Bringing Out the Best in Others

Why bring out the best?

- Helps you achieve your goals
- Helps you achieve your team’s goals
- Challenges you to be at your best
- Makes your personal and professional life more enjoyable
- It’s a win-win!

Law of Attraction – about the flow of “energy”

- You will reap the type of energy you sow
- See things the way you want them to be
- Avoid negativity when you can
- Be your best to bring out the best

Law of Attraction – Exercise

Make a list of words in the space below to describe yourself.

What can you do to learn from this information?
Emotional Intelligence – empathy as social radar to understand and develop others

Understand others

- Attentive to emotional cues and listen well
- Show sensitivity and understand others’ perspectives
- Help out based on understanding other people’s needs and feelings

Develop others

- Acknowledge and reward people’s strengths and accomplishments
- Offer useful feedback and identify people’s needs for further growth
- Mentor, give timely coaching, and offer assignments that challenge and foster a person’s skills

Emotional Intelligence – Exercise

Think of a relationship at work (or elsewhere) where you could have understood someone better or helped develop someone better.

Write down one way that you will use your emotional intelligence to bring out the best in that relationship in the future.
Comparative Advantage – something you can produce at a lower opportunity cost than someone else (something you are good at!)

To see others’ comparative advantage:

- Don’t assume things
- Pay attention to detail
- Celebrate diversity (of thought and action)
- Be mindful of your end goal

Comparative Advantage – Exercise

Using the relationship from a previous exercise, ask yourself the following:

Do I assume I know what he/she will say when I need to ask them for something and how does that effect what I decide to do?

Do I pay attention to him/her or would I rather not bother getting to know that person well?

Am I defensive when he/she shares a different opinion or viewpoint than me on matters I find important?

Am I aware of what I am trying to achieve with this relationship?
Leadership Strategies

- Expect the best
- Create a learning environment
- Share success stories
- Recognize and applaud achievement
- Use positive AND negative reinforcement
- Encourage collaboration
- Prepare for the unexpected
- Practice self-care

What Next?

What do I have to change in order for others to be their best?

1) 
2) 
3) 

I commit to making these changes starting today!

Signature: ________________________________