

THE EDGE

REFLECTION & DISCUSSION GUIDE

INSTRUCTIONS: These questions are designed to help you (or your team) take a deeper dive into The EDGE framework. Use this to guide your personal reflections or as a group discussion.

Personal Reflection Questions for Emerging Leaders:

Introduction

1. Have you considered emotional commitment as it relates to your career advancement?
2. How do you rate your current emotional commitment to your role? To your organization?
3. From what you have heard so far, do you agree with Adam's proposition that increasing your emotional commitment at work will cause you to stand out and get ahead in your organization and career?
4. Have you observed anyone in your organization who you think demonstrates an all-in attitude? As you reflect on that person, do you see any positive results that this colleague has experienced?

Energy

1. Do you consider your energy as a gift that you give to your team and team leaders?
2. Take five to ten minutes to study your motivation puzzle:
 - a. What kind of tasks give you the most energy?
 - b. What tasks are adding the most value to you and your team/organization?
 - c. What kind of tasks earn you the most praise from your boss?
 - d. What kind of tasks drain you?
3. Do you possess an optimistic attitude at work? Why or why not?
4. Does your optimism rest largely on your circumstances?
5. How well do you take care of yourself? What is one thing you can do to care for yourself better?
6. How often do you express gratitude to your team and team leaders?
7. Consider three things that you appreciate about your work, team, leaders, or organization and then take the opportunity to express it to those involved.

Diligence

1. Before listening to this section, did you consider yourself to be diligent at work? After listening, do you consider yourself to have a careful and persistent approach to your work?
2. How do you rate your level of expertise in the core competencies of your job?
3. Think of three things you can do to increase the core competency that your job requires.
4. How do you rate your overall problem-solving skills?
5. When you face a problem, do you go to your team leader first or do you take time to consider solutions first?
6. How do you rate your productivity?
7. Do you have a system in place for completing tasks? If yes, does this system need any improvement or updates to ensure that you execute and complete your tasks?

Growth

1. What opportunities have you sought to further develop your knowledge and skills as it relates to your career?
2. Do you rely on your employer to provide development opportunities for you?
3. How do you rate yourself on your own self-leadership?
 - a. Head – continuing to learn
 - b. Hands – improving your skills or adding new skills
 - c. Heart – habits that promote a good well-being
 - d. Hope – take steps to own your future
4. Consider one way you can grow in each of the above areas.
5. How do you think your boss would respond to the question: *Do you understand the way he/she thinks?*
6. What hard things have you said “yes” to in the past three months?
7. Is there a challenge that you can say “yes” to now?

Endurance

1. Examine your employment history and honestly assess the times you have faced adversity. What is your typical response? Do you try to escape the difficulty? Do you consider adversity as an opportunity and remain? Do you feel like a victim in hard circumstances, or do you see your agency within them?
2. When was the last time you engaged in a hard conversation with a co-worker? How did it go?
3. Are willing to try the “I’m telling myself a story” approach the next time you are in a conflict with someone?
4. Do you typically prioritize hard tasks above easy ones in your life?
5. Have you ever left a job or situation because of the degree of difficulty involved? If yes, after listening to this section on endurance, do you think you would choose differently on the next occasion?

6. Think of times in your life when you have demonstrated endurance. Is this list long or short? What has been the outcome on the occasions when you were persistent in accomplishing something?

Group Discussion Questions for Teams

Introduction

1. What do you think your team leader desires/expects of you for you to succeed at your organization?
2. What has been some helpful feedback you have received in your role at work?
3. What is a significant way for you to add value to your organization and team?

Energy

1. How do you rate the Energy level of our team? What about our leadership team? What area do you think we need to improve the most?
2. What can we do to make choosing optimism easier?
3. Do you think there is a general culture of gratitude or complaint in our organization? Why?
4. Who do you observe that has great Energy on our team?

Diligence

1. What are one or two areas of your work that you need to focus on in order to become more of an expert?
2. Which aspect of Diligence (Competence, Resourcefulness, and Productivity) do you want to develop further and why?
3. Share the productivity system that you use and its level of effectiveness.
4. Which team member is excellent in applying care and persistence in their work?

Growth

1. What do you do to keep learning and growing?
2. What do you think is the most important aspect of the business to the leadership team?
3. What have been some strategies you have found helpful to employ when facing uncertainty?
4. Who have you seen that has demonstrated great self-leadership?

Endurance

1. Share an occasion when you have overcome a difficult obstacle.
2. What has been the most helpful encouragement you have received about your progress and growth?
3. What are some strategies you use to engage in hard conversations in our organization?
4. Is there a team member that you have seen demonstrate endurance in the face adversity?