The expanded coaching materials are provided to help readers implement the lessons taught in the book. Use them for individual or group development.

Does your leadership style tilt toward \textit{results} or \textit{relationships}? If you’re unsure, look at the list of strengths for each in this chapter and see which feels more natural and comfortable for you. Or, for a more comprehensive look, you may want to complete the online \textit{N8Traits™} assessment (link at www.leadingwithhonor.com). It will provide insights into your leadership strengths, so you’ll know whether you tend to favor results or relationships.

\textbf{1. How can you develop your leadership balance?}

\begin{enumerate}
    \item Which is your natural bent? Circle the one that comes easiest to you.
    \begin{enumerate}
        \item Results skills
        \item Relationship skills
    \end{enumerate}
    \item Now identify two behaviors (skills) from the other list in this chapter that you could work on to better balance your leadership style. For example, if you are naturally Results-oriented, skills in that list will come easy. To gain a better balance look at the list of Relationship-oriented skills and select two that you could work on to gain a better balance in your leadership.
    \begin{enumerate}
        \item Skill 1: \underline{__________________________} In what situations could you practice this leadership skill?
        \begin{enumerate}
            \item \underline{__________________________}
            \item \underline{__________________________}
        \end{enumerate}
        \item Skill 2: \underline{__________________________} In what situations could you practice this leadership skill?
        \begin{enumerate}
            \item \underline{__________________________}
            \item \underline{__________________________}
        \end{enumerate}
    \end{enumerate}
\end{enumerate}

\textbf{2. What will be the payoff if you learn to use these new leadership behaviors?}
3. When will you begin practicing your new behaviors?
_______________________________________________________________

4. What would be the impact if all your leaders gained a better balance of results and relationships (mission and people)?
_______________________________________________________________

   a. How could you make that happen? ________________________________

5. With this concept of results and relationship balance, how could you coach and develop others more effectively?
_______________________________________________________________
TAKE THE NEXT STEP IN
YOUR LEADERSHIP JOURNEY

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