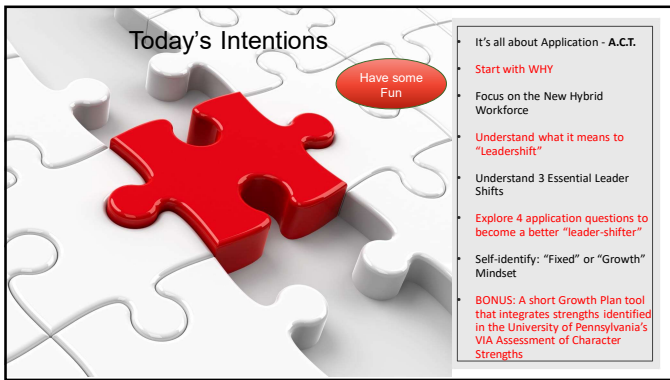


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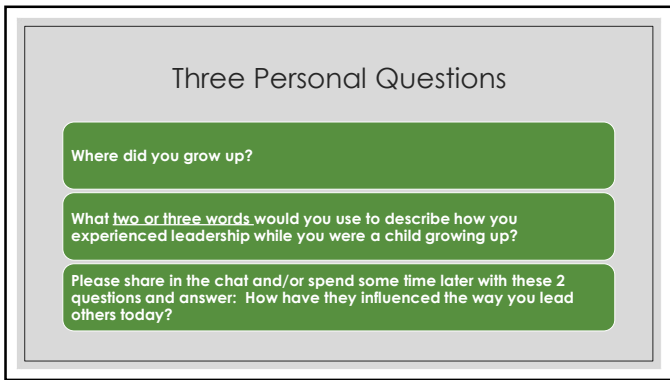
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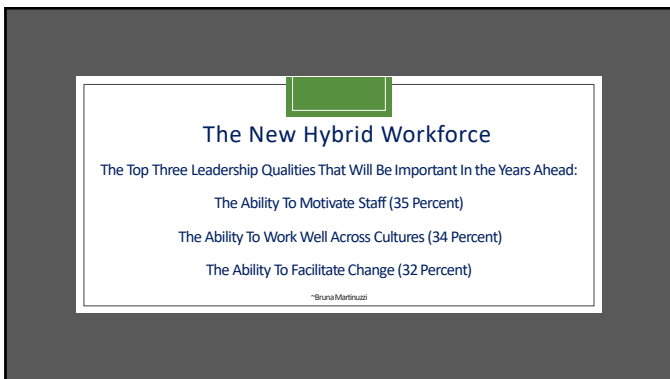
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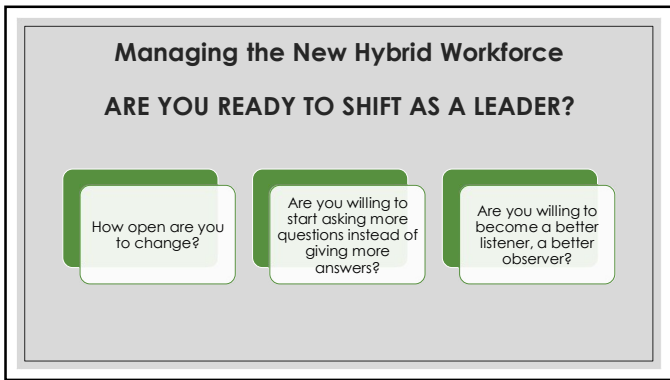
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How to Leadershift

- ♻️ LEARN, Un-LEARN, Re-LEARN – REPEAT
- ✓ VALUE YESTERDAY BUT LIVE IN TODAY
- 🕒 RELY ON SPEED, BUT THRIVE ON TIMING
- 📐 SEE THE BIG PICTURE AS THE PICTURE KEEPS GETTING BIGGER
- 💡 LIVE IN TODAY, BUT THINK ABOUT TOMORROW

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3 Essential Shifts

The diagram consists of three red ovals arranged in a descending line from left to right. The top oval is labeled 'Communication Shift', the middle one 'Reproduction Shift', and the bottom one 'Personal Development Shift'.

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LEADERSHIFT
11 ESSENTIAL CHANGES
TO SHIFT YOUR LEADERSHIP HIGHER

» THE COMMUNICATION SHIFT »

*Listen to your people.
That's the only way to know where
they are so you can lead them.*

By JOHN C. MAXWELL **Team**

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Make The Leadershift to Connecting
A deeper level of Communicating

<p>CONNECTING PRINCIPLES</p> <p>Connecting:</p> <ol style="list-style-type: none"> 1. Increases your influence in every situation 2. Is all about others 3. Goes beyond words 4. Always requires energy 5. Is more skill than natural talent 	<p>CONNECTING PRACTICES</p> <p>Connectors:</p> <ol style="list-style-type: none"> 1. Connect on <i>common ground</i> 2. Do the difficult work of keeping it <i>simple</i> 3. Create an <i>experience</i> everyone enjoys 4. <i>Inspire</i> people 5. <i>Live</i> what they communicate
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LEADERSHIFT
11 ESSENTIAL CHANGES
TO SHIFT YOUR LEADERSHIP HIGHER

» THE REPRODUCTION SHIFT »

You take your leadership math from addition to multiplication when you shift from ladder climbing to ladder building.

The JOHN MAXWELL Team

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"Leaders should want far more for their people than from their people."
— Mervyn Myers




**Ladder Climber
or
Ladder Builder?**

When you reflect on your leadership career, have you been more of a ladder climber or ladder builder?

This leadershift is about changing from being a personal producer to an equipper of others.

What's 1 thing you can do differently to help others go higher under your leadership?

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	Ladder Climbing : "How ____ Can I Go?"	Ladder Stages
	Ladder Holding: "How High Will ____ Go with a Little Help?"	
	3. Ladder Extending: "How High Will Others Go with a ____ of Help?"	

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Thinking of the new workforce, which criteria do you need to give attention to?

Ladder	Ladder Extenders Are Successful
Ladder	Ladder Extenders Are Specialists
Ladder	Ladder Extenders Are Mature
Ladder	Ladder Extenders Are Practiced in the Art of Asking Great Questions
Ladder	Ladder Extenders Are Humble

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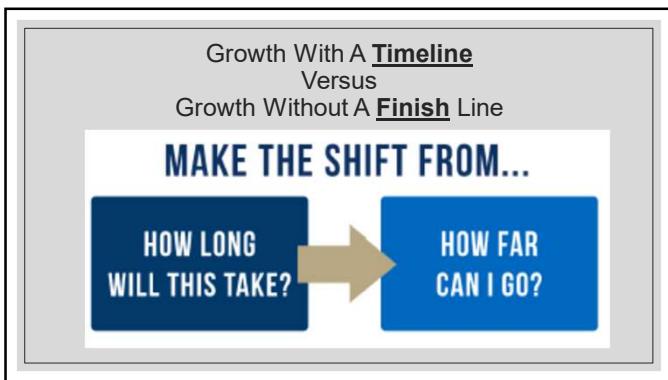
Groundwork for Becoming a Ladder Builder
Honestly review this list and make a commitment to change your mindset about becoming a ladder builder.

Do I develop leaders to benefit others, not just for myself?	Do I relinquish control and give other leaders the freedom to be themselves and develop their own process?	Am I happy for a leader I help to move on without me or to enlist other mentors?
Am I willing to help other leaders build their own ladders and then genuinely root for them?	Am I willing to keep helping many leaders build their own ladders without expecting to receive any credit?	

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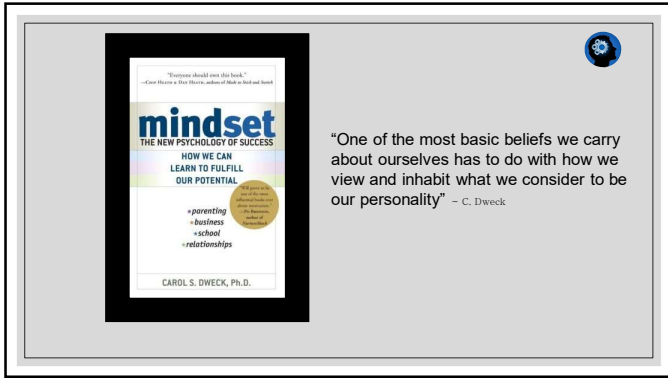


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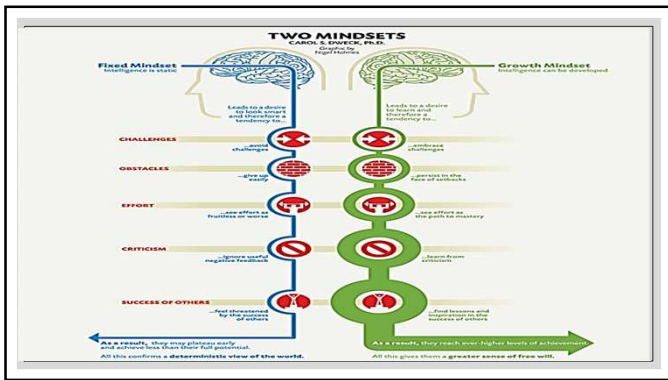
GOALS TO GROWTH
The question is: *Who do you need to be?*

GOAL-ORIENTED CULTURE	GROWTH-ORIENTED CULTURE
VALUES ACHIEVEMENT	VALUES DEVELOPMENT
FOCUSES ON STATUS	FOCUSES ON STRETCHING
HONORS PRIVILEGE	HONORS SERVING
EMPHASIZES THE TEACHER or PEER	EMPHASIZES THE STUDENT or Client/Patient
TARGET IS ARRIVAL	TARGET IS GROWTH

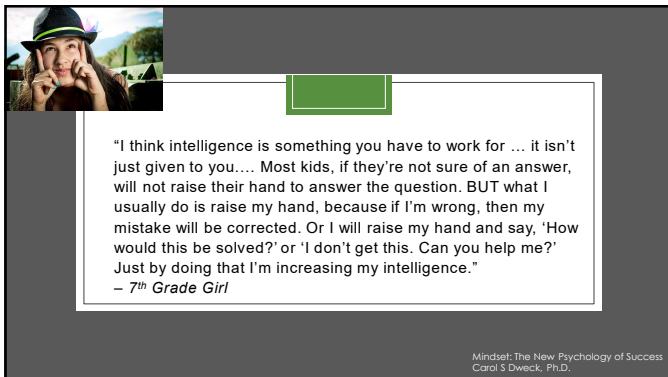
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Key Difference



- **Those with Growth Mindset** – “personal success is when you work your hardest to become your best.”
- **Those with a Fixed** – “success is about establishing their superiority, pure and simple. Being somebody who is worthier than the nobodies.”

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A Final Word on Mindset

It's an interpretive process that tells us what is going on around us.

- **Fixed** – internal monologue of constant judging and evaluation
- **Growth** – voracious appetite for learning, constantly seeking out to metabolize into learning and **constructive action**

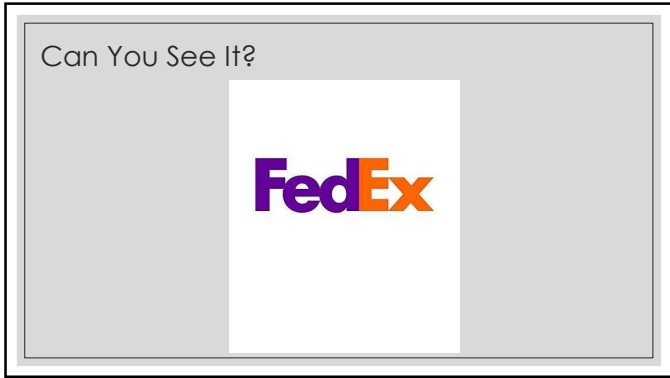
Fixed vs. Growth: The Two Basic Mindsets That Shape Our Lives, Maria Popova, www.brainpickings.org/2014/01/29/carol-dweck-mindset/

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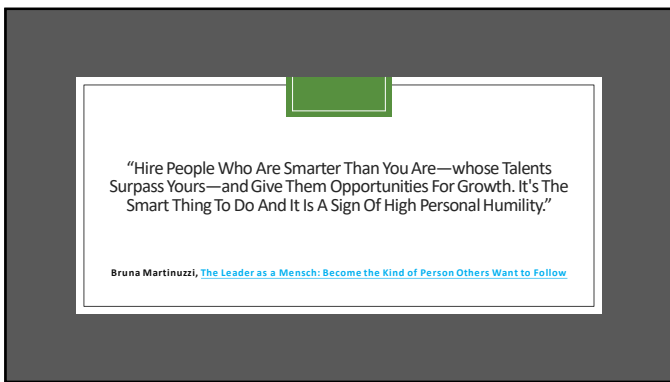
“If you want to keep getting better so that you can become a better leadershifter, then....”
—John C Maxwell

LEARN SOMETHING NEW <small>“When’s the last time you learned something for the first time?”</small>	TRY SOMETHING DIFFERENT <small>“When’s the last time you did something for the first time?”</small>	FIND SOMETHING BETTER <small>“When’s the last time you found something better for the first time?”</small>
SEE SOMETHING BIGGER <small>When’s the last time you saw something bigger for the first time?</small>		

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Recommended Resources

<p>Books</p> <p><i>Everyone Communicates Few Connect</i>, John Maxwell</p> <p><i>The Infinite Game</i>, Simon Sinek</p> <p><i>Think, Learn, Succeed</i>, Dr Caroline Leaf</p> <p><i>It's About Time</i>, Valorie Burton</p> <p><i>Necessary Endings</i>, Henry Cloud</p> <p><i>Micro-Resilience</i>, Bonnie St. John</p> <p><i>Think and Grow Rich</i>, Napoleon Hill</p> <p><i>21 Irrefutable Laws of Leadership: 10 Anniversary Edition</i>, John C Maxwell</p> <p><i>Developing the Leader Within You 2.0</i>, John C. Maxwell</p> <p><i>Change Your World</i>, Maxwell & Hoskins</p>	<p>Courses</p> <p>John Maxwell Academy</p>  <p>http://www.johnmaxwell.com/134039-10-3-8.html</p> <p>Websites:</p> <p>https://www.authentic happiness.sas.upenn.edu/</p> <p>https://www.authentic happiness.sas.upenn.edu/testcenter</p> <p>https://www.acharaconsulting.com/</p> <p>http://dbhids.org/wp-content/uploads/1970/01/PCCI_Peer-Support-Toolkit.pdf</p>
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References

Leadershift: Essential Changes to Shift Your Leadership Higher, Dr. John C Maxwell

Mindset: The New Psychology of Success How We Can Learn to Fulfill Our Potential, Dr. Carol S. Dweck

The Leader as a Mensch: Become the Kind of Person Others Want to Follow, Bruna Martinuzzi

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It's Been My Pleasure To Serve You

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