



Hi! I'm Casey, Mary's Virtual Assistant, at your service.



**ECONOMIC AND
LEADERSHIP
DEVELOPMENT**
**How to effectively
lead future teams**

BOOK MARY!

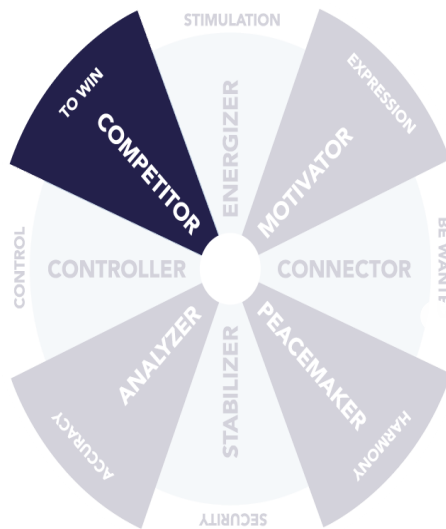
443-995-8663 Info@ProductiveLeaders.com

Resources for GovTech

The Leaders Blind Spots Assessment



Competitor! (a.k.a. Dominant)



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Congratulations!

As a competitor, you are a force to be reckoned with!

- You tend to move forward with utter determination to win. You measure your success based on your results more than efforts.
- You are known to have thick skin. You don't care too much about what others think or how others feel about your drive and determination.
- People rely on you to get things done, even the seemingly impossible.
- You thrive in challenging environments. You accept obstacles as a challenge and strive to not let anything or anyone get in your way.
- You love to be in control of your own destiny.
- You can be quick to take calculated

risks and keep your organization or team moving forward.

- You are pioneering and adventurous and have an intense drive to lead the most highly productive teams in the best organization in the marketplace.
- You are viewed as fast-paced and intense. You come across as very self-confident. You appear to others as a natural, gifted leader. You keep very busy and strive to maintain a high level of personal productivity and efficiency. Few things get you more excited than meeting or exceeding goals. You love to win!

YOUR POTENTIAL BLIND SPOTS

We all have blind spots. Every strength we have could also have a corresponding weakness or potential blind spot. The following is a list of your potential blind spots. The more you can maintain an awareness of them, the easier it will be to mitigate their effects. Learning to maintain a high level of awareness will take time and practice. Dare to Stay Aware!


- You have a strong personality and demeanor. As a result, you can easily come across as very intimidating even if you don't want that to be the case.
- You might view people as simply a means to an end rather than a valued and integral contributor to the success of the mission. Though they might follow, they will not necessarily feel valued.
- Because of your candor, you tend to speak your mind without regard to

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the feelings of others. Others might become gun shy about communicating with you.

- Because of your focus on the end game, you can tend to have little patience for the details. When others try to explain the details, you can seem intolerant and impatient.
- When communicating, you are apt to cut people off or talk over them.
- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.
- You are driven to win; sometimes at all costs. Breaking the rules, damaging relationships or heading toward a personal or professional disaster can happen suddenly because you have been oblivious. Stay alert!
- You are so fast-paced and risk-tolerant, you might sacrifice the quality of the project or never even finish the project before moving on to the next one.
- You can become stubborn and find it tough to listen to the opinions of others. Changing course based on those insights from others can be problematic.
- You might have a constant internal battle with your ego. You can easily move from confident to arrogant without even realizing it. And, even if you are not arrogant, you are sometimes seen that way by others.

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WHAT DRIVES YOU?

We all have internal drivers that shape who we are and how we behave.

Internal drivers are subconscious assumptions you may have made in early childhood about how the world

early childhood about how the world works. According to Human behavior expert Dr. Mark Scullard, you may have developed these assumptions as early as three to seven years old. These beliefs are not bad. They just need to be recognized to help you have a more precise understanding and interpretation of your reality. By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions that will yield a more desirable outcome.

YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to control your own destiny; to be the master of your own fate. Maintaining control of your environment is a very high priority for you. You might feel like you have to win in whatever you find yourself doing whether it is a project or a conversation. If you think about it, you might consider that winning gives you a sense of how well you are doing in life. You might have this innate drive to always be on top. You may have this strong desire to create your own environment. You might have this driving need to always be doing something productive. Vulnerability might be considered a threat.

DRIVING KEYWORD

WINNING

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Bold
- Dominant
- Strong

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- Decisive
- Intense
- Fearless
- Daring
- Adventuresome
- Results-Oriented
- Driven
- Self-assured
- Self-reliant
- Competitive
- Assertive

RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

Work diligently to maintain a high level of self-awareness of your potential blind spots.

- Learn how to be more empathetic, to actively listen to those around you.
- Surround yourself with leaders who are less risk-tolerant and willing to speak out if they do not agree with your decisions. Accept that they might be right and you might be wrong. Learn to demonstrate more humility and be open to counsel checks and balances.
- Slow down a bit on your risk-taking decisions so you can do things right, not just fast.
- Be more patient and show more concern for the feelings and opinions of others. Show them mutual respect regardless of their title or position. Though you may well deserve the accolades for the

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Blind Spots Handout

blind spots
PRODUCTIVE LEADERS

C.A.M.P.: Potential Blind Spots

Every Strength comes with potential Blind Spots

COMPETITOR

Some strengths:

- Drives
- Confident
- Brave
- Like a Bulldozer

Caution

Watch for:

- Tasks over relationships
- Urgency
- Workaholic
- Power hungry
- Win at any cost
- Impatient
- Arrogant
- Overwhelmed
- Obsessive
- Invasive
- Abrasive
- Too risky
- Too outspoken
- Too successful

MOTIVATOR

Some strengths:

- Charismatic
- Optimistic
- Passionate
- Impulsive

CONTROLLER

ANALYZER

Some strengths:

- Accurate
- Inquisitive
- Focused
- Cynical

Caution

Watch for:

- Analysis paralysis
- Overly critical
- Arrogant
- Defensive
- Relative aggressive tactics
- Cynical
- Isolated (doesn't play well...)
- Unbending
- Slow to change decisions
- Stubborn
- Myopic

CONNECTOR

PEACEMAKER

Some strengths:

- Reliable
- Service oriented
- Loyal
- Conciliatory


Caution

Watch for:

- Tendency to avoid change
- Tendency to avoid risk
- Withdraws under pressure
- Avoids tension
- Overwhelmed by deadlines
- Raise eyebrows
- Interactions frustrates
- Gives in to please others
- Easily swayed to help
- Taken advantage of generosity
- Said does self
- Ignores problems

STABILIZER

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Master Your World

(Full e-book)



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Master Your World Handout

Master World *YOUR*



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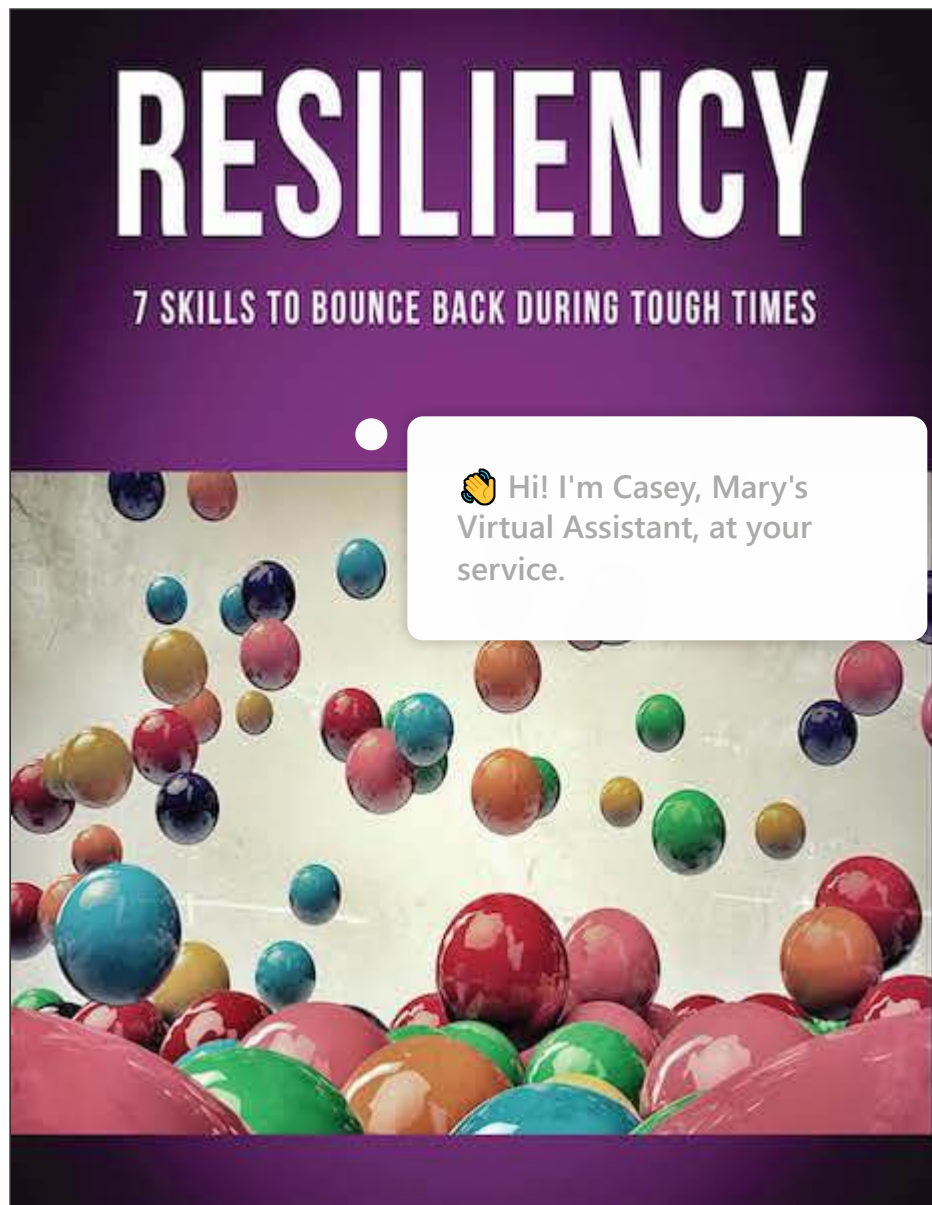
**Leadership Lessons to Improve Productivity,
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WORKBOOK

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Resiliency

(Summary e-book)



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2022 FOR 2022 IS CAREFUL OPTIMISM, A DOSE OF REALITY, AND SLOWER PACE GROWTH

The global pandemic was expensive, for lives as well as costs. Vaccines, vaccine development, vaccine implementation, and caring for those who were laid sick is expensive. On the government side, paying unemployment benefits, the \$3,600 per child tax credit, the stimulus payments, the tax breaks, and all of the other costs associated with handling a global pandemic is expensive. On the private side, being a flexible employer while refining, relaunching, recreating, and reforming a business or organization takes money, time, and other resources.

WHAT DOES 2022 HOLD?

BUSINESSES CAN EXPECT:

1. Higher prices for globally and locally sourced resources (especially energy)
2. Increased costs for salaries and wages, as employees need to keep up with inflation
3. Significant competition for top talent (think about recruiting 2022 business talent the way top coaches recruit pro athletes)
4. More resignations, as baby boomers look at their 50s, 40s, and 30s, and decide that getting, finding, and growing up are all great options from the daily grind
5. Continued employee transitions, as workers believe that the grass is greener elsewhere, even as the unemployment numbers decline
6. Remote work is here to stay

BUSINESS LEADERS NEED TO:

7. Increase leadership "touch points" throughout the organization
8. Be proactive and strategic about managing supply

ORGANIZATIONS NEED TO EMBRACE:

13. Cultivating employee loyalty will take more effort by leadership
14. Employees need more timely and better information from the organization
15. Customer loyalty is based on your most recent interaction, unless you have a loyalty program in place that works really well (most don't or you are a monopoly)
16. The need to develop partnerships with high schools, community colleges, and universities to find and develop talent at all levels
17. Educating the workforce will increasingly be an organizational function
18. Creating a credentialing process that addresses today's employees' needs is a great idea

INDIVIDUALS NEED TO UNDERSTAND:

19. Federal, state, property, and other taxes have increased
20. Even with increased wages and salaries, disposable income is still a concern, even as inflation rises

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5-Minute Year-in-Review Plan

5-MINUTE

YEAR-IN-REVIEW PLAN

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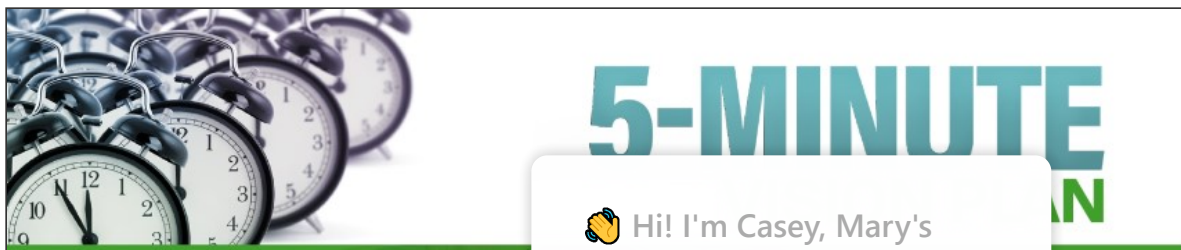
5-Minute Business Plan


5-MINUTE

BUSINESS PLAN


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5-Minute Vision Plan




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5-Minute Opportunity Plan



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5-Minute Goal Setting Plan



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5-Minute Year

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5-Minute Business Plan



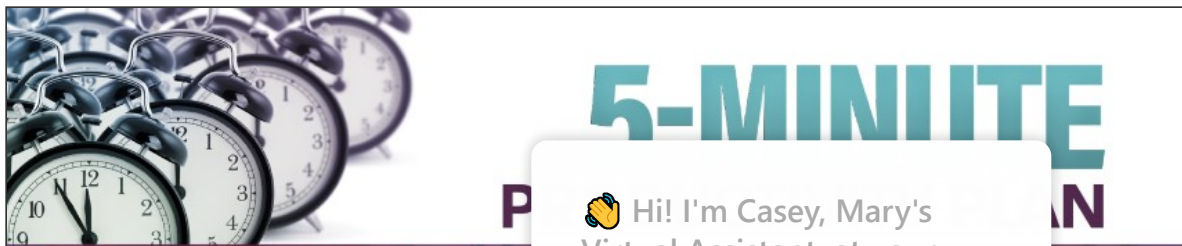
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5-Minute Vision Plan



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5-Minute Productivity Plan



The banner features a row of several silver alarm clocks on the left. On the right, the text "5-MINUTE" is in large teal letters, and "PRODUCTIVITY PLAN" is partially visible in purple. A white chat bubble with a hand icon contains the text: "Hi! I'm Casey, Mary's Virtual Assistant, at your service." Below the bubble is a "Download" button. A small circular profile picture of a man is on the far right.

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5-Minute Gratitude Plan



The banner features a row of several silver alarm clocks on the left. On the right, the text "5-MINUTE" is in large teal letters, and "GRATITUDE PLAN" is in orange letters below it.

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5-Minute Follow-up Plan



The banner features a row of several silver alarm clocks on the left. On the right, the text "5-MINUTE" is in large teal letters, and "FOLLOW-UP PLAN" is in purple letters below it.

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5-Minute Plan-of-the-Day Plan



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5-Minute Weekly Productivity Plan

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5-Minute Business Growth Plan



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PRESENTATIONS / WORKSHOPS

Virtual Presentation | Virtual Keynote | Live Streaming |

Keynote and Full-Day Program

6 Stages of Any Crisis, Challenge, or Change, the 5 Steps to P.I.V.O.T. for Success, and 7
 Hip Reminders To Lead Through It

What's Next? Leadership Succession Planning Made Easy

Leaders Fail and the 7 Prescriptions for Success

Economics: The Economic Snapshot You Need to See Today

Your World: Today's Game Plan for Maximum Profits, Peak Productivity, and Top
 Performance

D.

Unleashed! The Military's Top Secret Leadership Secrets

How to Grow Your Business in 2021 and Beyond

Ahead! Navigating the World of Business & Leadership

Smart: Personal Finance to Live Well

When of Emergency, Break Glass!

ONLINE COURSES

Your World: 10 Dog-Inspired Leadership Lessons to Improve Productivity, Profits, and
 Performance

What's Next? Leadership Succession Planning Made Easy

BOOKS

CONTACT MARY

- The Five Minute Leadership Guide
- 12 Months of Business Growth Resources
- 5 Minutes Per Week - 52 Weeks to a Better Business
- Who Comes Next? Leadership Succession Planning Made Easy
- Why Leaders Fail: And the 7 Prescriptions for Success
- Checklist for Starting a Successful Business
- Master Your World: 10 Dog Inspired Leadership Lessons to Improve Productivity, Profits, and Communication
- 15 Ways to Grow Your Business in Every Economy
- Money Smart: How Not to Buy Cat Food When You Don't Have a Cat
- In Case of Emergency Break Glass! A step-by-step guide to organizing your legal and life documents
- 360° of Leadership: Steering Around the Icebergs
- Stop the Barking at Work: Effective communication

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Schedule a complementary 15-minute consultation with Mary HERE!



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