

Do You...?	Occasionally	Frequently	It's a Habit
O - Frame your conversations in the outcomes vs activities? (language of achievement)?	You miss the power of your people having an achievement focus, and you end up involved in everything.	What you talk about comes about. When you make this a habit, you get your people more achievement focused.	That's great, now it is time to help build this habit in your people, particularly your key people.
W - Communicate a clear picture of success and share the WHY behind it with your people?	People need a clear target, and WHY it is relevant to them. You are missing some real PULL power here.	Clarity is key, and making it a habit to reinforce the success and the WHY makes it more alive in your people.	Great job. You view your role as the Chief Explaining Officer. Explaining the WHY brings strong PULL (motivation) power.
N - Ask more questions than give answers to your people when they contact you?	Always give your people the answers, and you train them to always come to you for the easy answer.	The more answers you give, the more you save your people from thinking, and also owning their work.	By asking questions, you are forcing your people to think. If they are thinking, they are growing.
I - Remind yourself that you are the role model for your team's behavior/culture?	You miss a way to influence your team. Reminding yourself drives more consistent behaviors in your team.	The consistency in your behaviors is key to maintain your influence, as your team uses you as a role model.	As a role model, you are gaining more influence with your team than simply what you ask them to do.
T - Reinforce the outcomes & behaviors that drive your team's culture (the shared expectations)?	If these are only in PowerPoint or on the wall, you are missing opportunities to make them part of the culture.	More discussion could help your people to keep the shared expectations and ways of working top of mind.	Great news, as what you discuss about, comes about. Discussion will keep it alive in their hearts and minds.
! - Package the change you want with stakeholders in their focus and priorities?	You are losing both power and influence, as stakeholders will not listen if you only talk from your priorities.	You miss some influence here, as you are forcing stakeholders to make the link to their own priorities.	This is fantastic. You get their attention to listen and gain more support for change when it's connected to their priorities.

Greater **leadership success** comes when your people really **OWNIT!**

- O Speak to your people in outcomes (*progress and achievement versus activities*)
- W Communicate a clear picture of what success looks like and why (*leaders are the WHY people*)
- N Ask more questions as your people will OWN their answers (*never save your people from thinking*)
- I Be a strong role model for your people (*consistent in your priorities and behaviors*)
- T Clearly reinforce your expectations with your people (*you often get what you expect*)
- ! Align your focus and the change with your stakeholder's focus (*helping each other achieve success*)

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