



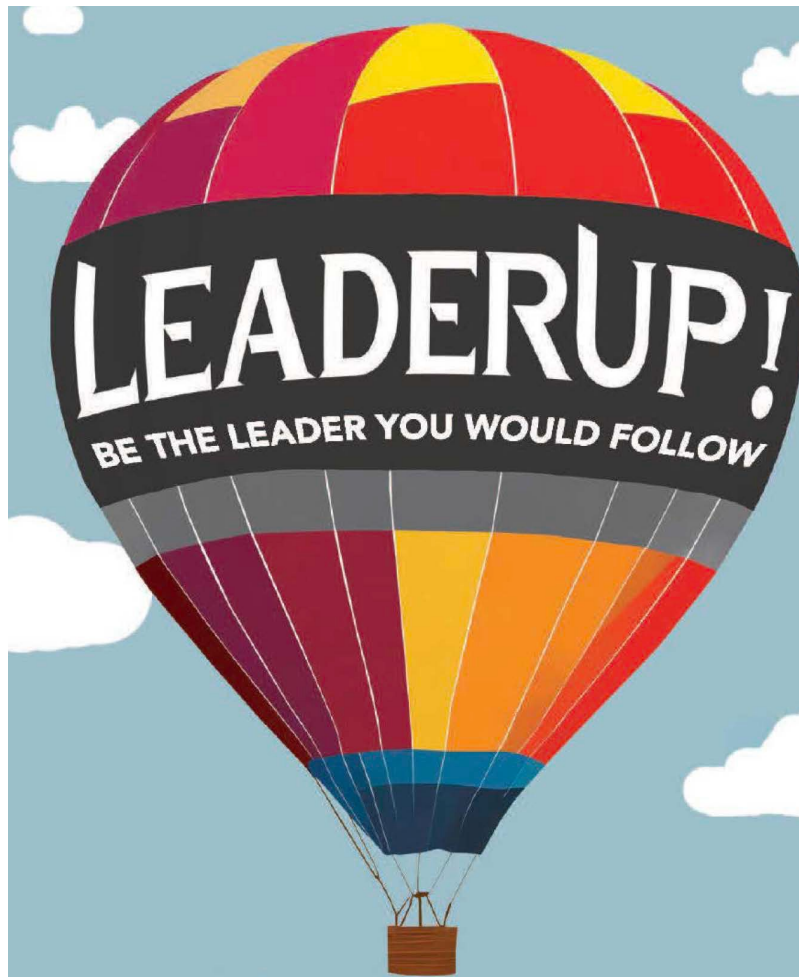
STUDY GUIDE

CYNDI WINEINGER

PROFESSIONAL MASTER COACH AND NEUROLINGUISTIC PRACTITIONER

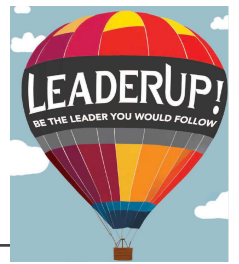
LeaderUp!

Be the leader you would follow.



"UNLESS Someone Like You Cares A Whole Awful Lot,
Nothing Is Going To Get Better. IT'S NOT."

-The Lorax, Dr. Seuss



Friend,

This is your journey.

Too often we invest in a book and find it still sitting on our reading stack days, months, and years later. This can be especially true when the book asks you to do self-examination and you are already running on high-speed, meeting many obligations and caring for people you love.

I'm asking you to set aside time to take care of YOU! To make an "unbreakable appointment with yourself" to invest in yourself and be reminded of what you love about how great you are. What sets you apart? What makes you happy? What is sucking the life out of you?

Better yet, bring a group of friends together and go on the adventure with encouragement and a safe place to explore your life while growing with others. Studies show we learn more when we have others on the journey with us.

We are all leaders in different ways and the more self-aware we are, the healthier and stronger we will live and lead.

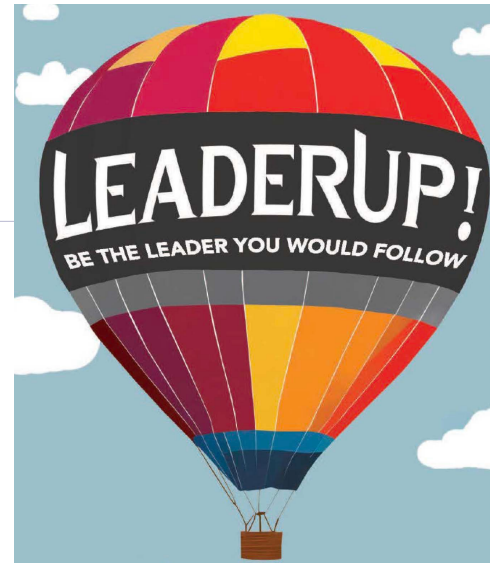
I can't wait to hear about your success.

Blessings,
Cyndi

LeaderUp! Be the leader you would follow.

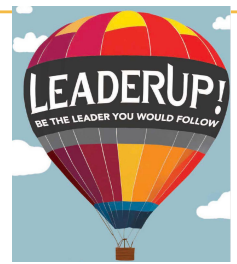
Study Guide

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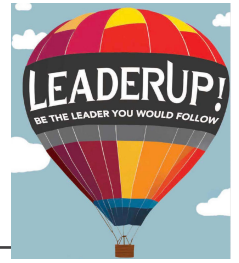


CHAPTER 1: Introduction

1. List the opportunities you have to lead others.
(teams, work, family, etc.)

2. How would you describe your leadership style?

3. What do you hope to learn from the book and study guide?



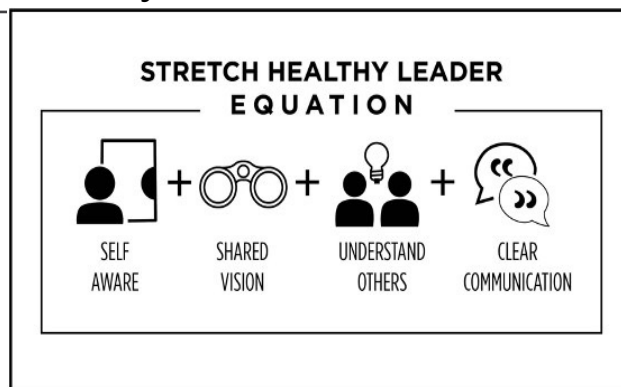
CHAPTER 1: Introduction

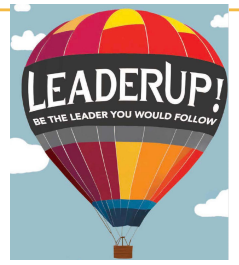
“Leadership is influencing the movement of a group of people to accomplish positive and impactful outcomes.

It involves having the emotional intelligence to understand different perspectives of people, especially during change and stress. It is built on the power of coaching and inspiration.”

4. What stands out to you about this definition?

5. How did you score yourself in these four areas? Where would you most like to stretch your skills?



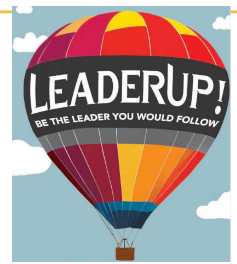


CHAPTER 2: Revealing Self

1. Describe Usual, Need and Stress behaviors.

2. In the story of Gary, when have you been in a situation like this where your Needs weren't understood?

3. How do our brains allow the Law of Attraction to work?



CHAPTER 3: Perspective

1. How did you score yourself on the Unhealthy and Healthy list?

Unhealthy leadership		Healthy leadership	
<input type="checkbox"/>	Telling without engaging	<input type="checkbox"/>	Coaching and leading
<input type="checkbox"/>	Authority and power	<input type="checkbox"/>	Influence and inspiration
<input type="checkbox"/>	Coercion and politics	<input type="checkbox"/>	Accountability and clarity
<input type="checkbox"/>	The whip	<input type="checkbox"/>	The carrot
<input type="checkbox"/>	Work hard, not smart	<input type="checkbox"/>	Synergy, brainstorming, and collaboration
<input type="checkbox"/>	"Color blind"	<input type="checkbox"/>	Aware and leading diversity
<input type="checkbox"/>	Annual reviews	<input type="checkbox"/>	Ongoing feedback and celebration
<input type="checkbox"/>	Staff as employees	<input type="checkbox"/>	Seeing a team member as a whole person

2. In the All About Me exercise 1a, what stood out to you the most about what has shaped your Perspective?

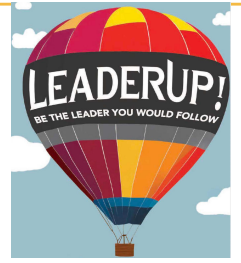


CHAPTER 3: Perspective

3. PAUSE AND REFLECT

Review your answers to the three tasks. What observations do you have about yourself? How self-aware are you about how you lead, how open-minded you are, and what thoughts, beliefs, and experiences have shaped you? Note your reflections below. Talk these through with a trusted source and process what is unique to you.

4. Identify a time that you knew Your Perspective was 100% Right and later realized that there was another angle to the story, event or experience. What happened?



CHAPTER 3: Perspective

5. How did you score yourself on the Professional Assessment?

<https://stretch-sl.com/professional-style-quiz/>

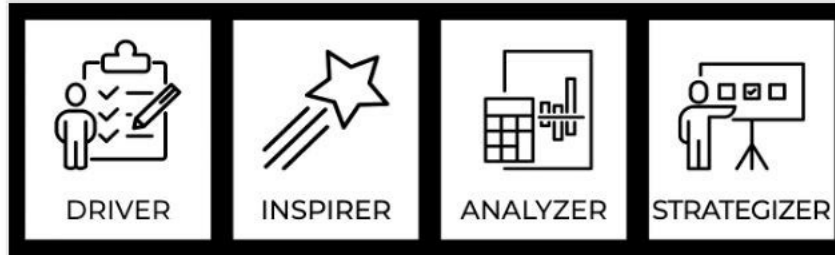
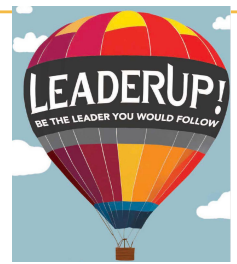


Figure 3-1: My Professional Style

6. List your top 5 Core Values and a brief description of what each one means to you.

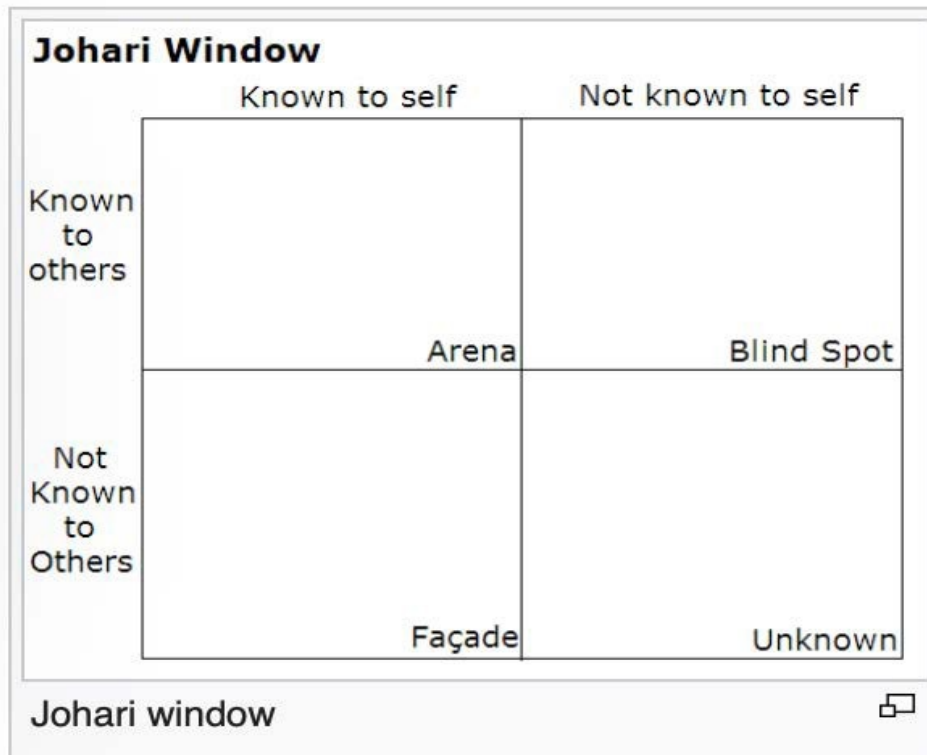
- 1.
- 2.
- 3.
- 4.
- 5.

7. What did you learn from the feedback you received from others?

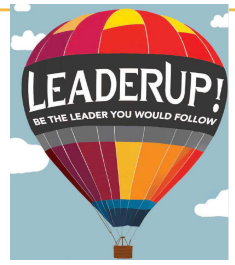


CHAPTER 3: Perspective

8. The Johari Window allows us to uncover potential blind spots. Here is the tool:



The purpose of the exercise is to learn more about yourself so you can move the areas that are Unknown to You and Known to Others up into the Arena and out of a Blind Spot. What did you learn about a potential Blind Spot from the exercise?



CHAPTER 4: Wired This Way?

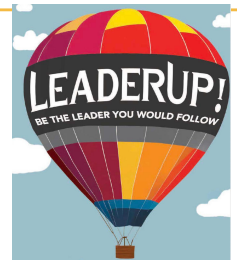
1. What is your Brain's role?

2. The snake test. Do you believe this to be true? Why or why not? When have you automatically responded to a perceived threat?

3. How do you react under stress? What do the people around you observe about you when you are stressed?

4. What did you learn about adopting new skills and become self aware? Share your answers below:




My hardwiring:	My self-aware me:



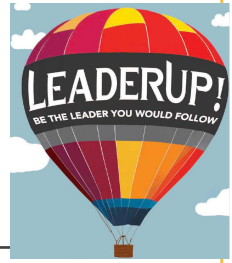
CHAPTER 4: Wired This Way?

4. Which of the responses below are you mostly likely to use under stress? What works for you about the behavioral response you use??

3 CHOICES

FREEZE  "Frozen Man"	FLIGHT  "Went to Florida"	FIGHT  "Prepare to Win"
---	--	---

5. What are healthy and productive ways you deal with stress?

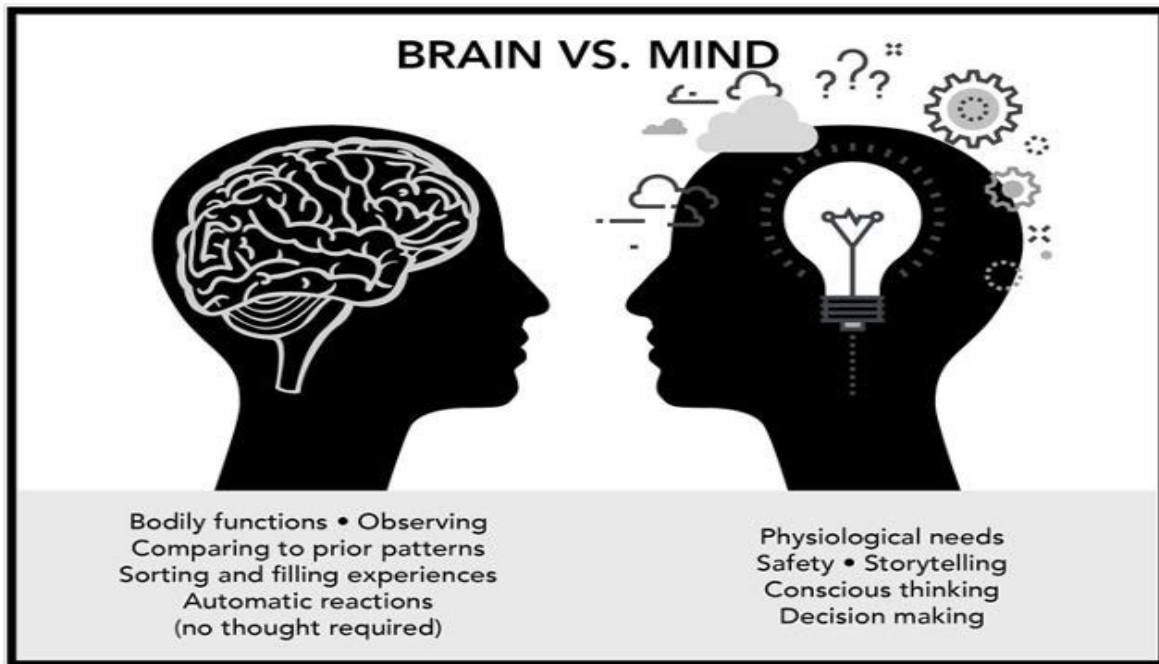


CHAPTER 4: Wired This Way?

6. Do you respond from logic or limbic (emotion) first? How do you help to calm yourself down and work from your rational brain?

LIMBIC VS. LOGIC

BRAIN VS. MIND

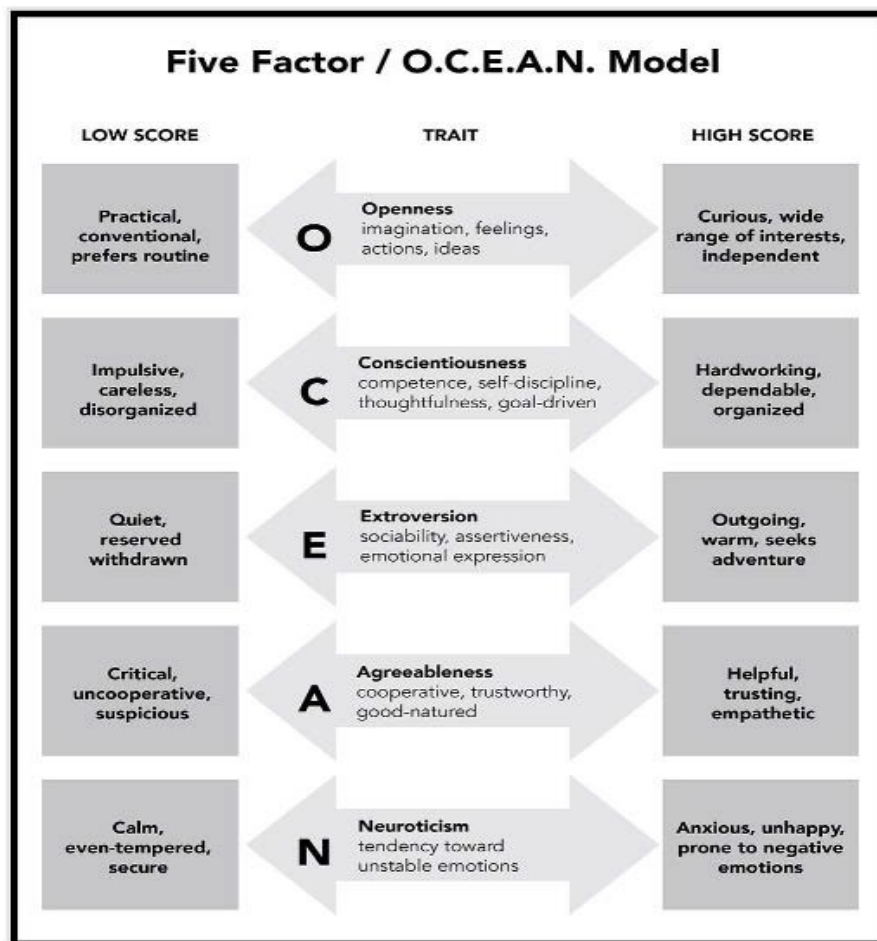


7. What habits can you develop to be Hopeful and Curious to pursue understanding of other people's perspectives?



CHAPTER 5: PERSONALITY

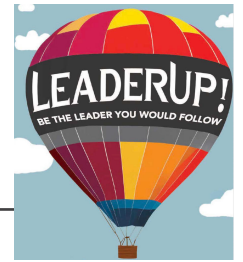
1. How do you score yourself in how your personality is wired?



My type: _____

OCEAN Scores:	My response:
1. Open Mindedness:	1.
2. Conscientiousness	2.
3. Extraversion	3.
4. Agreeableness	4.
5. Neuroticism/ Emotional Energy	5.

Exercise 5-1: My Traits



CHAPTER 5: PERSONALITY

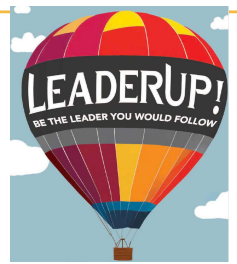
2. Share what stands out to you about your answers. Do others see you the same way?

3. As you saw in Chapter 1, there are different types of behaviors we use to be productive in life. We also have things that catch our attention and motivate us. Let's review:

You can invest in a Birkman here: <https://stretch-sl.com/product/birkman-report/>

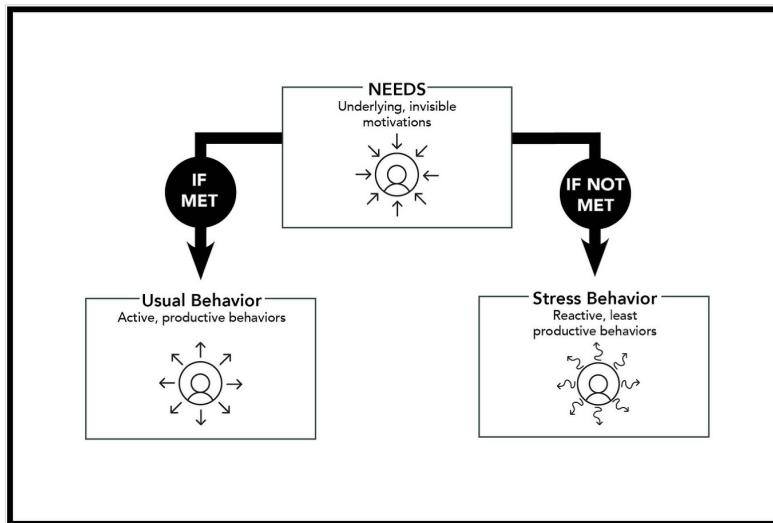
1. **How do my Usual Behavior and positive “best self” show up every day?**
How do I operate and align with the patterns of others around me?
2. **What do I Need from the world** to feel grounded and operate at my best?
3. **What happens when I am Stressed?** How to recognize my stress patterns and pop right back out of them.
4. **What are my Interests?** What motivates me?





CHAPTER 5: PERSONALITY

4. Our internal Needs drive our ability to show up in positive Usual behavior or disruptive Stress behavior. How would you describe your Needs?

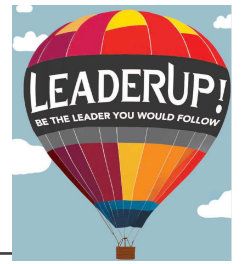


5. EXERCISE

Think of two situations recently where:

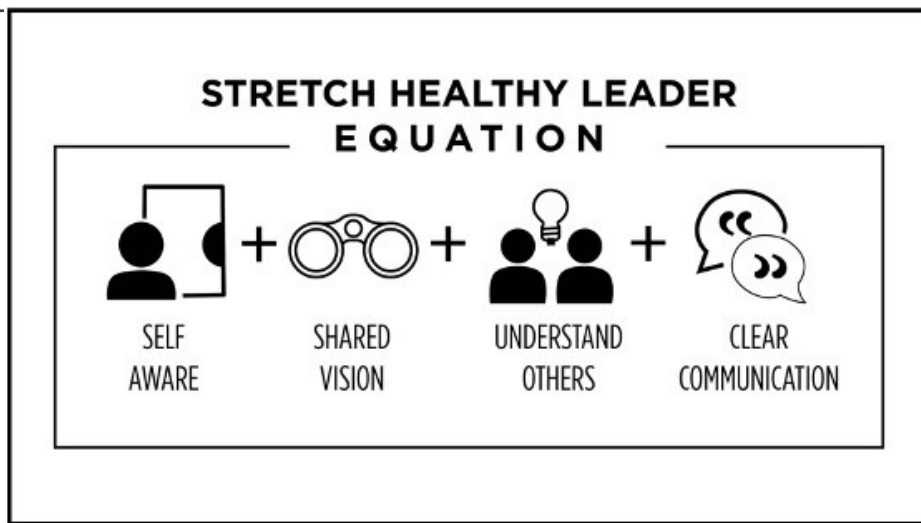
1. You were your best self. What did that look like? Can you see how underlying needs were already being met?
2. You were stressed. What did that look like? What was your need at that moment?

Exercise 5-3: Usual vs. Stress/



CHAPTER 6: ASSESSING YOUR LEADERSHIP NOW

1. Describe the difference between an Authoritarian Leader and Healthy Leader?



2. Using the Stretch Healthy Leader Equation, what would an Authoritarian Leader and Healthy Leader do differently in these Four areas?

CHAPTER 6: ASSESSING YOUR LEADERSHIP NOW

3. What is your C.O.R.E. Score?

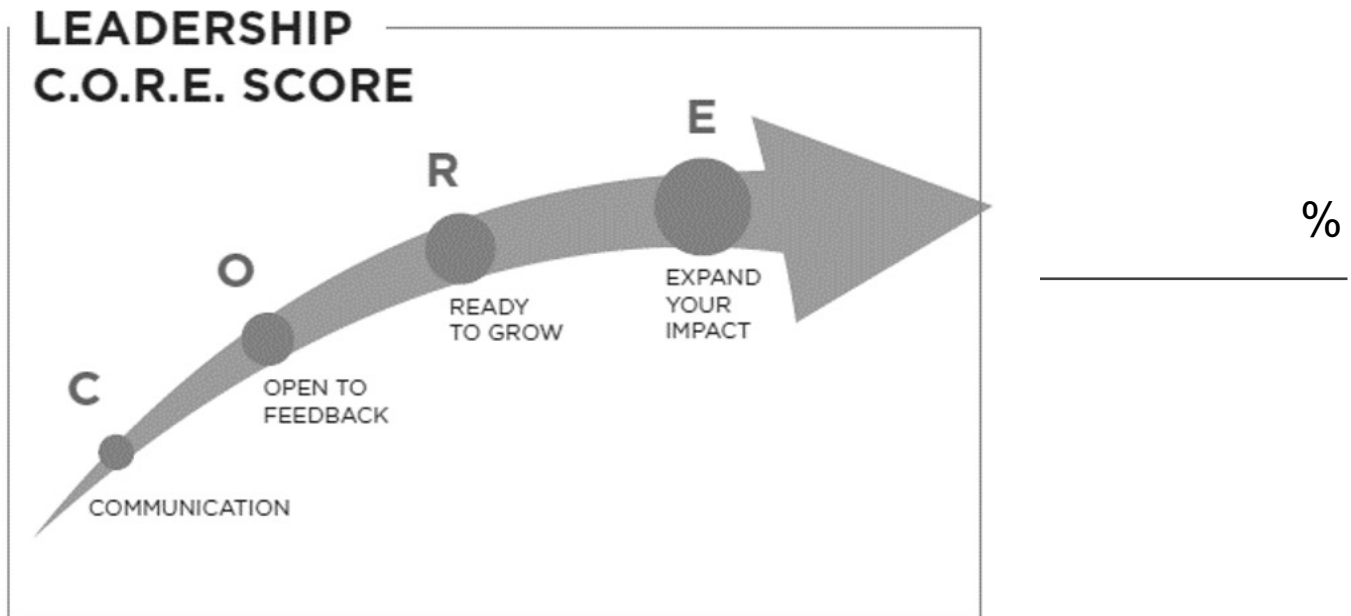


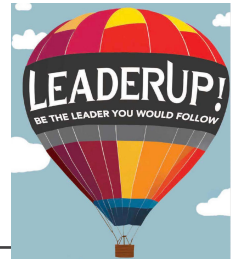
Figure 6-2: Leadership CORE Score

C = O = R = E =

TOTAL/ 80 % Leadership C.O.R.E. score

Exercise 6-1: Leadership C.O.R.E. Score Assessment

4. What stood out to you the most about your score?

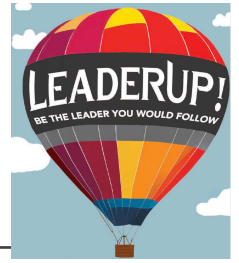


CHAPTER 7: Part II: A Brief Introduction

“Leadership is influencing the movement of a group of people to accomplish positive and impactful outcomes. It involves having the emotional intelligence to understand different perspectives of people, especially during change and stress. It is built on the power of coaching and inspiration.”

1. Now that we have covered wiring, personality, blind spots, and how the brain operates, what thoughts do you have about this definition now?

2. We develop our self-awareness with the goal of being a Healthy Leader who leads others to achieve a vision. How would you score yourself as a Healthy Leader now as compared to Chapter 1??



CHAPTER 7: Part II: A Brief Introduction

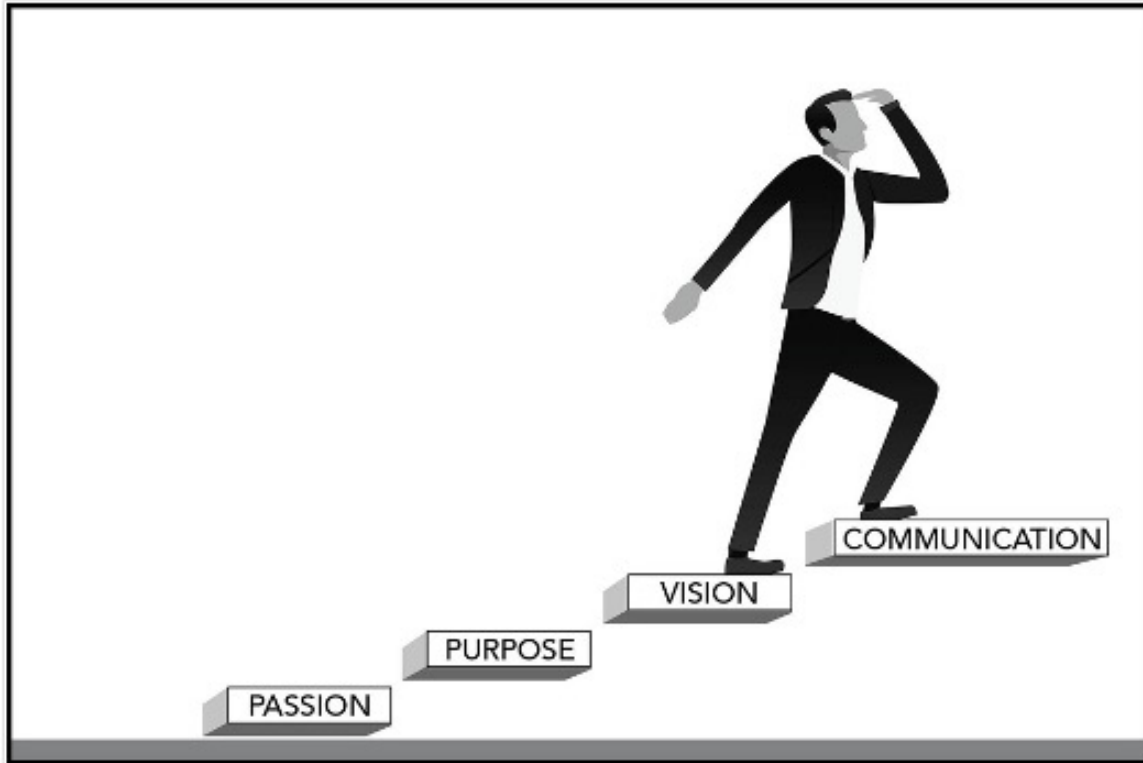
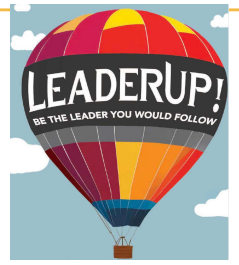


Figure 7-3: Communication

3. When it comes to communicating your Passion, Purpose and Vision, what tools do you currently use? Are they effective?

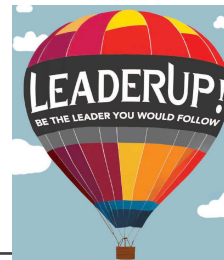


CHAPTER 8: Your Passion and Purpose

1. Describe the difference between Passion and Purpose in your words.

2. Do you think you can be an effective leader if you don't have a Passion and Purpose defined? Why or Why not?

3. Do you remember the first time you realized you were a leader? Share the story.



CHAPTER 8: Your Passion and Purpose

4. Complete the chart below for your Ikigai.

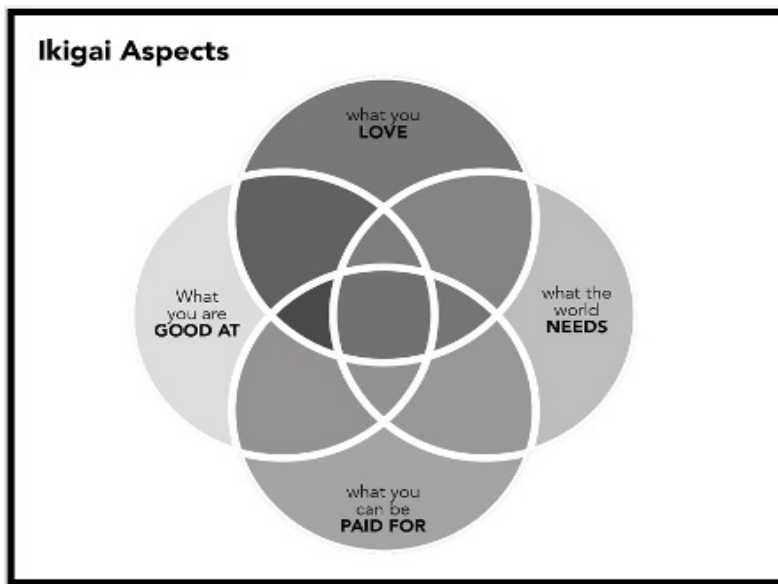
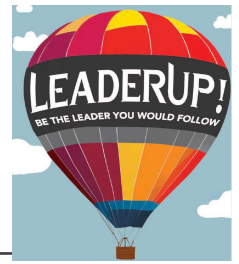


Figure 8-1: Ikigai Aspects

In the space below, jot down your reflections on the four aspects. Be specific about what you love, what you're good at, etc.

What you LOVE	What you are GOOD AT	What you can be PAID FOR	What the world NEEDS

Exercise 8-1: Ikigai—Aspects of Life



CHAPTER 8: Your Passion and Purpose

5. Complete the chart below for your Ikigai.

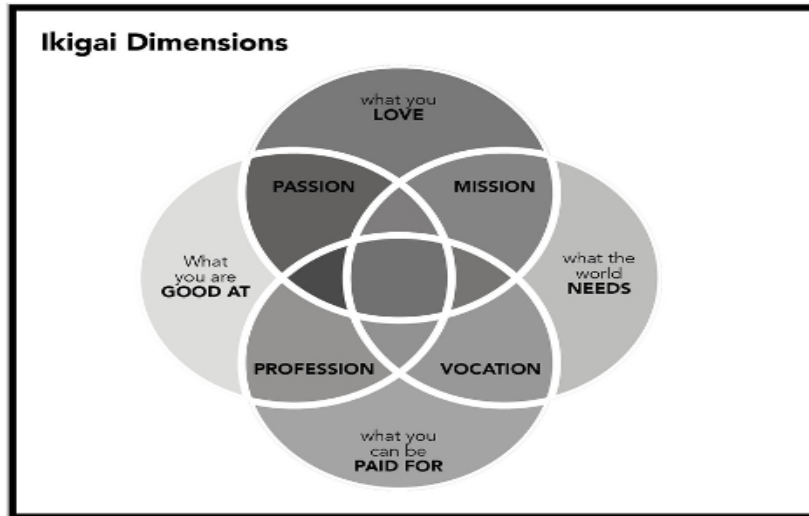


Figure 8-2: Ikigai Dimensions

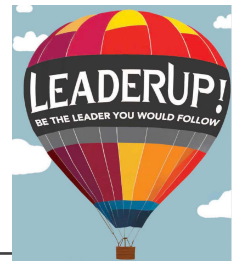
Each of the four drivers of Passion, Profession, Mission, and Vocation span two dimensions. For example, PASSION is the confluence of what you LOVE and are GOOD AT.

How are these drivers relevant in your life? Complete the rows below in the order that works for you. For example, ask yourself, what do I love, and what am I good at? That's your PASSION.



Confluence of:	Driver	Your Drivers
LOVE/GOOD AT	PASSION	My Passion <u>is</u>
GOOD AT/PAID FOR	PROFESSION	My Profession <u>is</u>
THE WORLD NEEDS/ PAID FOR	VOCATION	My Vocation <u>is</u>
LOVE/ THE WORLD NEEDS	MISSION	My Mission <u>is</u>





CHAPTER 8: Your Passion and Purpose

6. Once you have complete Chapter 8, complete the statement below. Defining your Purpose can take time and several iterations. Be patient with yourself.

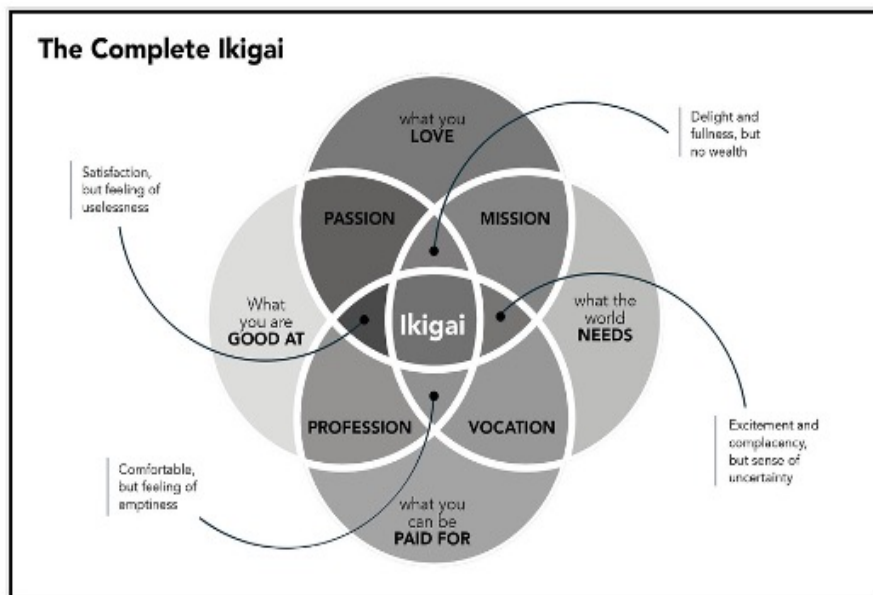


Figure 8-3: The Complete Ikigai

You have reached a state of Ikigai when, right at the center, you've found a common purpose for all areas of your life. If you're not there yet, that's normal, it takes time.

If you have an inkling at all of what it might be, you can draft your purpose statement below:

I exist to _____
so that _____ happens.



CHAPTER 8: Your Passion and Purpose

7. Gallup has reported a decline in happiness for almost 25 years. How happy are you and how do you define happiness?

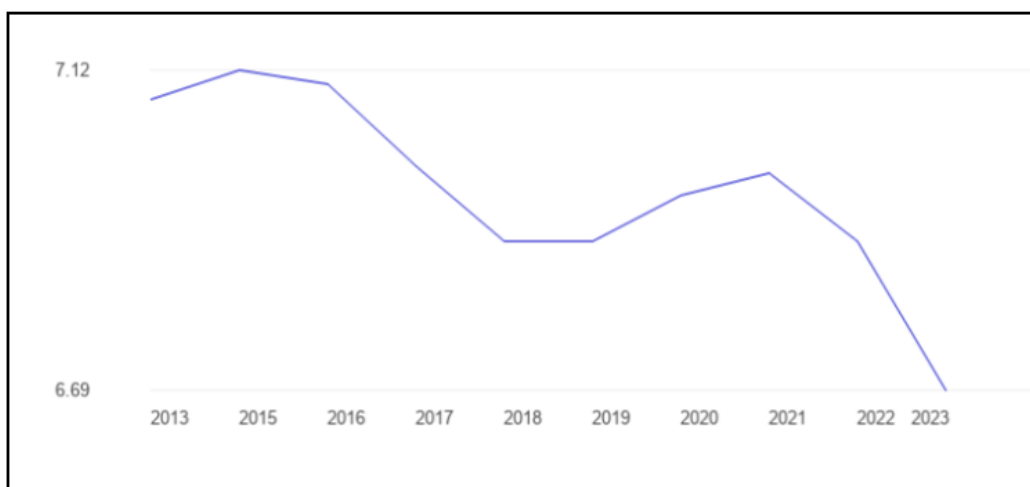
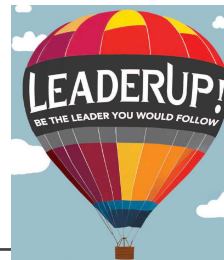


Figure 8-4: World Happiness Report

8. What did you discover in your Why Statement?



CHAPTER 9: The What and the How

Vision For Your Future

“Great leaders don’t set out to be a leader... they set out to make a difference.

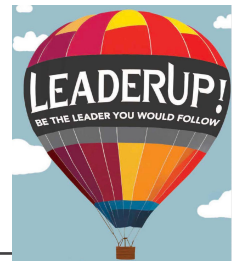
It’s never about the role—always about the goal.”

Lisa Haisha

<https://www.soulblazing.com/>

1. What are your thoughts about this statement?

2. How do your Purpose and Vision help you make a difference?

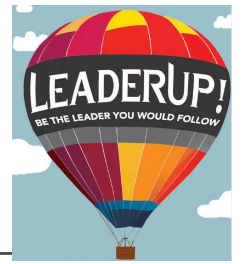


CHAPTER 9: The What and the How

3. After reviewing your Values, Purpose and Vision, how did You complete this chart?

What is Your Purpose?	
What is your 3-Year Vision (with goals)?	
What are Your Values?	
Your signature: Today's Date:	

Exercise 9-4: Your Commitment—Purpose, Vision, and Values

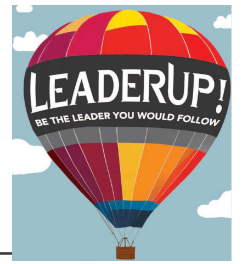


CHAPTER 9: The What and the How

4. After reviewing your Values, Purpose and Vision, how did You complete this chart?

What actions will you take in the next 12 months?	

Exercise 9-6: Your Commitment



CHAPTER 9: The What and the How

5. How would you describe the Peter Principle? Have you seen it in your organization?

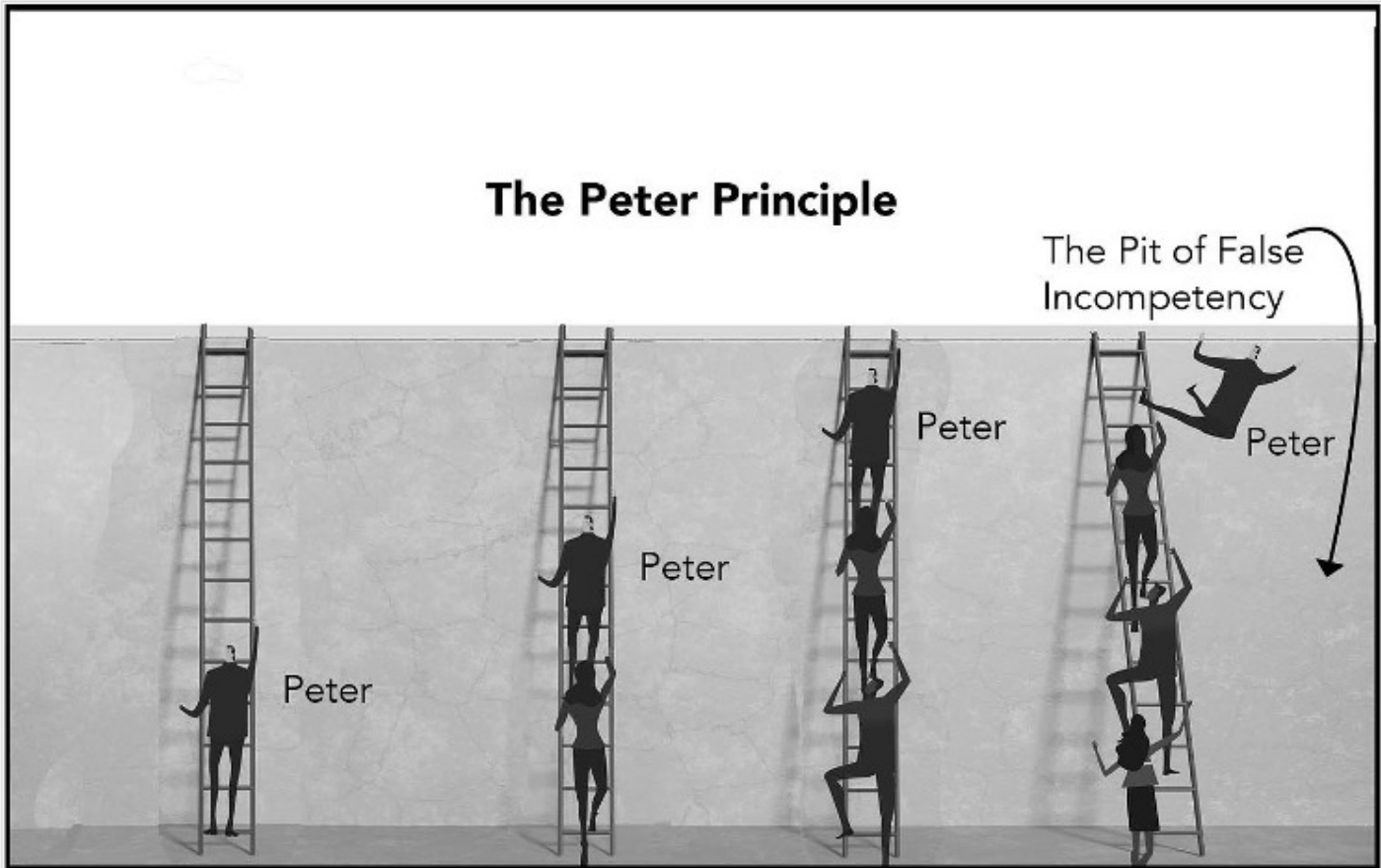
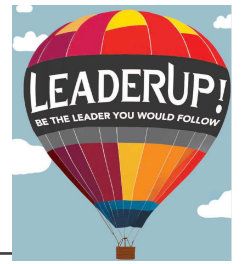


Figure 9-2: The Pit of False Incompetency



CHAPTER 9: The What and the How

6. Do you have the opportunity to contribute to the vision without having to wait on your manager? Do you let others succeed?

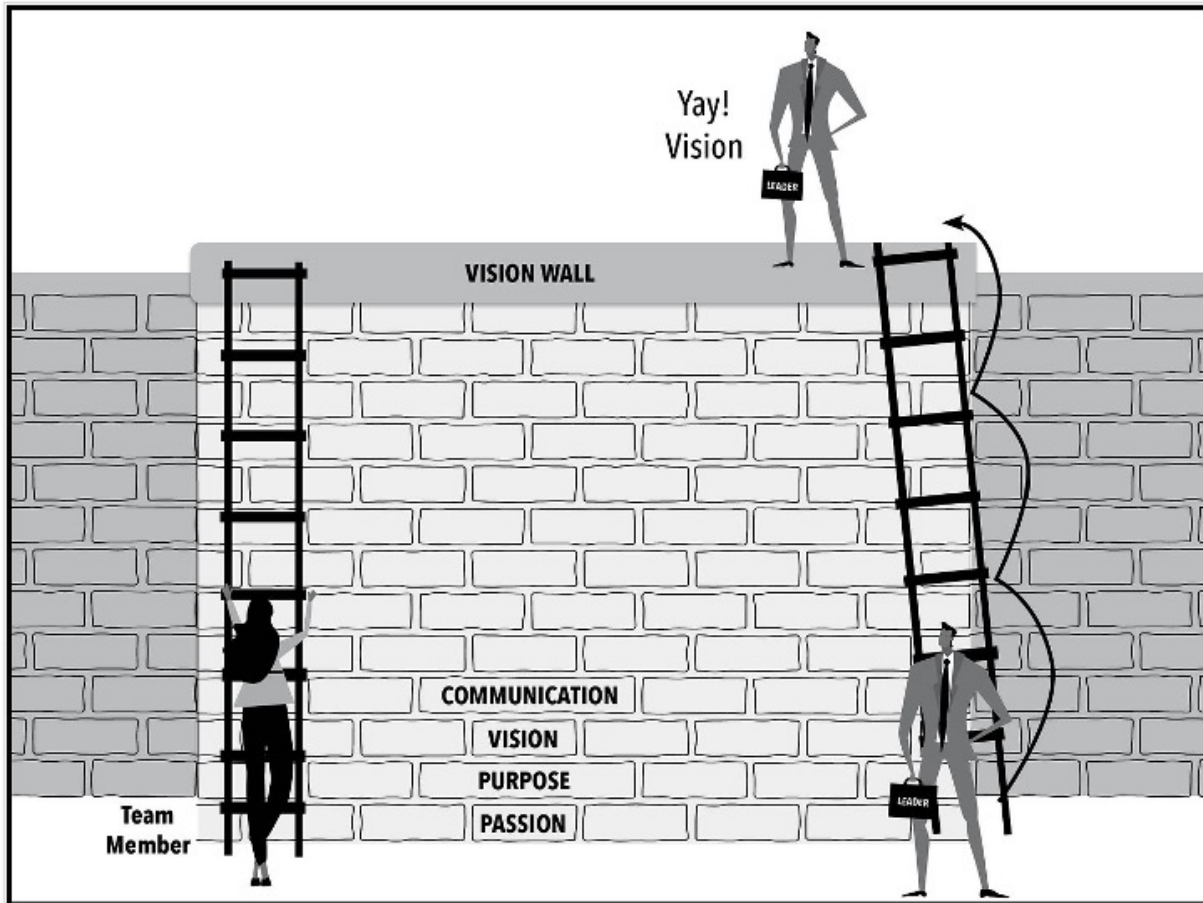
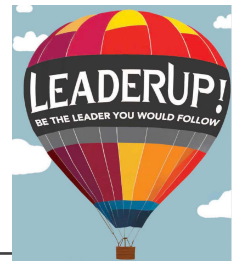


Figure 9-3: The Ladder of Leadership

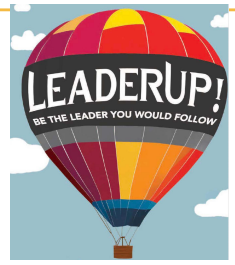


CHAPTER 9: The What and the How

7. How would you describe the Leadership Ladder? Have you seen this work in your organization?



Figure 9-4: Leadership Takes Root

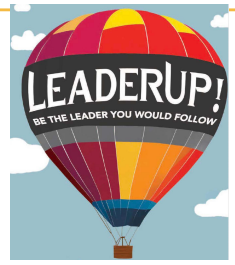


CHAPTER 9: The What and the How

8. Describe your Vision as if you were telling your team.

9. Why does this vision matter to your team? How is the world different because of your vision and leadership?

10. How can you create supporting systems in your organization to allow others to own their "leadership ladder" and thrive in their roles?

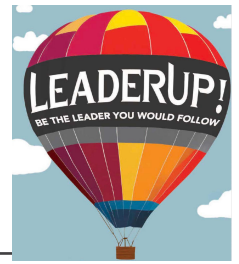


CHAPTER 10: Sharing Vision

1. When you think your life does it match your Vision? What else could you do to align your life and Vision?

2. In the past, how has your emotional, Limbic Brain kept you from making changes to create your best life?

3. What are the resources you have to help you make changes and live out your vision?



CHAPTER 10: Sharing Vision

4. What types of people will share your vision and help you achieve it?

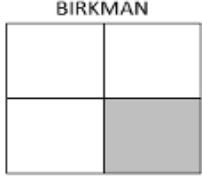
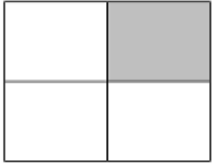
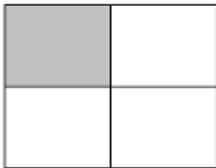
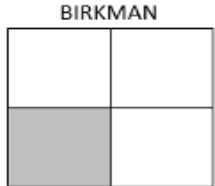
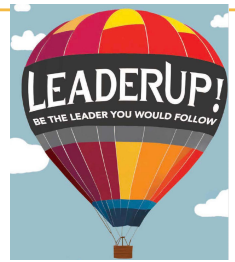
WHO YOU ARE	YOU MAY EXPERIENCE THAT...	TRY THIS
If you're a STRATEGIST / THINKER... 	...you can create a Vision and even a Strategy to execute it, but you probably also have a PEOPLE/QUIET orientation	Work with a small, trusted team to share your Vision and get feedback and new ideas. Include a COMMUNICATOR. They can help you get the message out.
If you're a COMMUNICATOR/INSPIRER... 	...you're always ready to move people with your Vision—your orientation is PEOPLE/VERBAL	Get feedback from a few people on your message, especially a THINKER, before you start communicating your Vision. Listen carefully to that feedback.
If you're a DOER / RESULTS... 	...you're focused on tasks and results, so you have a clear goal, but you move fast and may forget to look at the big picture—your orientation is TASK/VERBAL	Talk to a THINKER about your Vision and goal—they are your <u>diametric opposite</u> . Get their feedback on your Vision. Work with a COMMUNICATOR on your messaging.
If you're an ANALYZER / DETAILS... 	...you're all about the details, which is essential to every organization, but the details don't make people want to follow you—your orientation is TASK/QUIET	Talk to a THINKER about your Vision and goal—they have good people orientation. Get their feedback on your Vision. Work with or even use a COMMUNICATOR to deliver your messaging.

Figure 10-1: Personality and Sharing Vision



CHAPTER 10: Sharing Vision

5. Did you practice sharing a compelling Vision using the video on your phone? What did you learn? Practice casting vision with your study group or a trusted friend now for feedback.

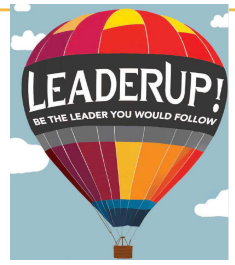
ROUND 1:

What did you see in the video?

How did it feel?

How do you think listeners would react?

6. How can you get your Vision accomplished by creating a Strategic Plan? (check out: Strategy in Motion by Darcy Bien)

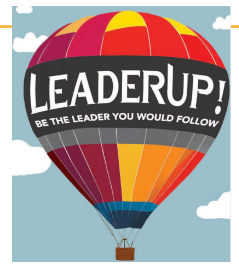


CHAPTER 11: The Vision Bucket is Always Half Empty

1. What does The Vision Bucket is Half Empty mean? Why is this true?

2. What is the difference between Managing and Leading? Which one do you do more?

3. When you are weary from casting Vision, what do you do to re-energize yourself?



CHAPTER 11: The Vision Bucket is Always Half Empty

4. How do you score yourself on casting vision?

VISION BUCKET:

Area of work:

Vision and Goal:

Your progress (circle one of):

WAY BEHIND

BEHIND

ON COURSE

A BIT AHEAD

WAY AHEAD

Exercise 13-2: My Vision Bucket

5. What can you do in each of these areas to successfully cast vision and allow others to join in the success of achieving a common Vision?

1. Lead Don't Manage

2. Be a Flag Bearer

3. Motivate Others

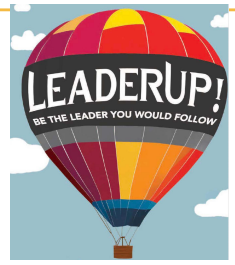
4. Use Strengths

5. Provide a Framework

6. Plan to Achieve

7. Acknowledge

8. Cast Work As Play



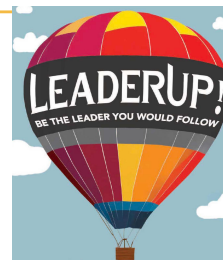
CHAPTER 11: The Vision Bucket is Always Half Empty

6. How can you be successful helping achieve someone else's Vision?

7. What are the key next steps for you to achieve your Vision?

Please join us in Stretch Leadership Academy: <https://stretch-sl.com/stretch-academy/>

8. How can you help others be successful in achieving their Visions?



CONCLUSION: Now What?

What are the top 10 Actions you can do to Stretch to the next Place of being a Healthy Leader with a clear Vision who impacts the world?

ACTION

1

2

3

4

5

6

7

8

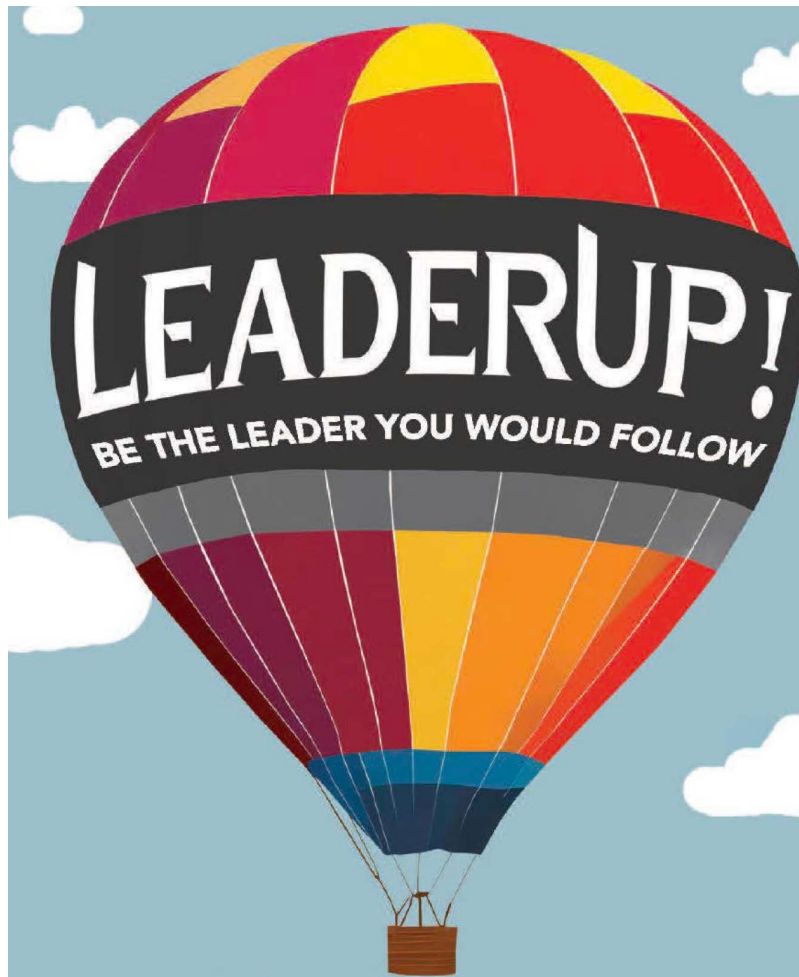
9

10 Buy TeamUp! Coming out in Fall of 2024.

You've Got This. You and only you can make the impact on the world that you were created to accomplish. Stretch! For more resources, visit us at <https://stretch-sl.com>

LeaderUp!

Be the leader you would follow.



"UNLESS Someone Like You Cares A Whole Awful Lot,
Nothing Is Going To Get Better. IT'S NOT."

-The Lorax, Dr. Suess