

INDEPENDENT ELECTRICAL CONTRACTORS PRESENTS

2022 **business summit**

SAVANNAH, GA | JANUARY 24-26

***SHOW UP, CONNECT,
AND ENGAGE***

Operations
Kickstart



Trevor Blondeel – Operations Kickstart

The way you 'show up'...

...determines the way people feel,
and the way they feel...

...determines the extent to which they can engage...

...and that impacts pretty much **EVERYTHING**
about the outcome of that relationship...

Your Experience of Legacy Leadership

Think of a **great** boss, coworker, mentor, coach, teacher, etc.

Write their name on the top of your paper, and draw a line under it

Your Experience of Legacy Leadership

1. Best person I ever worked with, for or around:

First Name / Initial: _____

	Score
Statement 1:	
Statement 2:	
Statement 3:	
Statement 4:	
Statement 5:	
Statement 6:	
Total Score	

Scoring Key

1: Significantly less than others

2: Less than others

3: About typical

4: More than others

5: Significantly more than others



Your experience of your best boss, co-worker, mentor, coach, teacher etc.

1. Understands the impact their behavior has on others
2. Makes others feel appreciated
3. Is open and honest about mistakes
4. Makes ethical decisions
5. Manages their emotions effectively in difficult situations
6. Recognizes others' hard work and achievements

Now, total those scores and draw a line under your ratings

- | | |
|---|--------------------------------|
| 1 | Significantly less than others |
| 2 | Less than others |
| 3 | About Typical |
| 4 | More than others |
| 5 | Significantly more than others |

How did/do they make you feel?

Consider how you felt/feel around this person.

Underneath your ratings, write down the feelings/emotions that come to mind about this person. How did/do they make you feel?

How they make/made you feel

The way this person made/makes me feel...

1 Significantly less than others **2** Less than others **3** Average/Typical **4** More than others **5** Significantly more than others

- Made it easy for me to want to go the extra mile for them
- Made me want to tell others how great working with them is
- Had a positive and productive impact on my mindset and well-being

Your Experience of Legacy Leadership

Think of a **CHALLENGING** or **DIFFICULT** boss, coworker, mentor, coach, teacher, etc.

Write their name on the top of your paper

Your Experience of Legacy Leadership

2. Most challenging or difficult person I ever worked with, for or around:

First Name / Initial: _____

	Score
Statement 1:	
Statement 2:	
Statement 3:	
Statement 4:	
Statement 5:	
Statement 6:	
Total Score	

Scoring Key

1: Significantly less than others

2: Less than others

3: About typical

4: More than others

5: Significantly more than others



Your experience of your worst boss, co-worker, mentor, coach, teacher etc.

1. Understands the impact their behavior has on others
2. Makes others feel appreciated
3. Is open and honest about mistakes
4. Makes ethical decisions
5. Manages their emotions effectively in difficult situations
6. Recognizes others' hard work and achievements

Now, total those scores and draw a line under your ratings

- | | |
|---|--------------------------------|
| 1 | Significantly less than others |
| 2 | Less than others |
| 3 | About Typical |
| 4 | More than others |
| 5 | Significantly more than others |

How did/do they make you feel?

Consider how you felt/feel around this person.

Underneath your ratings, write down the feelings/emotions that come to mind about this person. How did/do they make you feel?

How they make/made you feel

The way this person made/makes me feel...

1 Significantly less than others **2** Less than others **3** Average/Typical **4** More than others **5** Significantly more than others

- Made it easy for me to want to go the extra mile for them
- Made me want to tell others how great working with them is
- Had a positive and productive impact on my mindset and well-being

Your Experience of Legacy Leadership

Think of an **AVERAGE** or **ORDINARY** boss, coworker, mentor, coach, teacher, etc.

Write their name on the top of your paper

Your experience of your ok boss, co-worker, mentor, coach, teacher etc.

1. Understands the impact their behavior has on others
2. Makes others feel appreciated
3. Is open and honest about mistakes
4. Makes ethical decisions
5. Manages their emotions effectively in difficult situations
6. Recognizes others' hard work and achievements

Now, total those scores and draw a line under your ratings

- | | |
|---|--------------------------------|
| 1 | Significantly less than others |
| 2 | Less than others |
| 3 | About Typical |
| 4 | More than others |
| 5 | Significantly more than others |

How did/do they make you feel?

Consider how you felt/feel around this person.

Underneath your ratings, write down the feelings/emotions that come to mind about this person. How did/do they make you feel?

How they make/made you feel

The way this person made/makes me feel...

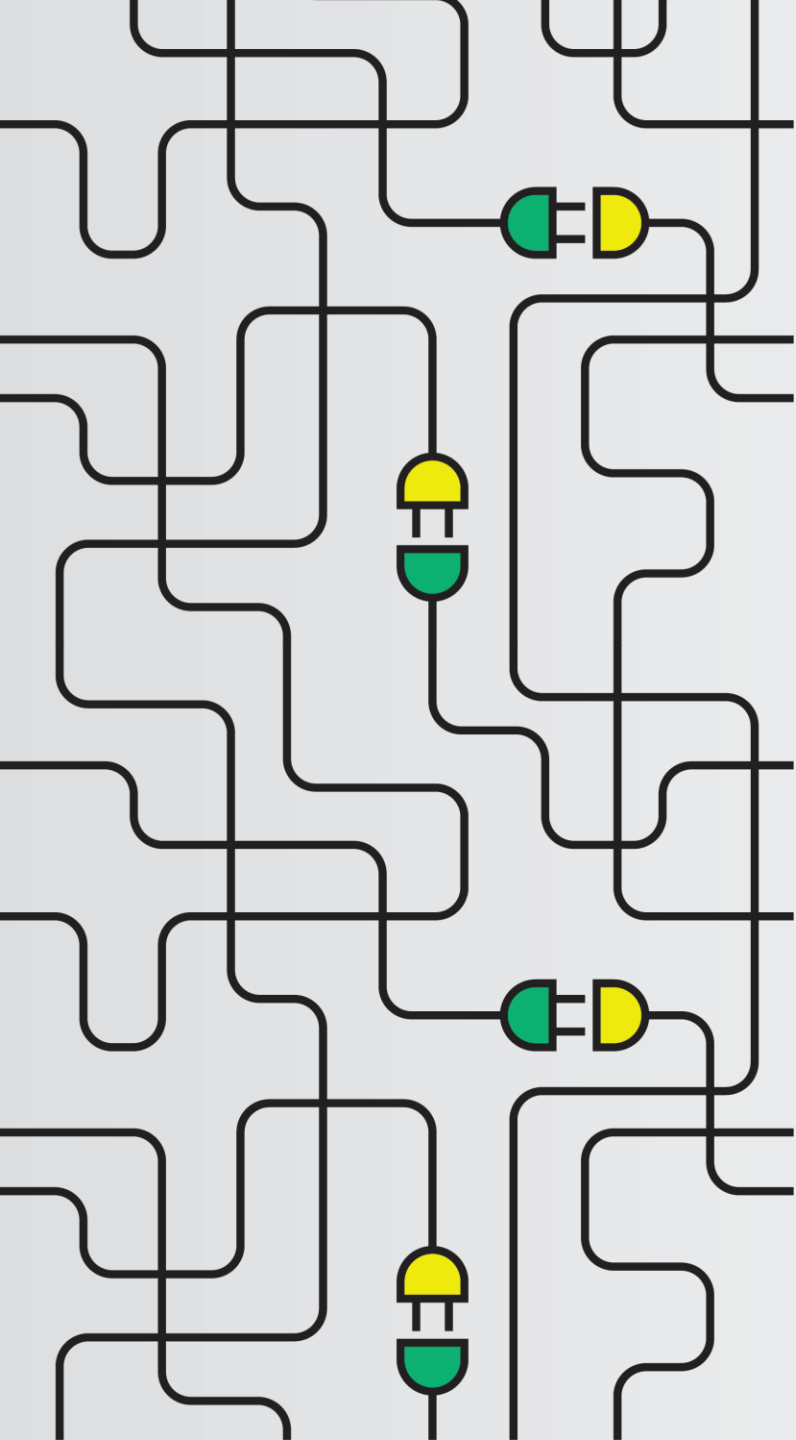
1 Significantly less than others **2** Less than others **3** Average/Typical **4** More than others **5** Significantly more than others

- Made it easy for me to want to go the extra mile for them
- Made me want to tell others how great working with them is
- Had a positive and productive impact on my mindset and well-being

“People will forget what you said,
People will forget what you did,
But people will never forget **how you made
them feel**

Maya Angelou





2022
business summit

Operations
Kickstart

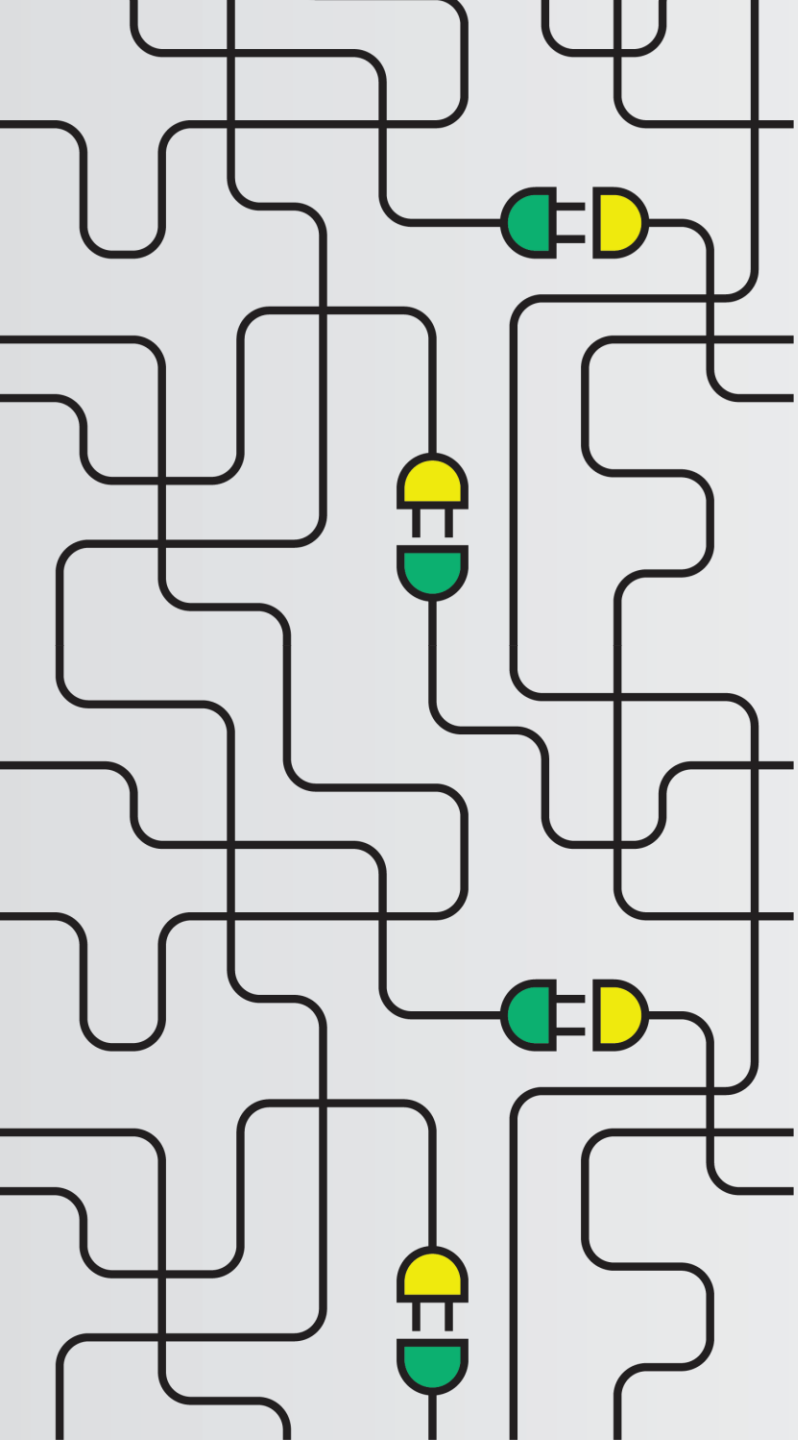


All emotions are important,
pleasant and unpleasant

What is important to do in a
crisis environment is to pay
attention to how we feel and
to act more intentionally with
our emotions

Notice and intentionally act,
rather than allowing our
emotions to take control.

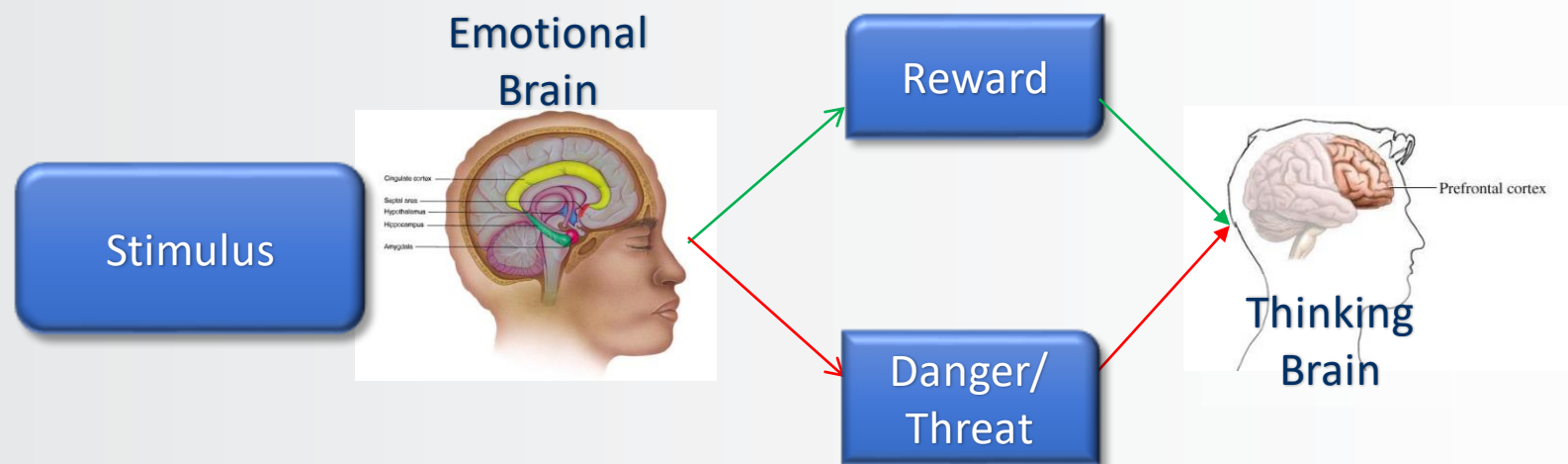




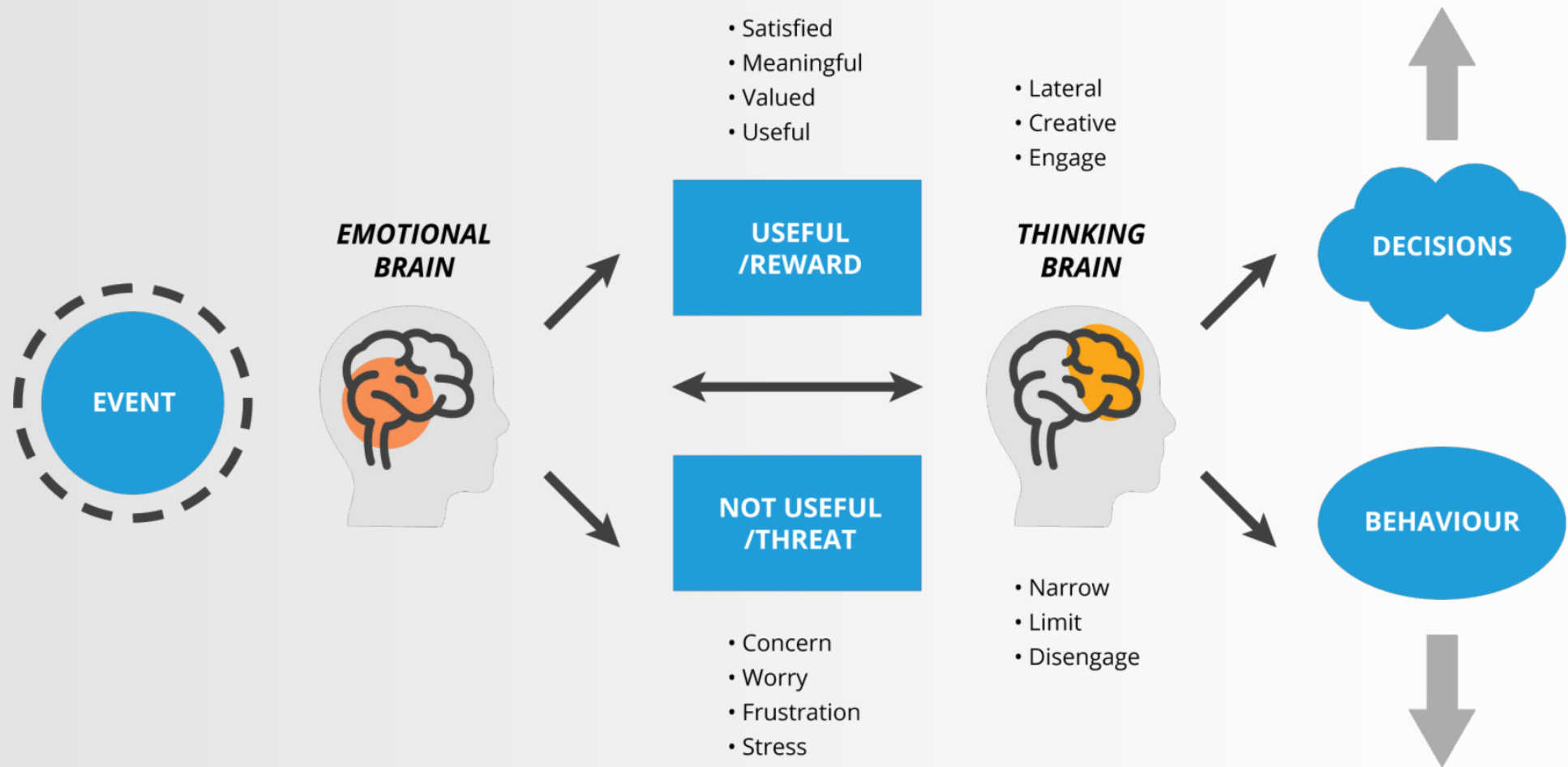
The Neuroscience Behind Emotional Intelligence



THE NEUROSCIENCE OF EMOTIONS



THE NEUROSCIENCE OF EMOTIONS





**Make
assumptions**

Uncertain

Reactive

Stressed

**Problem
focused**

Worried

Blame

Fearful

Unpleasant emotions

**Engage with one
another**

Purpose

**Care for
others**

Valued

**Solution
focused**

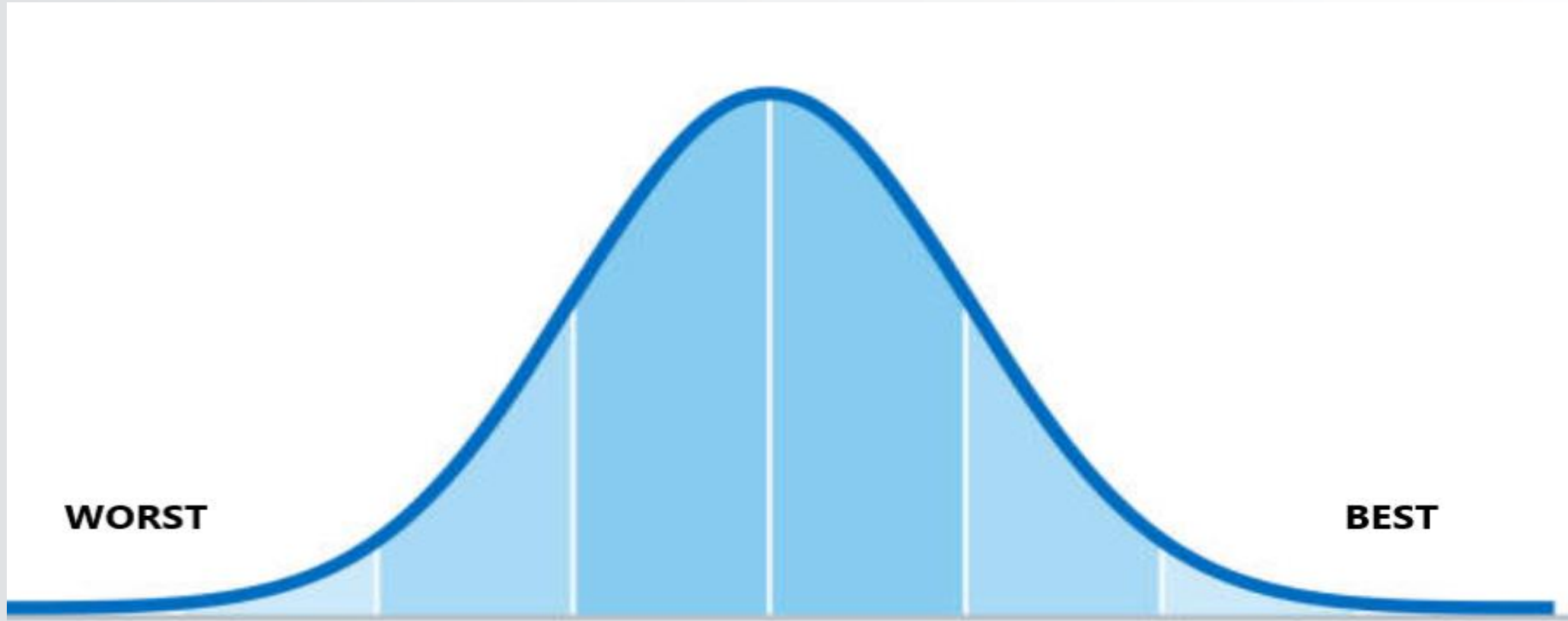
Informed

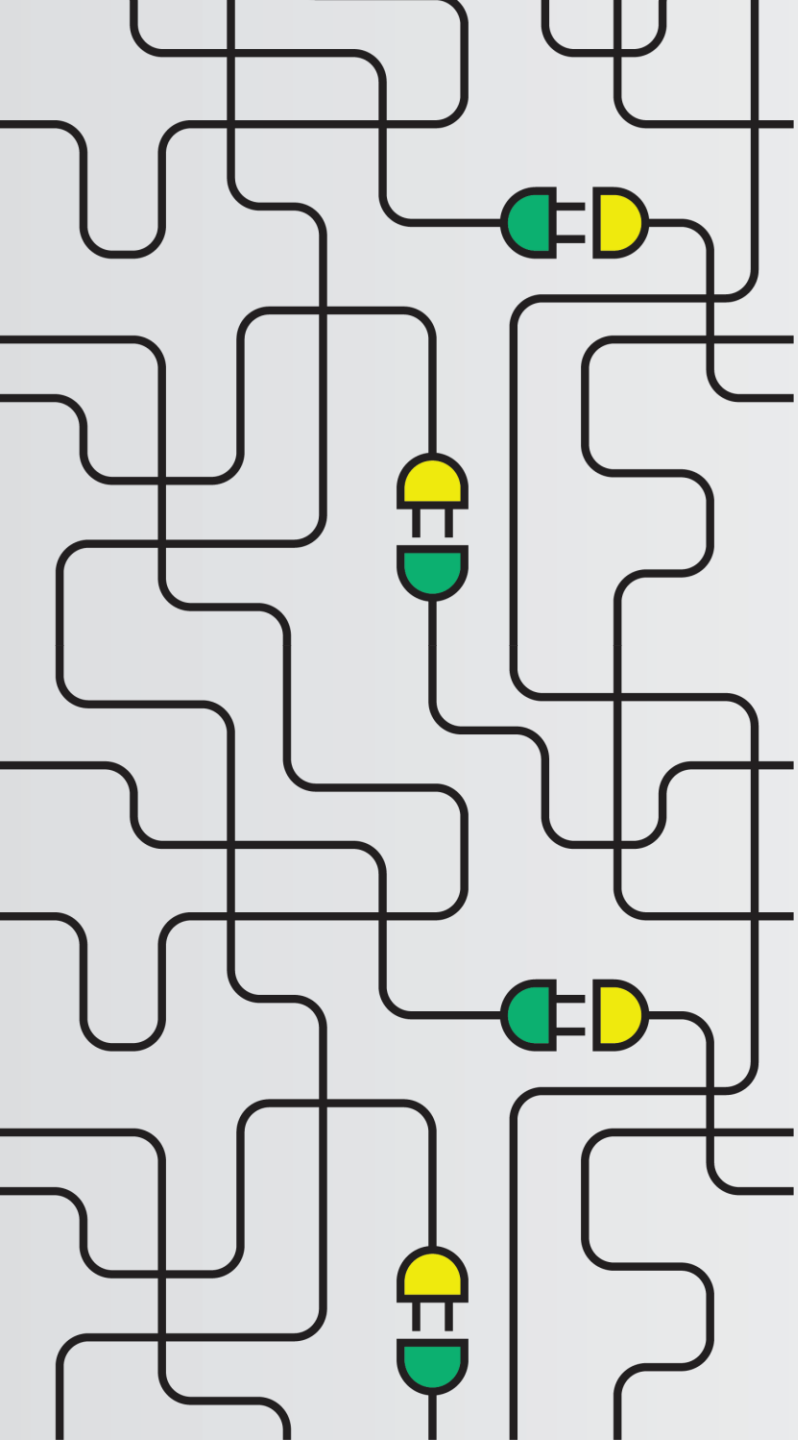
Innovate

Empowered

Pleasant emotions

Make the Pain of Same, Greater than the Pain of Change



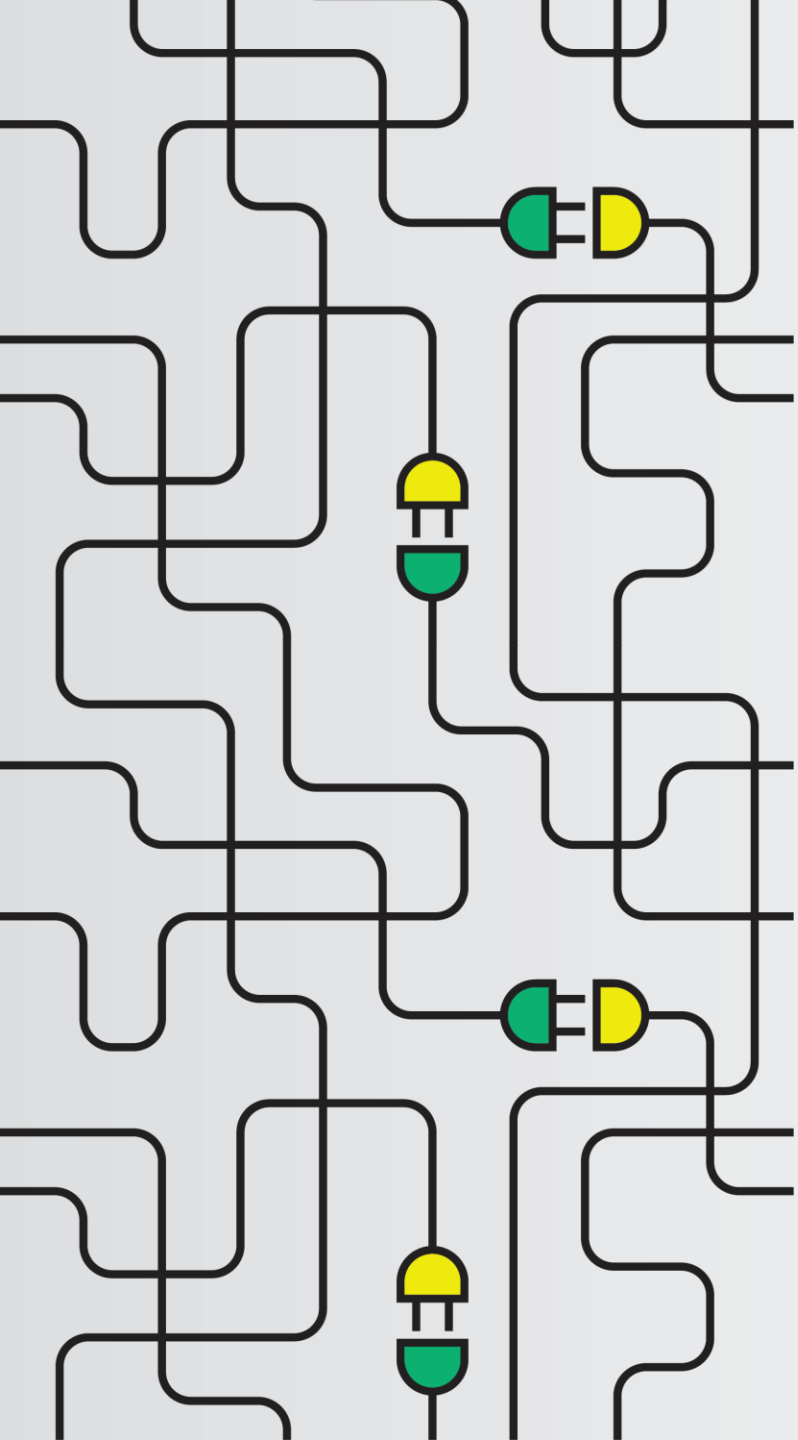


THE #1 REASON

most Americans leave their jobs
is that they don't feel appreciated.



2022
business summit



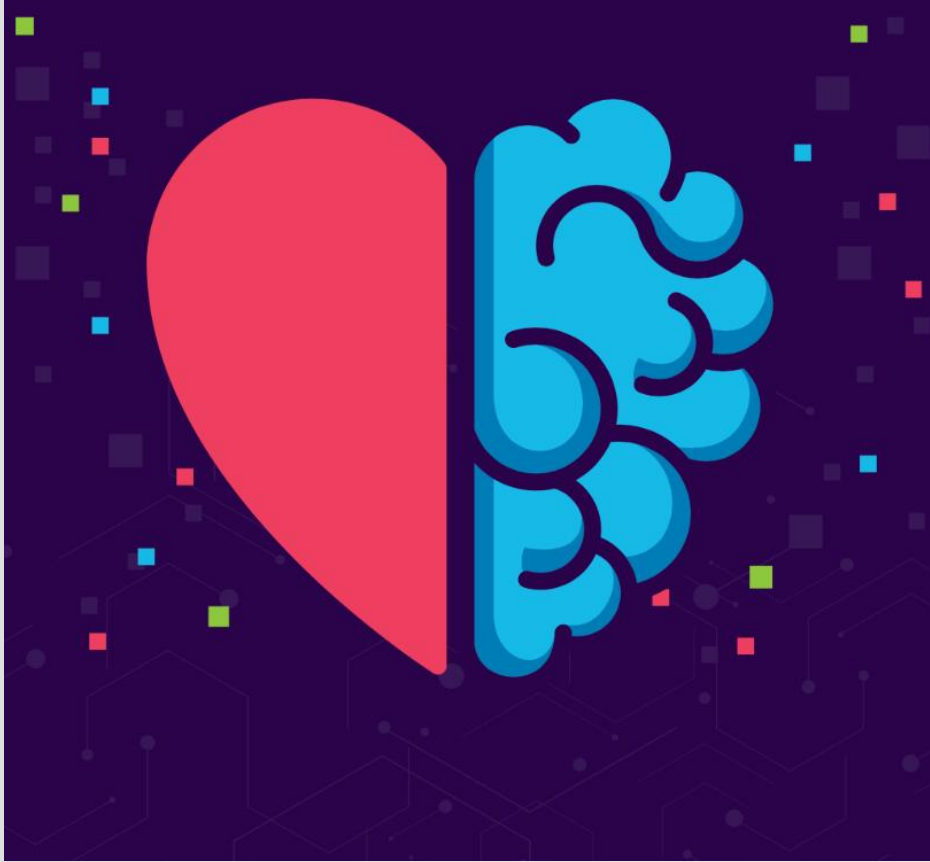
79%
of people who quit their
jobs cite 'lack of
appreciation' as their
reason for leaving.

 Center for
Management &
Organization
Effectiveness

2022
business summit

Operations
Kickstart 

Emotional intelligence - Essential in life as well



- ☐ Quality of your relationships
- ☐ Well-being
- ☐ A better partner, parent, sibling, friend
- ☐ Game changing for business. Life changing for people

What is one change you would like to approach with a higher degree of Emotional Intelligence?

What are one or two actions you could take to show up in a different way for a desired impact?

Pick 1 person in your organization
you would like to change your
relationship with?

Commit to meeting with them in
the next 7 Days.

Your meeting can only be about
your curiosity on how they are
feeling, and you will ask them;
HOW AM I SHOWING UP??

The way you 'show up'...

...determines the way people feel,
and the way they feel...

...determines the extent to which they can engage...

...and that impacts pretty much **EVERYTHING**
about the outcome of that relationship...