



Leadership Gut Check: Are You Inspiring High Performance?

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Leaders, I am delighted to engage and challenge you to a **'gut check'** to determine whether or not your leadership actions and workplace behaviours inspire high performance in your direct reports and others for whom you work closely with and/or are accountable for when providing performance feedback.

I am going to put myself out there and simply state that it is incumbent upon leaders to ensure that the necessary and right conversations are taking place to inspire high performance and in bringing out the best potential in others. Leaders, you own the start-up of this conversation. Never lose sight of the fact that your employees expect their leaders to take them to a place in their developmental discussions that they might not otherwise get to on their own. The journey begins when leaders are in motion.



Engaging employees, probing with interest and curiosity and seeking to create greater bandwidth are key motivators to high performance. Creating a line of sight and ensuring good clarity of understanding to corporate and individual performance objectives will help to facilitate great focus and energy in delivering desirable outcomes.

Leaders take a moment to engage in a gut check. Determine if focused on inspiring high performance.

Leadership Gut Check		Yes	No	The Challenge?
1	Do employees have performance plans in place with measurable goals that have stretch potential?			
2	Does your calendar reflect calendar dates to discuss performance checkpoint meetings, final year-end reviews for each employee?			
3	Do you keep separate mentoring from performance discussions so they have their required impact?			
4	Does your team clearly understand what high performance deliverables look like in their position/role?			
5	Does your leadership style typically lend itself to operating from a high level of trust?			
6	Do you find yourself wanting to partner closely on most decisions impacting key initiatives?			
7	Do you probe with curious open-ended questions when coaching?			
8	Is your level of confidence high when having to address behavioural and/or issues where non-performance prevails?			
9	Is the blend of consistency, timeliness, balanced and meaningful feedback a given attribute of your leadership style?			



10	Do you have your successor identified and in place either ready to step in and/or in stages of personal development?			
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Leadership Strategies to Consider When Inspiring High Performance

- Be passionate when taking a position and encourage the same of others.
- Demonstrate personal and corporate values.
- Show relentless commitment to employee growth and development.
- Ensure performance objectives have good stretch potential.
- Tell employees what they need to hear.
- Provide direction without removing responsibility for action.
- Connect with your employees.
- Express genuine interest and seek to understand what motivates and inspires team members.
- Foster open lines of communication
- Invite creative ideas and encourage perspective taking.
- Challenge business and personal paradigms through dialogue
- Invite operating outside the traditional boundaries however be sure to first model so employees experience first hand 'what' and 'how' to do (positive behavioural model)
- Make sure moments of inspiration are recognized, celebrated, and leveraged in the moment and remember, what gets recognized gets repeated.
- Be engaging
- Lead your team and know when to 'step in' and 'step back'
- Strive to share meaningful experiences in captivating fashion and through your story telling

Once you have completed our self-awareness tool and reflected on strategies, consider what you need to **Stop, Start or Continue Doing** and consider a game plan to ensure high performance becomes your target norm. Give people a chance to step up to the plate and take ownership for their future success with you.

To Access a Full Version of the **Leadership Gut Check Assessment** or book your complimentary consultation
Contact: Shirley@performancecompass.com or info@performancecompass.com