



Session 3: Forming Strong Connections

Introduction

The purpose of this session is for you to connect with other leaders in your region and build the foundation of your District team by leveraging your individual strengths and differences.

Overview

First, you learn about other leaders in your region. Then, you explore how different work styles preferences affect team interactions. Finally, you discuss how to leverage similarities and differences within your District team.

In this session, Region Advisors facilitate the following:

- Making Connections
- Leveraging Our Strengths

Objectives

After completing this session, you will be able to:

- Develop connections with other leaders in your region
- Recognize the relationship between work style preferences and team dynamics

By meeting these objectives, you recognize individual strengths and differences and how they impact the foundation of your team.

Time

- 12:45 to 2:30 p.m.
- 1 hour, 45 minutes (105 minutes)

Making Connections

Zones of Comfort

Panic Zone (red)

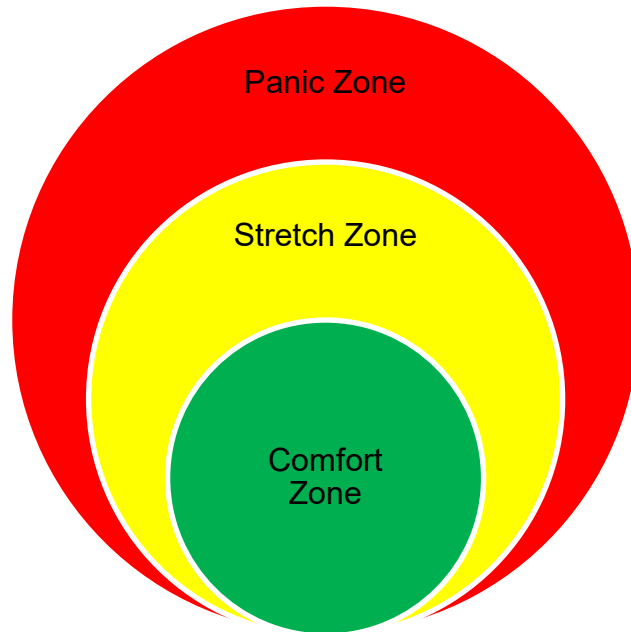
I am paralyzed by fear.
I cannot think straight.
I am challenged to use my resources.

Stretch Zone (yellow)

I am doing something new.
I am allowing myself to learn.
I am willing to take risks.

Comfort Zone (green)

I am comfortable.
I feel safe.
I possess skills that enable me to perform tasks well.



Use the space below to take notes.

Leveraging Our Strengths

Four Work Styles

Analytical Appears: Accurate, disciplined, organized, factual Values: Problem solving Decisions: Logical and deliberate Stressors: Lack of structure	Driver Appears: Confident, decisive, determined, direct Values: Results Decisions: Pragmatic and fast Stressors: Lack of control
Amiable Appears: Calm, dependable, patient, diplomatic Values: Harmony Decisions: Considered Stressors: Lack of fairness	Expressive Appears: Sociable, intuitive, enthusiastic, optimistic Values: Interaction Decisions: Spontaneous Stressors: Lack of flexibility

Use the space below to take notes.

Your Styles Continuum Activity (Part 2)

With your District team, discuss the following six (6) questions.

I tend to ...



How does this tendency show up in your day to day?

I tend to ...



Do you think your tendency makes it easier or more difficult to be a District leader?

I tend to ...



What happens when others you work with do not share this tendency or preference?

Continue on next page.

I tend to ...



Can you give an example of when this preference was beneficial?

I tend to ...



What would happen if everyone on the team shared your tendency?

I tend to ...



How do others typically respond when you do this?

Whole Room Discussion

What is one (1) key insight about your own work style preferences you learned during this activity?

Team Tower Build Debrief

With your District team, discuss the following questions.

Think about some of the challenges your team faced during the Team Tower Build activity in Session 2. How do those challenges relate to “real life” on your District team?

What did you notice about how your work style preferences affected your behavior during the Team Tower Build activity? If you did this activity again, is there anything you would do differently next time?

How will understanding the work style preferences of your team help you to achieve the District mission?

Resources

[Work Styles Assessment](#)

Articles (Toastmaster magazine and Leader Letter)

[Direct, Initiating, Supportive, or Analytical \(Communication Styles\)](#) (June 2022)

[Leadership is About Behavior, Not Titles](#) (April 2020)

[4 Things Emotionally Intelligent Leaders Don't Do](#) (December 2019)

Pathways Projects

Understanding Your Leadership Style in [most paths](#)

Understanding Your Communication Style in the [Dynamic Leadership](#), [Effective Coaching](#), and [Visionary Communication](#) paths

Understanding Emotional Intelligence in the [Motivational Strategies](#) path

Successful Collaboration in [Team Collaboration](#) path

Conclusion

What key insights from this session will you apply during your term?

Please take the session assessment.



What is Next?

- Session 4: Leading a Team of Leaders
 - Session begins at 2:45 p.m.
 - Check your individual schedule for meeting room
 - Be prepared to access your Pre-work