

ACHIEVERS ANONYMOUS

PART 2: THE ANSWER IS IN YOUR EXAMPLE

LISTENING GUIDE:

- 1 • How does over-identifying with results (as a leader) negatively impact the team?
- 2 • If you were guaranteed to win, how would you coach? If you were guaranteed to lose, how would you coach?
- 3 • What makes it hard for you (or your team) to divorce themselves from the result?
- 4 • When did you realize that most goals were outside of your control? What taught you that?
- 5 • When is the last time you made a moment about 'what you feel' vs 'what the team needs'?
- 6 • What is the hardest situation you've managed when someone is getting positive reinforcement for doing the 'wrong' thing?
- 7 • What have you learned about leading someone who is not getting results but they're doing the 'right' things?
- 8 • How do you keep your team trusting the process despite not getting the results?
- 9 • Which is a bigger problem for you with the successful teams that you've been on: fighting complacency or managing expectations? Why? Best lesson you've learned about that?
- 10 • How do you change habits despite getting positive results (with bad habits)?
- 11 • Think about your team. What do you need to fill in the blank with? If I want my team to _____, then I need to _____.
- 12 • Challenge: Ask your team, "What are the top three things that could get in the way of us not maximizing our potential?" (Have them leave injury off the list.) Then ask yourself the following two questions.
 - 13 • What do I not like about my team? How do I fix that in me?