



SEVEN-PRINCIPLE (7P) MODEL

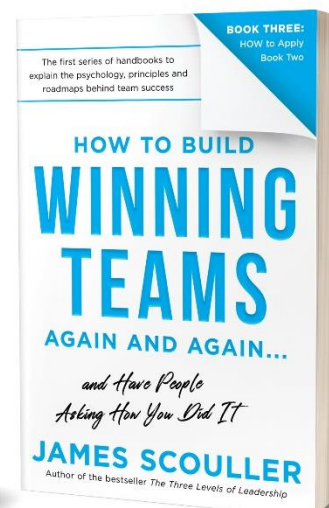
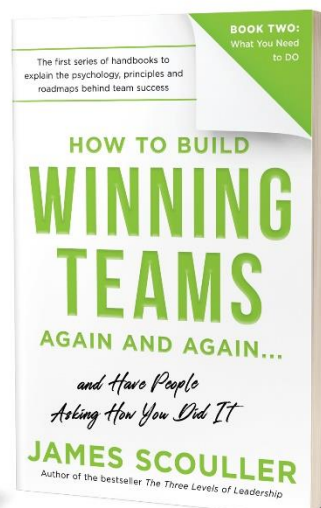
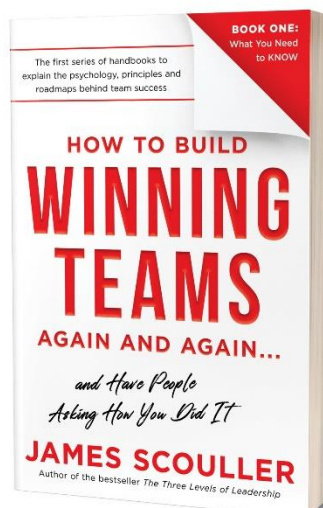
05 Leader Self-Reflection Questions

From James Scouller, author of the trilogy, **How To Build Winning Teams Again And Again**

Visit his website: www.leadershipmasterysuite.com



A 7P TOOL FROM JAMES SCOULLER, AUTHOR OF THE TRILOGY **HOW TO BUILD WINNING TEAMS AGAIN AND AGAIN**



SEVEN-PRINCIPLE ACTION MODEL: EIGHTEEN SELF-REFLECTION QUESTIONS FOR TEAM LEADERS

Scoring Guidance "What does good look like?"

Team leader clients sometimes ask, *"When I'm sharing and flexing leadership and adopting a principled approach, what does 'good' look like?"*

If you're thinking the same. I suggest you ponder the eighteen self-reflection questions on the next page

Leaders can ask their teammates these same questions to check they're not kidding themselves. Your answers and theirs will tell you if you're delivering shared, flexed, principled leadership successfully.

The more "yes" answers the better.

If you've **scored 15 or more "yes answers"** you're doing well.

If you're **between 9-14 "yes" answers** that's not bad, but you've got work to do.

If you've **scored 8 or less, it's time to start growing yourself as a team leader.** Working with an executive coach might help.

SEVEN-PRINCIPLE ACTION MODEL:

TEAM LEADER SELF-REFLECTION QUESTIONS

Shared

- | | Yes | No |
|---|--------------------------|--------------------------|
| 1. Can members influence the agenda, meaning it's not 100% under my control? | ☐ | ☐ |
| 2. Did we define a team goal together, a goal we all care about, a goal we're determined to achieve? | ☐ | ☐ |
| 3. Can members get all the data they want (am I <i>not</i> blocking access)? | ☐ | ☐ |
| 4. Do members feel they can offer ideas, ask questions, air concerns or admit mistakes without feeling unsafe ... and does my behaviour encourage it? | ☐ | ☐ |
| 5. Do all members feel I take their input seriously or do they feel ignored? | ☐ | ☐ |
| 6. Do all members feel we have clear priorities, that we're not trying to do too many things at the same time? | ☐ | ☐ |
| 7. Do others hold teammates accountable without waiting for action by me, meaning accountability for behaviour and results isn't always left to me to enforce? | ☐ | ☐ |
| 8. Am I consistently giving my teammates enough freedom to act on their initiative rather than overcontrolling? | ☐ | ☐ |
| 9. Do I play my part in ensuring the team is always addressing the four dimensions? That is, that our number one goal is still motivating; that we're paying skilful wholehearted attention to task progress and results; that we remain united; that I'm alive to my teammates' unique and changing needs and motivations? | ☐ | ☐ |

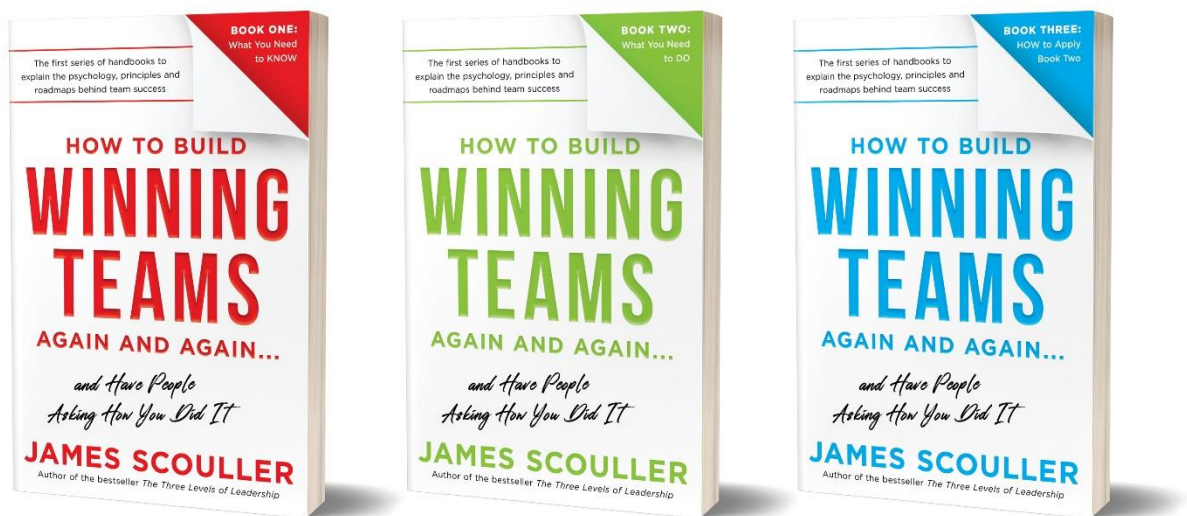
Flexed

- | | | |
|---|--------------------------|--------------------------|
| 10. Have I been adapting my approach successfully according to what I judge to be the main issue (Commit, Combust or Combine), flexing successfully between the nurturing, parental and participative styles? | ☐ | ☐ |
| 11. Have I been flexing my approach to decisions based on their importance, deadline, and my teammates' ability and willingness to take responsibility? | ☐ | ☐ |

Principled

- | | | |
|---|--------------------------|--------------------------|
| 12. Have I agreed with my teammates the principles governing the way we work together, for example, the way we reach decisions or our ethos and standards? | ☐ | ☐ |
| 13. Do I consistently show I'm committed to the team's basic purpose and number one goal? | ☐ | ☐ |
| 14. Do I play my part by consistently embodying the team's ethos and standards? | ☐ | ☐ |
| 15. Am I showing through my behaviour that the team's priorities matter more than my survival or career ambitions? | ☐ | ☐ |
| 16. Am I being fair to all; am I avoiding favouritism? | ☐ | ☐ |
| 17. Do I hold members accountable for their individual contribution to team performance and if any are underperforming or misbehaving, do I conduct those "difficult conversations" skilfully and successfully? | ☐ | ☐ |
| 18. Whenever needed, do I raise the bar by expecting more from the team, never letting it rest on its laurels? | ☐ | ☐ |

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