

A Connected Leader Review: Your Vitality Imperative

	Low	Medium	High
<p>PRESENCE</p> <p>Awareness without prejudice</p>	<p><input type="checkbox"/></p> <p>Easily distracted</p> <p>Talks a lot about complaints about the past and/or worries about the future</p> <p>Thinks things should be different than they are</p> <p>Seems to want to get out of this conversation and on to something better</p>	<p><input type="checkbox"/></p> <p>Occasional regret about the past or worry about the future</p> <p>Mistakes multi-tasking for productivity</p>	<p><input type="checkbox"/></p> <p>Feels like he or she is intellectually, emotionally, and physically with you</p> <p>Relaxed, focused, and attentive</p> <p>This is the most important place he or she could be at this moment</p>
<p>EMPATHY</p> <p>The power to appreciate the purposes, worries, and circumstances of others</p>	<p><input type="checkbox"/></p> <p>Quick to criticize and disapprove</p> <p>Assumes that his or her opinion or interpretation of events is valid</p> <p>Uninterested in why people think or behave in ways he or she does not endorse</p>	<p><input type="checkbox"/></p> <p>Cares deeply about and learns from people who seem to have similar values and priorities</p> <p>Struggles with appreciating people who are substantially different</p>	<p><input type="checkbox"/></p> <p>Always-on curiosity about others' purposes, worries, and circumstances</p> <p>Listens to learn</p> <p>Others always feel heard and valuable</p>
<p>PURPOSE</p> <p>The mutual resolve of a community</p>	<p><input type="checkbox"/></p> <p>Assigns tasks without explaining importance</p> <p>Does not like to answer questions about why we are doing something</p> <p>Acts as though people should just do as they are told</p> <p>Seems more oriented around what he or she is against than what he or she is for</p>	<p><input type="checkbox"/></p> <p>Responds respectfully to questions about <i>why</i></p> <p>Admires purpose when it is present but also is rarely proactive about developing purpose him- or herself</p> <p>Equal time given to what he or she is for or against</p>	<p><input type="checkbox"/></p> <p>Includes others in developing valuable purpose to guide action</p> <p>Makes sure plans include purpose, methods, and measurable results</p> <p>Makes purpose the boss and thus delegates well</p> <p>Three-to-one ratio of speaking for purpose versus speaking against worries</p>
<p>AUTHENTICITY</p> <p>Accelerating achievement through truth</p>	<p><input type="checkbox"/></p> <p>Talks about people rather than directly to people</p> <p>Cares more about image than substance</p> <p>Lies and/or withholds relevant information to avoid difficulty</p>	<p><input type="checkbox"/></p> <p>Honest about opinions and speaks directly to people involved</p> <p>Tends to assume that his or her immediate opinion is right</p> <p>Tries to convince or criticize anyone who resists</p>	<p><input type="checkbox"/></p> <p>Researches difference and listens to learn</p> <p>Sponsors fact-based, purpose-driven conversation</p> <p>Speaks openly and trusts people with the truth</p> <p>Cares more about achieving the purpose than being right and proving others wrong</p>
<p>WONDER</p> <p>Fueling the future and keeping our best days in front of us</p>	<p><input type="checkbox"/></p> <p>Immediately critical of new ideas</p> <p>Thinking limited to past knowledge or experience</p> <p>Requires proof of previous success before considering a new possibility</p>	<p><input type="checkbox"/></p> <p>Open to new ideas when proposed by people he or she admires</p> <p>Rarely generates truly new possibilities on his or her own</p>	<p><input type="checkbox"/></p> <p>Loves the victory of possibility over probability</p> <p>Great faith in the creative potential of a community</p> <p>Known for sponsoring new, unprecedented ways to achieve important goals</p>
<p>TIMING</p> <p>The victory of evolution over revolution</p>	<p><input type="checkbox"/></p> <p>Fixated on personal preferences</p> <p>Biased</p> <p>Tries to overwhelm resistance with obligation ("You should...")</p> <p>Overlooks relevant circumstances when trying to implement new concepts</p>	<p><input type="checkbox"/></p> <p>Understands the need to connect to others and circumstance</p> <p>Unaware when bias interferes</p> <p>Open to having bias pointed out by trusted colleagues</p>	<p><input type="checkbox"/></p> <p>Lives in the question "What is it time for now?"</p> <p>Moves easily between alignment, action, and adjustment as needed</p> <p>Enjoys finding the intersection of your view, his or her view, and the circumstances</p> <p>Resistance inspires curiosity rather than domination</p>
<p>SURPRISING RESULTS</p> <p>Making a meaningful, continual, and energizing difference</p>	<p><input type="checkbox"/></p> <p>Gives people long term measures (e.g., "lower costs by 15 percent") and demands improvement</p> <p>Fails to consider how current habits, processes, and measures help or hurt progress</p> <p>Does not provide support needed for unprecedented success</p>	<p><input type="checkbox"/></p> <p>Includes people who must execute in designing new initiatives</p> <p>Does not provide the real-time support needed for success</p>	<p><input type="checkbox"/></p> <p>Sponsors 90-day cycles of success</p> <p>Helps groups representing different parts of the system to design and deliver surprising contributions</p> <p>Provides all support needed for high achievement</p> <p>Appreciates and publicizes success in the broader system</p>