

## ***How to Promote Discussion and Sustain Growth...***

- 1) Share your self-portrait with someone else or your team.
- 2) Have a lunch-and-learn and share the most impactful insights you have received – why they are impactful.
- 3) Sit down with a peer and bring up your styles side by side. Talk through the similarities and differences.
- 4) Make your development journey part of every one-on-one you have with your manager or direct reports.
- 5) Add Team Dashboard as a standing agenda item in your staff meetings.
- 6) Play "Insight Bingo" – Randomly select an insight and discuss whether this is something you do well or struggle with. If you think you do it well, share examples of why, if you struggle, ask for ideas.
- 7) Put your favorite insights up in your cubicle/office.
- 8) Play "Insight of the Day" – Put an insight on your door or cubicle and invite others to comment.
- 9) Select an "accountability partner" to share your development with and keep them in the loop with your development.
- 10) Put your style on your door or cubicle – encourage others to do as well.
- 11) Put your style in the signature line of your email.
- 12) Discuss TeamPulse findings, specifically the open-ended questions.
- 13) Once several TeamPulse surveys have been completed, discuss the trends for each of the attributes.
- 14) Look in the Development tab of your Dashboard and identify the recommended areas of development for your style. Ask others styles to do the same. What are areas of similarity and difference?
- 15) If you participated in a workshop, share with your teammates areas of the site that you have discovered that were not introduced in the workshop.
- 16) Share with your teammates how to personalize your Dashboard (ex. moving insights to complete, how to change the email frequency)
- 17) Share how you bookmark areas of development within the Dashboard.
- 18) Share how you can use Relationship Insights prior to meeting with a team member – a quick check to guide your style.
- 19) Share an example where you adopted the idea of flexing in a conversation or interaction.