



ACTION GUIDE

- **STABILITY / CHALLENGE:**

- Which quadrant do you believe your team is in at the moment?
- How can you provide better stability? Appropriate challenge?

- **TRUST:**

- Is there any area of PACT that is unclear to your team or is being violated?
- How can you invite your team into your thought process on a problem you're working to solve?

- **CONTROL VS. INFLUENCE:**

- Where do you need to release control of your team members?
- Write your leadership philosophy. When and where can you share it?

- **CULTURE:**

- Which "ghost rules" need to be pruned?
- Are you observing any "normalization of deviance"?
- What behaviors will you choose to reward every time?

- **TIME & ATTENTION:**

- Are there problems your team is tasked with solving that need better definition?
- Are there any incomplete conversations that need to be completed?
- Are there decisions that you need to stop re-litigating?

- **PRACTICES:**

- Do any problems need to be re-defined?
- Does any accountability need to be affirmed or re-assessed?
- Is your scoreboard clear, and are you hitting your targets?
- Is your dashboard pointing toward health? Are there warning signs?