



MY CHALLENGE

1

REFLECT

- What's going on?
- Who's involved?
- What results am I currently getting?
- What are the 'practices', 'environment', 'person' or 'leadership' components involved?
- What is DIPI to me/the team/others?
- What questions am I asking myself/my team?
- Where are my '7 Units' being directed in this situation?
- What frames may be influencing the result?
- Has my leadership style influenced the outcome?
- Am I handing out any 'red cards'?
- Am I acting on any assumptions?
- What attitudes or behaviours am I currently rewarding and focusing my people on?
- Are there any key conversations I am avoiding?

MY INSIGHTS

2

GOAL SETTING

What outcome would I like to see?
Is the goal SMART – Specific, Measurable, Achievable, Realistic, Timely?

MY GOAL

3

REFRAME

Do I have any unhelpful perceptions, beliefs or attitudes I need to reframe in this situation?

- What is in my control?
- What can I influence?
- What will I choose to do about it?

MY REFRAME

4

PREPARE

Develop a plan to respond to the challenge:

- What frame will I choose to operate from?
- What behaviours do I want to acknowledge and reinforce? How will I do this?
- What 'stage of change' do I need to target?
- How might I minimise threat and maximise reward responses in my team?
- Are there any key conversations to have? What is my data? What assumptions do I need to check?
- Do I need to challenge my people to think differently about a situation? What questions can I ask to prompt thinking?
- What resources and support do I or my team need to achieve the goal?

MY PLAN

5

ACT

What will I START, STOP and CONTINUE doing to influence my goal?

MY ACTIONS

6

COMMITMENT

What is my 50% and what are my commitments to achieve the goal?

MY COMMITMENT

MY OUTCOME