

Are your team reaching their full potential?



Do you and your team strive to be the best version of themselves at work on a regular basis?

A = Honestly, our team is rarely striving to be the best version of themselves at work.

B = Our team only strives to be the best version of themselves periodically.

C = Yes, all of the time.

Do you and your team have integrity between your actions and your communications both internally and externally?

A = We really need to work on our integrity in our actions and communications both internally and externally.

B = Sometimes, we have integrity between our actions and communications, but not often enough.

C = Absolutely, it is essential!

Are you and your team working well together to make the whole greater than the sum of its parts?

A = It has been a struggle for the team to work well together.

B = As much as the team does work well together, we equally have times when we don't.

C = We couldn't be better! Our team as a whole is better than the sum of its parts.

Are the individual members of your team working to their strengths and displaying growth mindsets?

A = Strengths? Growth mindset?

B = While some members are displaying growing mindsets and playing to their strengths, others are lacking.

C = We encourage all of our team to think with a growth mindset and work to their strengths.

Are you planning appropriately for how the team will continue to perform well in the coming months?

A = Should we be preparing?

B = We started to plan, but it is currently on the back burner.

C = Yes, we are looking forward to the upcoming months.

Can you recognise when your team members are absent or not performing because they are not managing their stress levels?

A = Should I be looking for signs?

B = I'll ask them if they get too grumpy.

C = Yes, I know the exact traits that indicate when they are under too much pressure.

If a staff member was asked how your company supports improving their resilience, would they say?

A = What a joke.

B = We had a webinar on this last quarter.

C = Yes, our leaders not only lead by example, but they prioritise this with an annual calendar of training and events.

Do you ensure that your team members take lunch breaks every day, book their annual leave, and only work appropriate hours?

A = Why is that my responsibility? They are adults and should prioritise this themselves.

B = We definitely talk about this during their onboarding and performance appraisals.

C = Absolutely, I know that they will perform at their best if they have the opportunity to rest and rejuvenate.

As a leader, do you share with your team members how you prioritise your own health and wellbeing e.g. morning rituals, taking a massage, playing golf, getting together with friends, starting a hobby.

A = Never, it is none of their business.

B = If they ask me directly I will answer them honestly but I do like them to think I am completely focused on my work.

C = All the time because I want them to know that my physical and mental health should always come first, as should theirs.

When times get tough at work, are you able to remain calm, ask for help, and make smart decisions?

A = To be honest, I often struggle to manage my thoughts during challenging times and find myself over-reacting a lot.

B = It takes a while for me to accept change and sometimes I struggle to move forward.

C = Yes, I easily manage my thoughts and ensure that I can extract opportunities even when everything seems challenging.

Scorecard

Mostly A's = Your team would benefit from our full range of Professional Growth and Development workshops such as, *Stress and Burnout: Don't Ignore the Warning Signs* and *Not Another Leadership Talk*. Contact us to discuss your specific needs so we can ensure that the approach is tailored to help your unique situation.

Mostly B's = Your team is performing well, however there is always room for improvement. Our modules, *Road to Resilience: Recover, Adapt and Keep Moving Forward* and *Teamwork Makes the Dream Work*, will be great for your team. If these don't suit your organisation's needs, contact us to discuss how we can tailor our full suite of modules to support your organisation.

Mostly C's = WOW! You have a high performing team. We have fantastic modules available for high performing teams including, *Courageous Self-leadership: During times of change* and *Leveraging Strengths for Peak Performance*. Contact us to discuss your specific needs so we can ensure that the approach is tailored to support your team's growth and development.

If you are interested in learning more about our **Professional Growth and Development Packages** contact our expert team at coaching@beaumontpeople.com.au.