

Leadership & Teamwork

Session Two: October 30, 2025





How have you contributed to the team's goal from our last session?

Intentionally use your understanding of DiSC as you interact with others – either through speaking their language or by adapting your style based on the needs of the situation.

How have you used your **3 WORDS** to act in alignment with who you aspire to be?

 **2025-2026**



	Leadership & Teamwork	Integrity	Vision	Humility	Engagement	Respect	
	In Person	Virtual	Virtual	In Person	Virtual	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	December 16		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 	
<p>←————— Coaching —————→</p>							

▶ 2025-2026



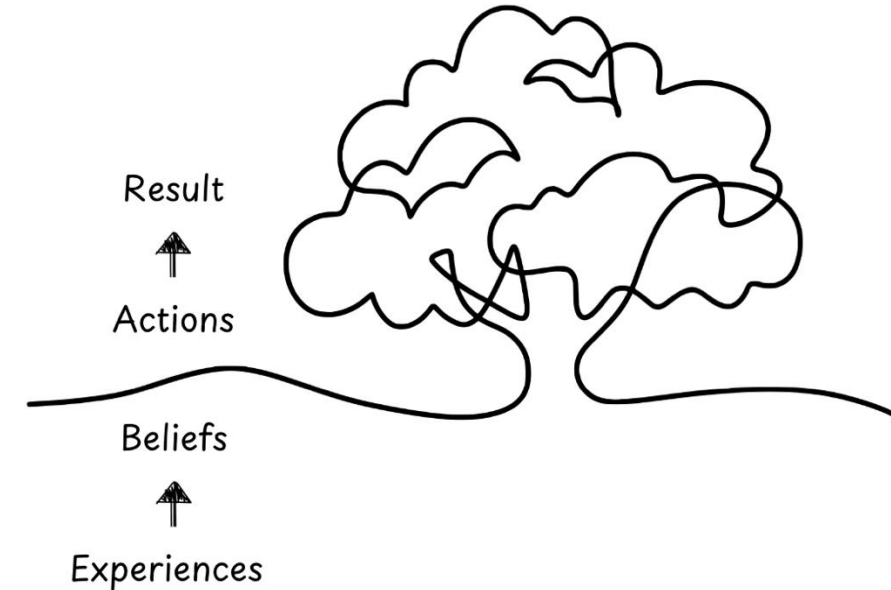
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Session One: Key Messages

- Your current rules are creating your current results
- To be clear is to be kind
- Sooner is smaller; later is larger
- What you say isn't what they hear
- What you intend isn't what others experience

Session Two: Key Messages

- Your PFC is priceless
- Threat to the brain is threat to the brain
- Emotions run the show
- Trust starts with YOU
- With every interaction, you are either creating threat or trust





Breakout:

Conduct a 1:1 conversation using the questions on page #.

Leader: Birthday closest to August 5

Ask the questions as if your partner reports to you.

Team member: Answer the questions as if you report to this leader.

Rounding

Team Rounding



- ✓ Positive
- ✓ Focus on the team member
- ✓ Follow through on commitments
- ✓ Repeat monthly (or regularly)
- ✓ Prioritize the conversations

3

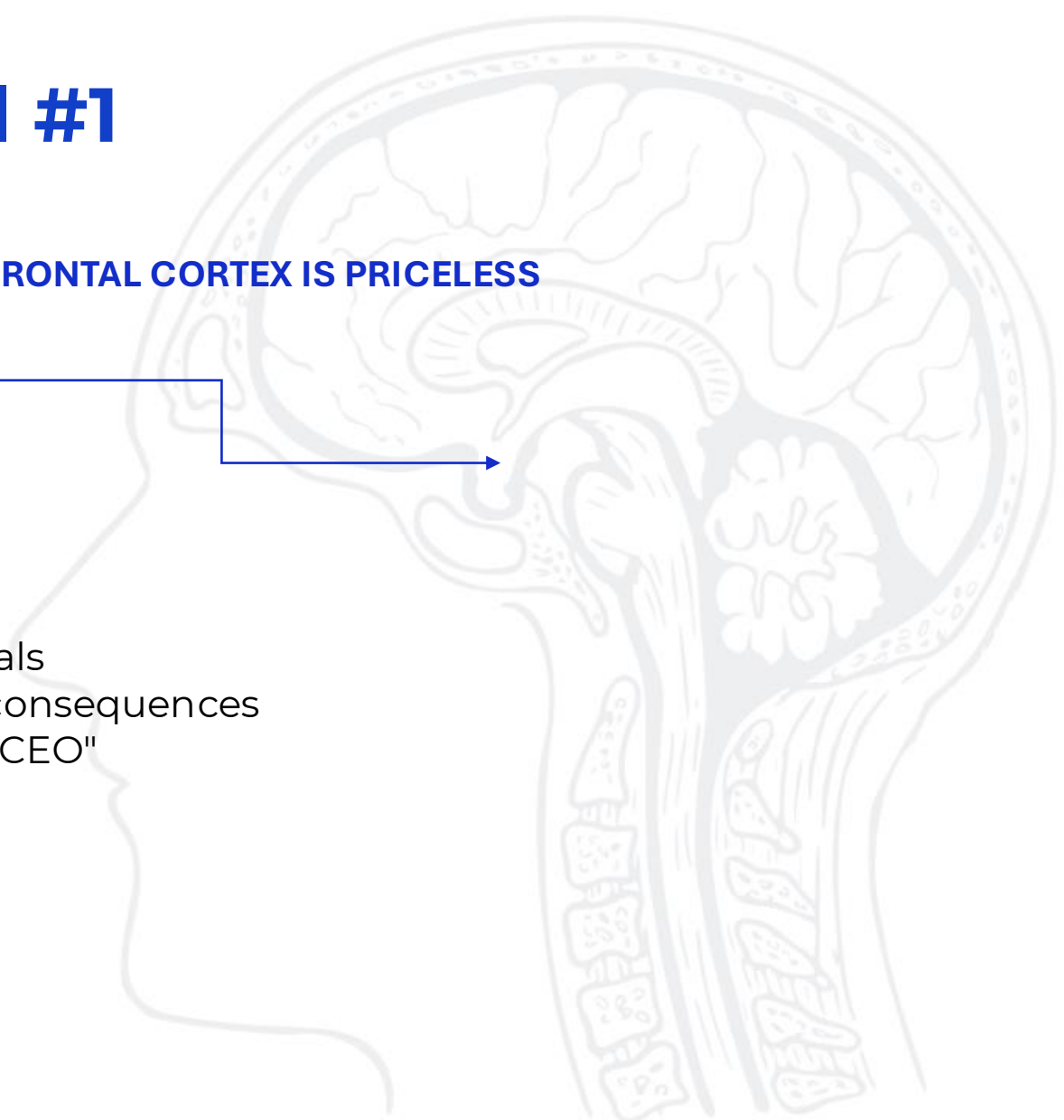
Big Deals



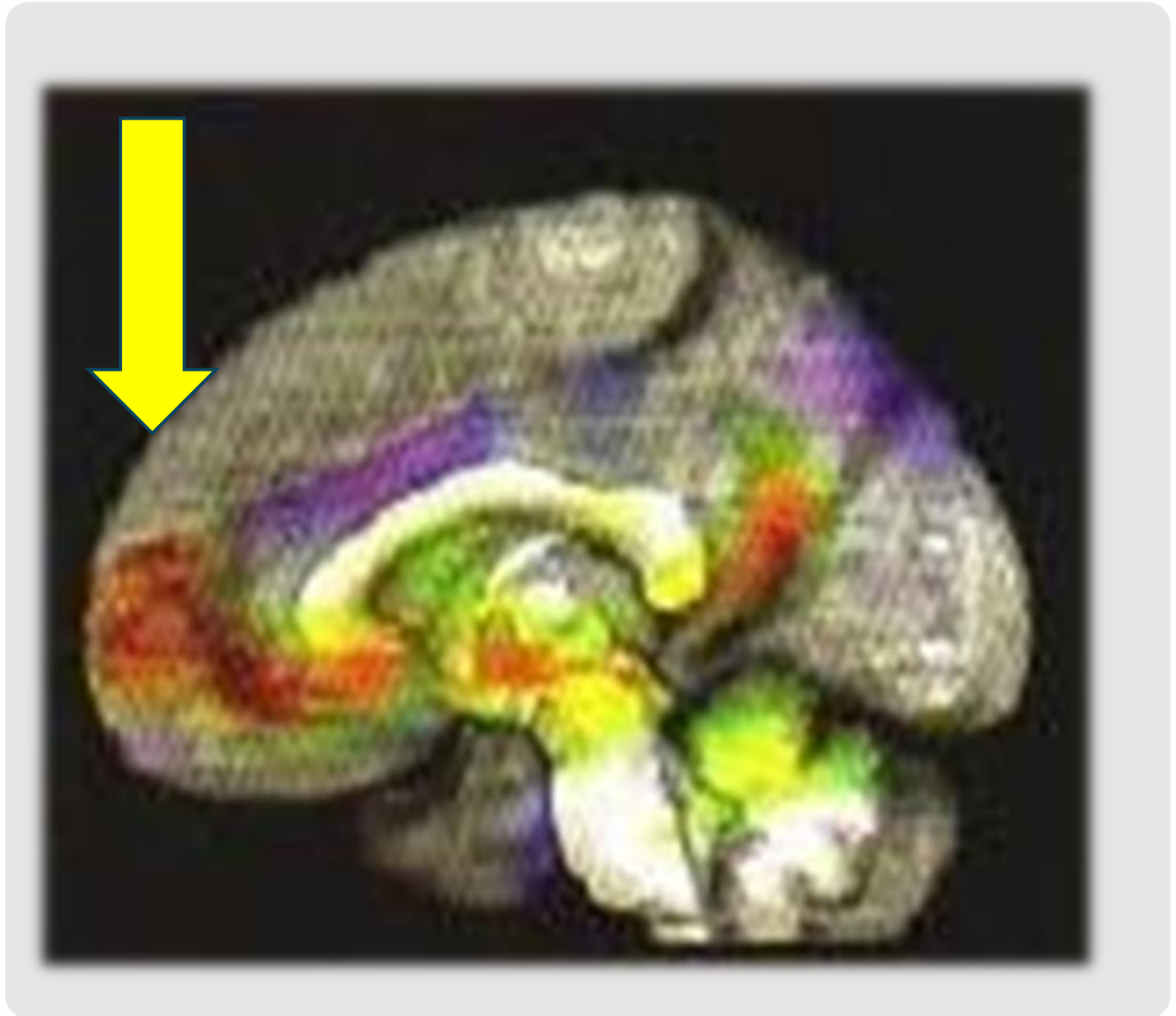
Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
- ✓ Speech
- ✓ Creativity
- ✓ Willpower
- ✓ Innovation
- ✓ Planning
- ✓ Forming goals
- ✓ Evaluating consequences
- ✓ The brain's "CEO"



- **Best self**
- **Willpower**
- **Perspective taking**
- **Flexible and fluid**
- **Curious and open**
- **Creative and innovative**
- **Focus and energy**



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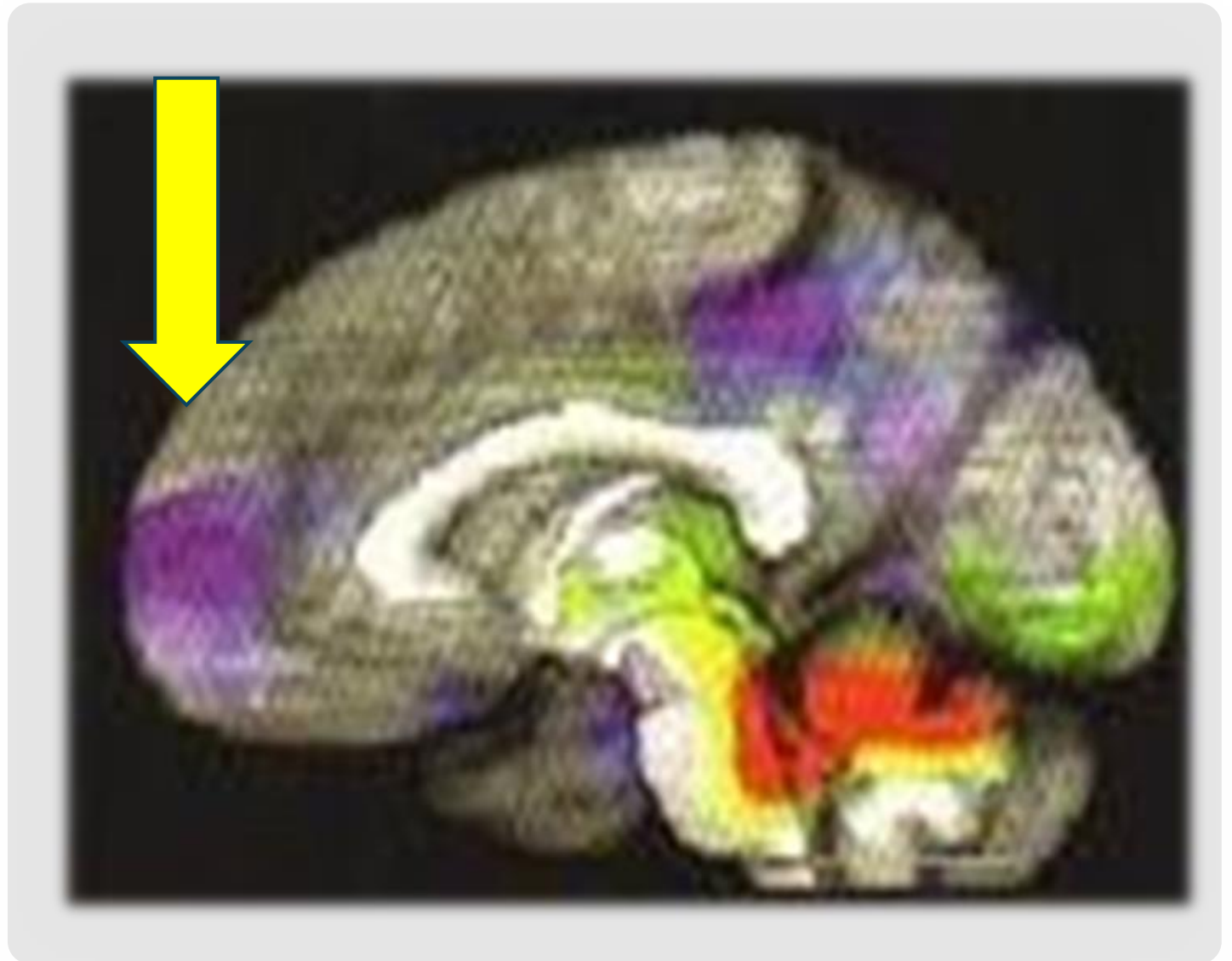
Big Deal # 2

2 THREAT TO THE BRAIN IS THREAT TO THE BRAIN

- ✓ Fight
- ✓ Flight
- ✓ Freeze
- ✓ Basic body function
- ✓ Especially triggered by threat and fear
- ✓ The brain's "bouncer"



- **Defensive**
- **Has to be right**
- **Reactive**
- **Compromised health**
- **Stuck (either/or)**
- **Protective of self**
- **Tunnel vision**
- **Missed opportunities**



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Big Deal #3

3 EMOTIONS RUN THE SHOW

- ✓ Memory
- ✓ Health
- ✓ Emotions
- ✓ Critical role in learning
- ✓ Essential to memory
- ✓ Accelerating ingredient

Big Deal # 2

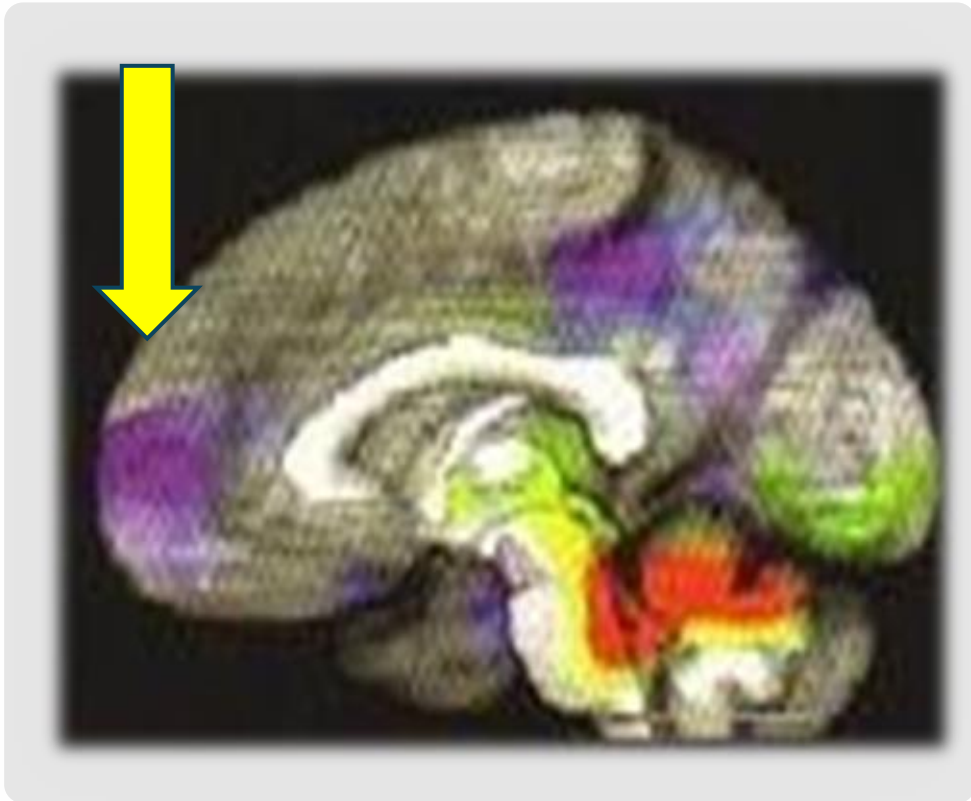
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Threat Characteristics



1. Confusion
2. Choice
3. Consequences
4. Comfort

Rounding

Team Rounding



Stakeholder Rounding



Drama Triangle

Owner: “Hey, can you give me an update on the Johnson project?”

Project Manager (PM): “I can’t. I’m still waiting on a bunch of info from you to even get started.”

Owner (Persecutor): *Snaps* “Well, why don’t you just give me an f-ing list of things you need me to do for you?!”

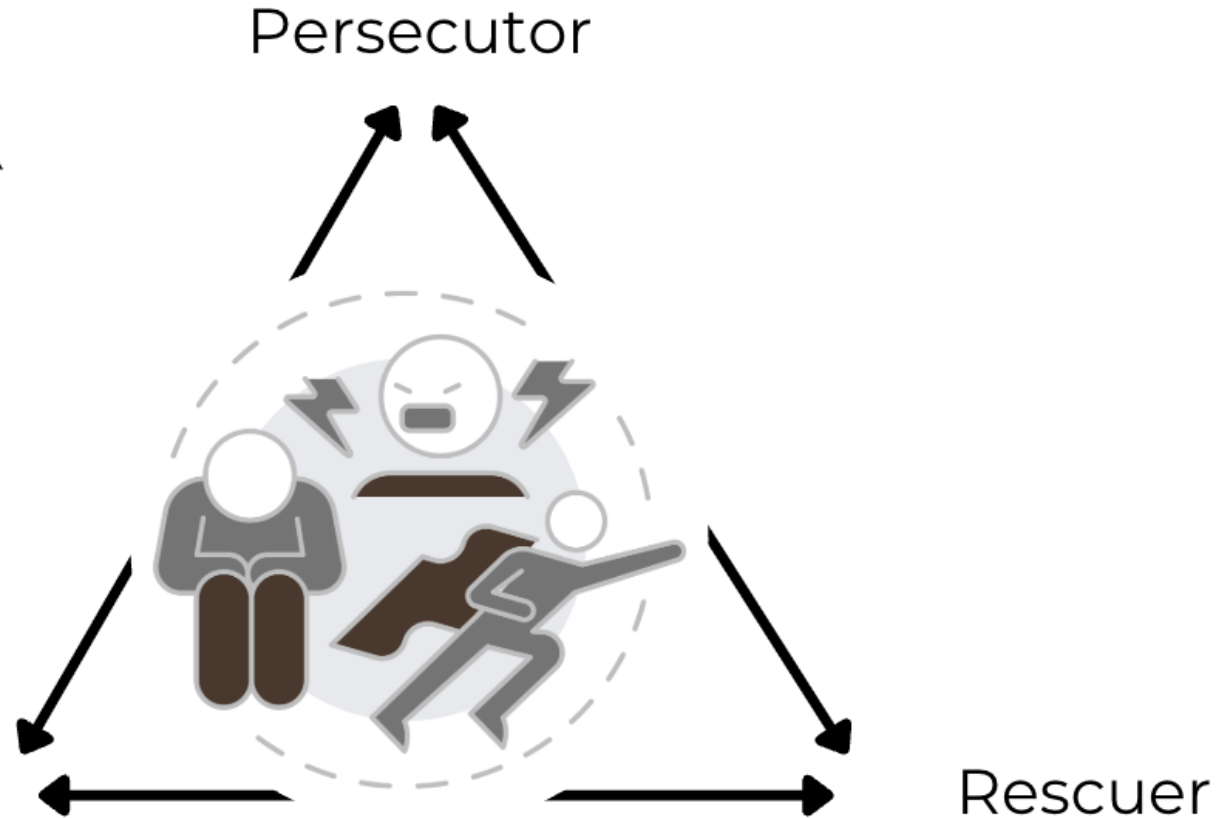
PM (Victim): *Defensive tone* “I’ve already sent you three emails. It’s not my job to chase you down every day.”

Team Member (Rescuer): *Trying to ease tension* “Okay, let’s all take a breath. I can help gather the missing pieces. Maybe we can go over the list together now and identify what’s still outstanding?”

Owner: *Grumbling* “Fine.”

PM: *Resigned* “Whatever.”

THE DRAMA TRIANGLE



Vulnerable, powerless, don't take responsibility

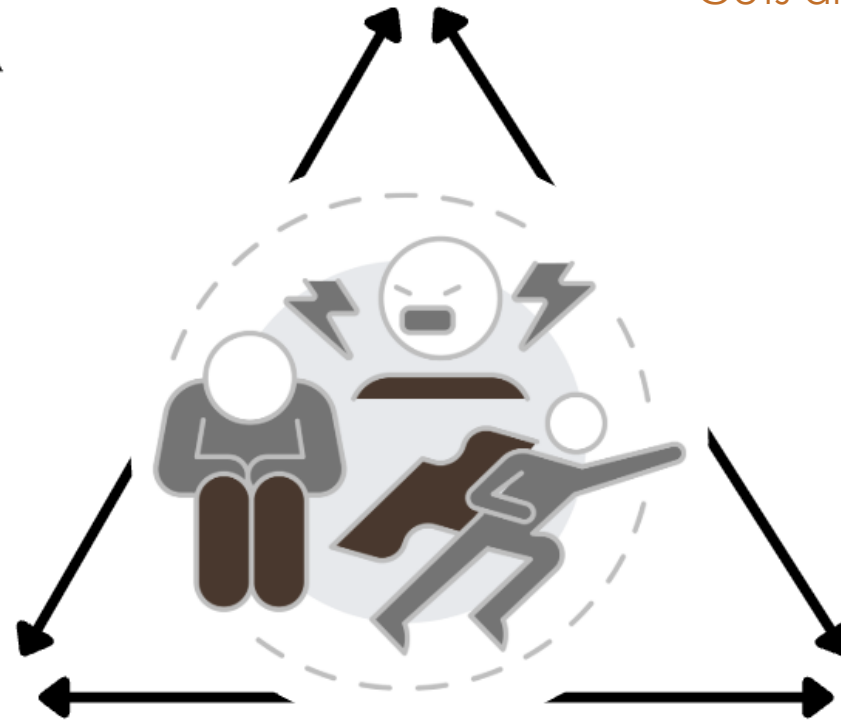
- Poor me, helpless, it's so hard
- Doesn't directly address the conflict (tries to work through others)
- Can be passive aggressive and manipulate

THE DRAMA TRIANGLE

Bully, superior, the most motivated person
in the interaction

- Inflicts punishment when they can't get their way
- Uses guilt to control and manipulate others
- Gets angry or resorts to the "silent" treatment

Persecutor



Victim

Vulnerable, powerless, don't take responsibility

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- Can be passive aggressive and manipulate

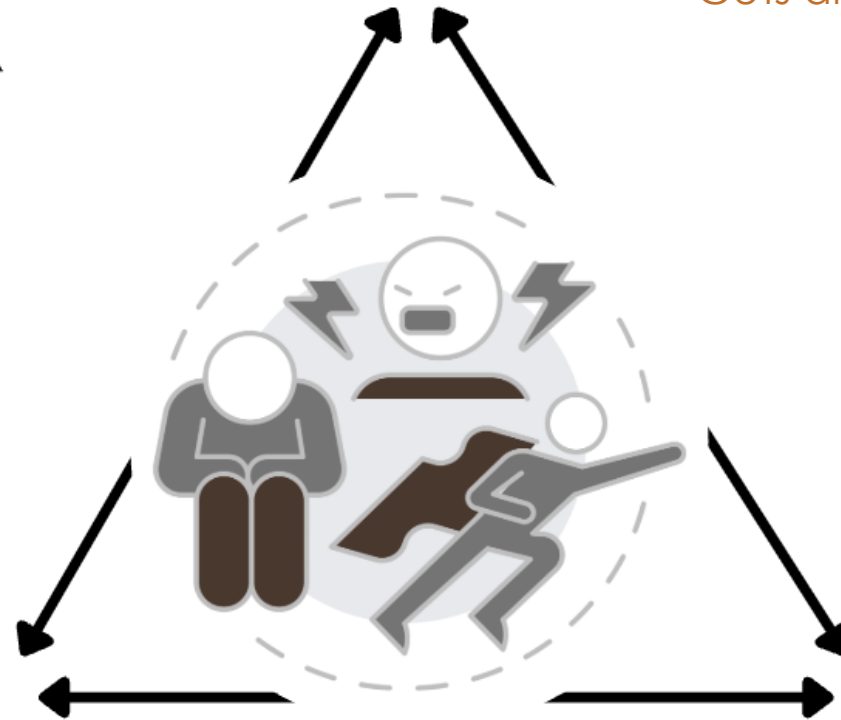
Rescuer

THE DRAMA TRIANGLE

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Persecutor



Victim

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Rescuer

Overowner, superior, resentful

- Is stressed and resentful
- Tries to rush in and fix everyone's problems
- Driven by guilt and obligation



Victim → Creator	Persecutor → Challenger	Rescuer → Coach
New belief: Where a problem exists, the solution exists	New belief: People's choices make sense to them	New belief: People are whole, resourceful, and capable
Ask: What action can I take?	Ask: What do I want?	Ask: How can I help?

Drama Triangle Escape Plan

Stop

Recognize you're in the drama triangle
Breathe

Drop

Get curious: What meaning are you giving this event?

Roll

Choose your belief
Ask better questions



TrUSt starts with US

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
	Tuesday	12/16	9:00-10:30	Zoom	Leadership
January	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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Next Steps

October 13, 2025

