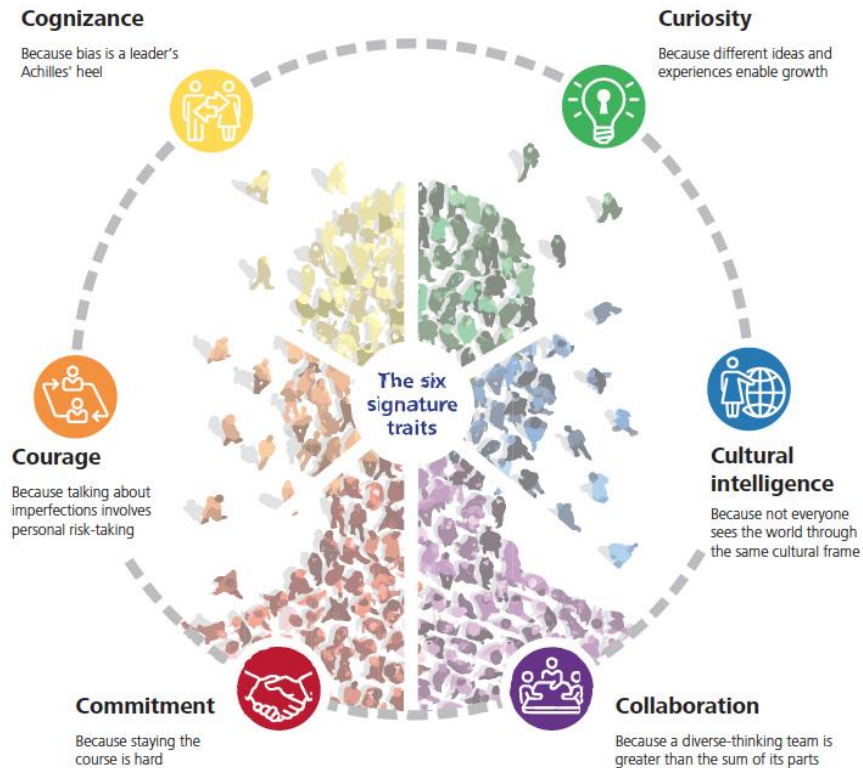
-41% lower absenteeism

-28% less shrinkage (theft, defects, waste)



Six Signature Traits

Figure 1. The six signature traits of an inclusive leader



Graphic: Deloitte University Press | DUPress.com

1. Commitment
2. Courage
3. Cognizance
4. Curiosity
5. Culturally Intelligent
6. Collaborative



Put in the reps

Personal Commitment

Team Commitment

LEADERSHIP

Month	Day	Date	Time	Location	Cohort
October	Monday	10/13	10:00-2:00	Norman OK	Leadership/Foundations
	Thursday	10/30	9:00-10:30	Zoom	Leadership
November	Tuesday	11/11	9:00-10:30	Zoom	Leadership
December	Tuesday	12/2	9:00-10:30	Zoom	Leadership
January	Tuesday	1/6	9:00-10:30	Zoom	Leadership
	Monday	1/12	10:00-2:00	Norman OK	Leadership/Foundations
February	Thursday	2/5	9:00-10:30	Zoom	Leadership
	Thursday	2/19	9:00-10:30	Zoom	Leadership
March	Thursday	3/12	9:00-10:30	Zoom	Leadership
	Thursday	3/26	9:00-10:30	Zoom	Leadership
April	Thursday	4/9	9:00-10:30	Zoom	Leadership
	Thursday	4/23	9:00-10:30	Zoom	Leadership
May	Monday	5/4	10:00-2:00	Norman OK	Leadership/Foundations

FOUNDATIONS

Month	Day	Date	Time	Location	Cohort
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