RESOURCE TOOLKIT

Expanding Leadership RANGE

Five personal practices to bring out the best in those around you

The way you naturally show up works well most of the time. It's often what got you here. But when a moment calls for something different, leaning even harder on the same approach can turn a strength into too much of a good thing. RANGE gives you five practices to notice those moments and expand how you show up, so you can bring out the best in others. Start with the one that stands out to you most.

THE PRACTICE	ASK YOURSELF	TRY THIS
Recognize Your Tendencies Notice your natural way of responding, like jumping in to fix things or holding back to keep the peace.	*How do I usually respond when things get busy or tense?*	Catch it this week, then pause and ask: *Is this what the moment needs, or is there a more helpful way to respond?*
Affirm What's Working Notice the contributions, strengths and values in yourself and others.	*What went well this week, even something small?*	Tell one person something specific you appreciated. *I noticed how you _____. It made a difference because _____.*
Name What's Yours Clarify what is yours to own and what belongs to others.	*Is there something on my plate that someone else could own?*	Write down one thing that may not be yours to carry. Just name it.
Grow Your Curiosity Ask, explore and seek to understand to uncover new perspectives.	*Where could a question help more than an answer?*	In one conversation, ask one more question before you share your view. *What am I missing? How do you see it?*
Express What Matters Communicate what matters most so others can move forward with clarity and confidence.	*What's one thing I want my team to hear from me?*	Say one thing clearly, like a thank you, a priority or something you need. *What matters most this week is _____.*

One practice I will try this week is... _____

Share the practice you chose with your team, and ask what they'd try.

This is just the beginning. Let's talk about what's possible for your leadership. alicjacarter.com

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