

Own It!

5 Tips For Managing Your Career And Performance

*MCEEA State Conference - Ann Arbor, Michigan
June 20, 2014*

Scott Patchin

- » Holland, MI
- » My mission
- » 15+ years in HR / Leadership Dev
- » 5 Years as an entrepreneur
- » Author (and soon to be again)

Learn more - visit thetrugroup.com / LinkedIn

What town do you live in?

Text: 272230 + your answer to 22333



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My Beliefs

- » Great conversations start with a question
- » Honest conversations: Foundation of great relationships
- » In great organizations, everyone leads
- » Motivation: Fear vs Love
- » Talent + Work
- » Individuals own development / organizations support
- » TRUST is a gift
- » All organizations have A, B, C players

Conversation #1: Tell me about
yourself?
(1 minute / person)

“Tell me about yourself?”

What 1 word stood out for you in
their answer?

Text: 275427 + your answer to 22333



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Tip #1: Own It

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It is time, in our society, when we thought it worthwhile to try a noble experiment: to stop giving the job-hunter a fish, half a fish, or no fish at all; and instead, teach him/her how to fish.

Year? 1978

Richard Nelson Bolles
What Color Is Your Parachute?

Tip #1: Own It

No fish for you. Learn to fish #career #ownit
#buildyourparachute #hopeitopens

@ParachuteBolles

Tip #2: Cultivate Self-Awareness

Tip #2: Self-Awareness

- » People cannot be 'fixed'
- » Change is a choice

IQ vs EQ (Emotional Quotient)

- » Self-Awareness
- » Self-Management
- » Social Awareness
- » Relationship Management

Jim's Talent?



Talent

- » Gallup's Definition: Thought, feeling or behavior that can be productively applied
- » Talents: 24 x 7
- » Strength = Talent + Skill + Knowledge
- » Development is NOT about fixing weaknesses

Tip #3: Create a Target

“What do you want to be doing in 2-5 years?”

How do you REALLY want to answer that question?

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Target: Key Benefits

- Easier for others to help
- Basis for intermediate goals
- Changes can be managed



Short Term: Next 12-18 months

What challenges are you looking for?

What do you want to do more of? Less of?

Problems you see that you want to solve?

Long Term:

What do you want to be doing in 2-5 years?

Tip #4: Commit to Mastery

Mastery

Artist!

EGO

Mentor

Control

Productive

Tip #5: Find Partners

What is covered? What is needs work?

- | | |
|---|---|
| <input type="checkbox"/> Comforter/Encourager | <input type="checkbox"/> Accountability Partner |
| <input type="checkbox"/> Challenger | <input type="checkbox"/> Coach / Questioner |
| <input type="checkbox"/> Expert/Mentor | <input type="checkbox"/> Listener |
| <input type="checkbox"/> Connector | <input type="checkbox"/> _____ |

Tip #5.5: Hone the Habits

Tip #5.5: The Habits

- 1x/year - This past year? Learnings?
- 1x/year - This next year? Learnings?
- 2x/year - How am I doing vs my goals?
- Monthly networking
- All the time - Learn about others

Final Steps - Stay Connected

1. C - - S - - T on business card. I will draw 1 winner to receive a packet of resources for developing yourself and your people and 1 hour of free coaching. I have a NO SPAM promise.
2. Links to all the resources I have talked about are at:
thetrugroup.com/training-and-keynote-speaking/ownit

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About the Speaker - Scott Patchin

Scott has a core belief that the habits leaders practice and the conversations they have with their people are the keys to their success. He launched his own leadership development company, The trU Group, in 2009 around the mission of working with leaders and organizations in transition so they achieve the excellence they desire.

He has work experience manufacturing, healthcare, and banking/mortgage industries. He is an author, blogger, coach, and delivers a *hands-on* keynote. He resides in Michigan and has spoken nationally on leadership and individual development.