

Weekly Team Leadership Exercises: Earning the Right to Lead

Make a copy of this worksheet for each team member that will participate in the Weekly Huddles and fax them to Tyrella each week at: (615) 807-3290.

This will allow DST to review and monitor your progress and either provide guidance or share in your victories (or both!).

- 1. Week 1:** Have each team member make a request for help to advance a particular skill or frustration they have at the practice. Allow team members to offer to help to each person.

A common request when I interview team members is the desire to have more training. Here is the chance to give an opportunity for team members to lead others to advance their skills and job duties.

- 2. Week 2:** Have a discussion that includes sharing about how you handle focusing while at work even when personal circumstances could be distracting. For those willing to share, ask for people to discuss something happening in their personal life that could be a distraction but choose to not allow it to happen. How do they control their emotions? How do they stay positive and in control?

Sharing examples from those of you who can control emotions is helpful for others who are open to ways to improving their own actions. The power of stories can have a greater impact than any "step-by-step formula" you read in a book.

- 3. Week 3:** Ask for volunteers to share a story about a situation they were in where they REACTED and did not get the outcome they desired...or...share an example where they RESONDED and did get a better outcome because they took their time to craft a response.

Here again, sharing stories can have a powerful impact as a teaching moment for those who get caught up in the moment of a particular situation.

When discussing, please make sure suggestions made to an individual are given without judgment or shame. It is important the conversation be productive so the person seeking help will accept the suggestions as helpful and not critical.

- 4. Week 4:** Have everyone come up with a goal they would like to achieve when it comes to improving how they handle situations at the practice and report back to the group the results of each person's efforts.
