



HOWTOFASCINATE
DISCOVERED BY SALLY HOGSHEAD

FASCINATE CERTIFIED ADVISOR TRAINING SESSION

PARTICIPANT WORKBOOK SESSION TWO

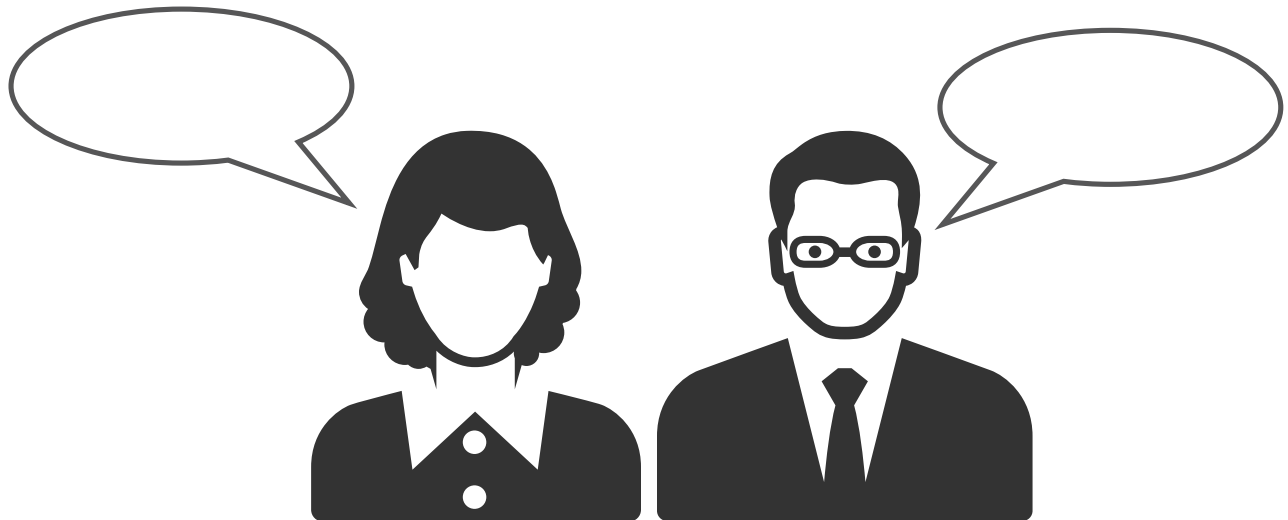


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7 ADVANTAGES ADD VALUE IN TEAMS

POWER

USES AUTHORITY TO EMPHASIZE THE IMPORTANCE OF THE GOAL.

PASSION

GIVES EMOTIONAL SUPPORT AND PRAISE FOR EVERYONE'S EFFORTS.

MYSTIQUE

ASKS QUESTIONS TO UNDERSTAND THE UNDERLYING ISSUES.

PRESTIGE

VERBALLY RECOGNIZES THE WAYS IN WHICH OTHERS MAKE CONTRIBUTIONS.

ALERT

ORGANIZES IN ADVANCE TO PREVENT UNPRODUCTIVE CONFLICTS.

INNOVATION

THINKS OUTSIDE THE BOX TO OFFER A COMPLETELY NEW SOLUTION.

TRUST

NURTURES RELATIONSHIPS SO THE FOCUS IS ON TEAM RATHER THAN INDIVIDUAL.

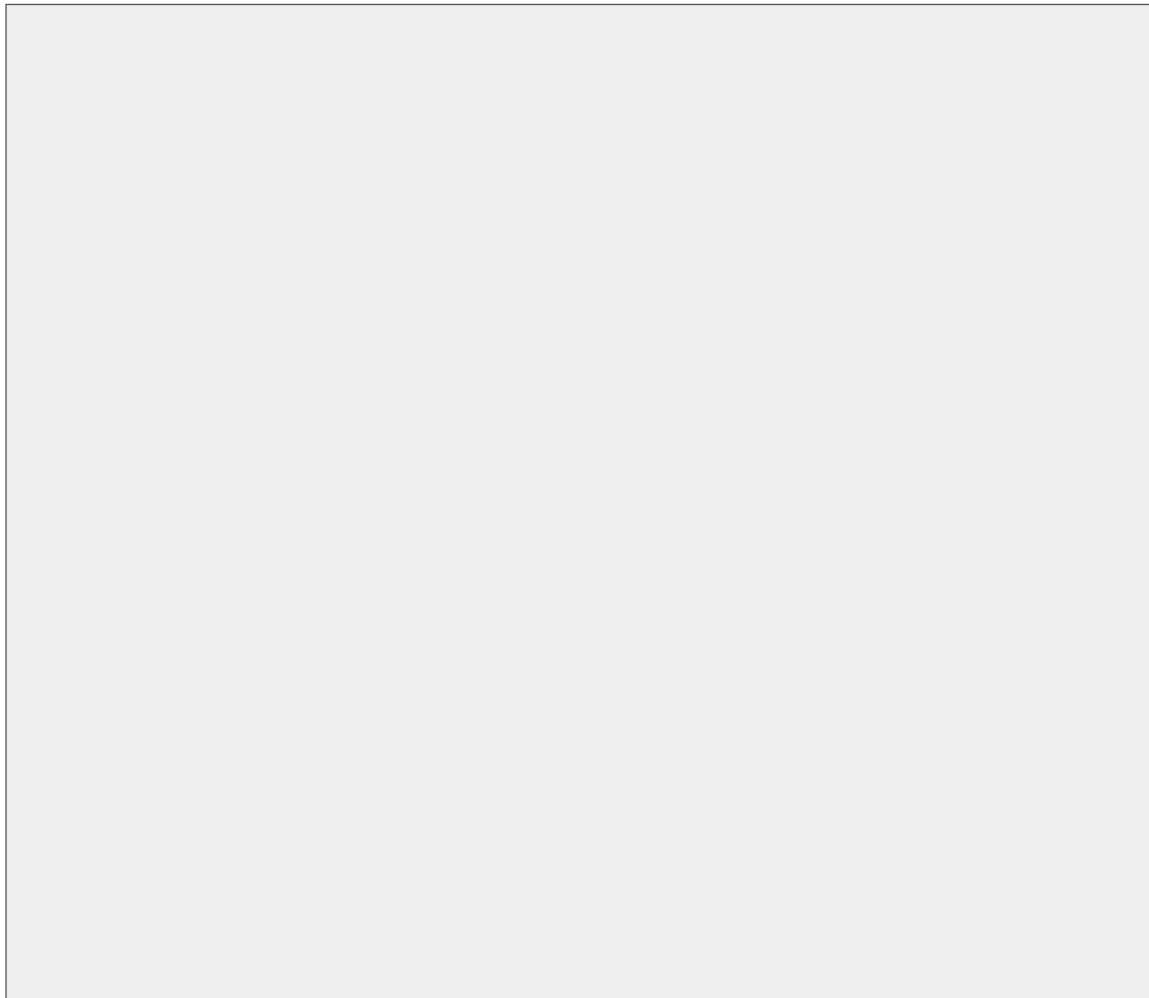
ACTIVITY 1: TEAM HEAT MAP ANALYSIS

Objective for this Activity:

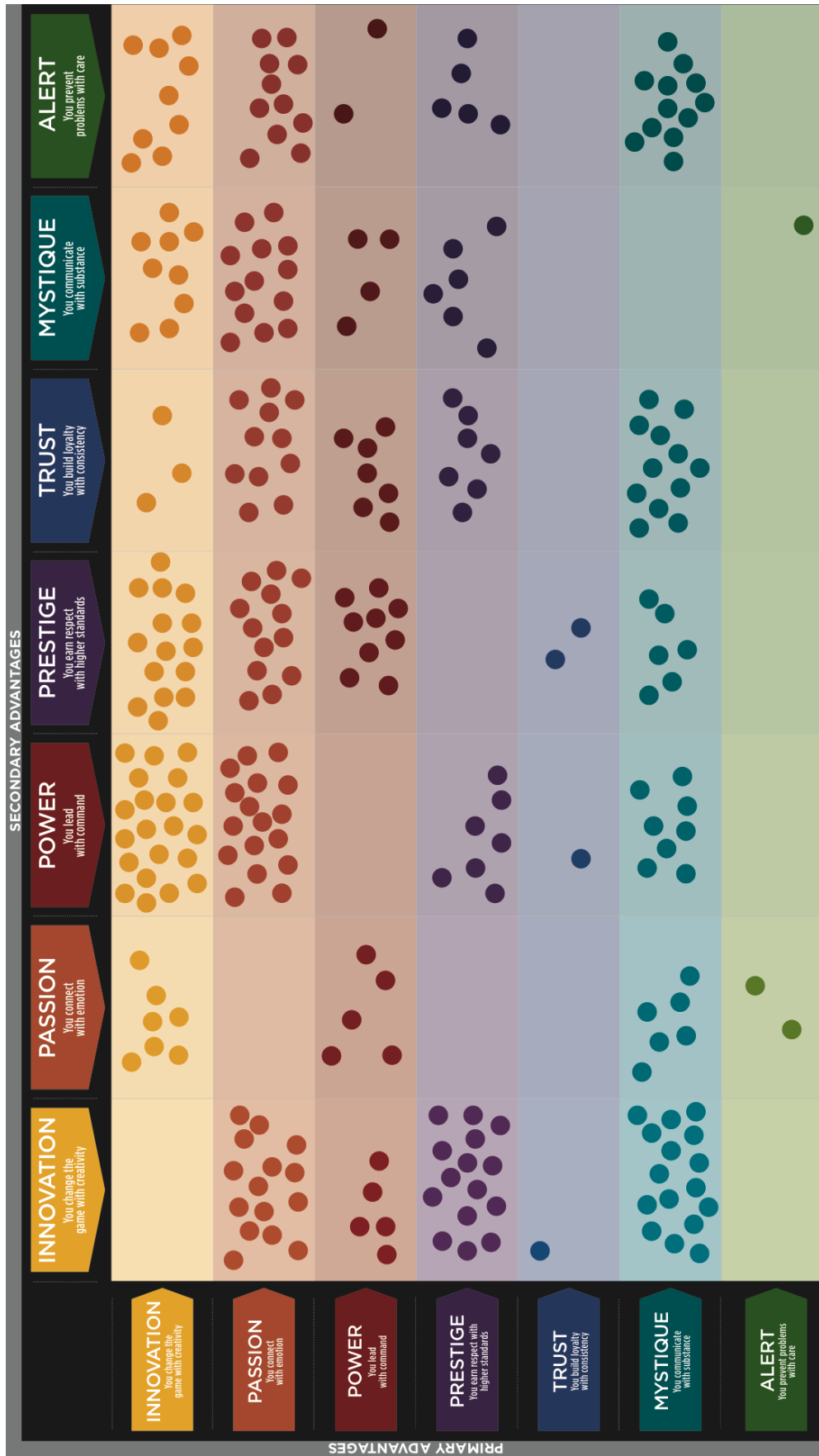
Identify and predict how a team is most and least likely to solve problems, deal with conflict and reach conclusions. Analyze a team heat map using a SWOT Analysis to identify the hidden patterns and a team's core specialty.

Next steps:

- In your break out groups assign speaker/scribe.
- Using your assigned a team heat map and a challenge to solve for: Write your responses to each S,W,O, T in your breakout room whiteboard (and capture it in your worksheet for future reference).
- Page 9-10 list key prompt questions to support your SWOT Analysis and Page 11-12 are your worksheets.



PARTICIPANT WORKBOOK | SESSION TWO

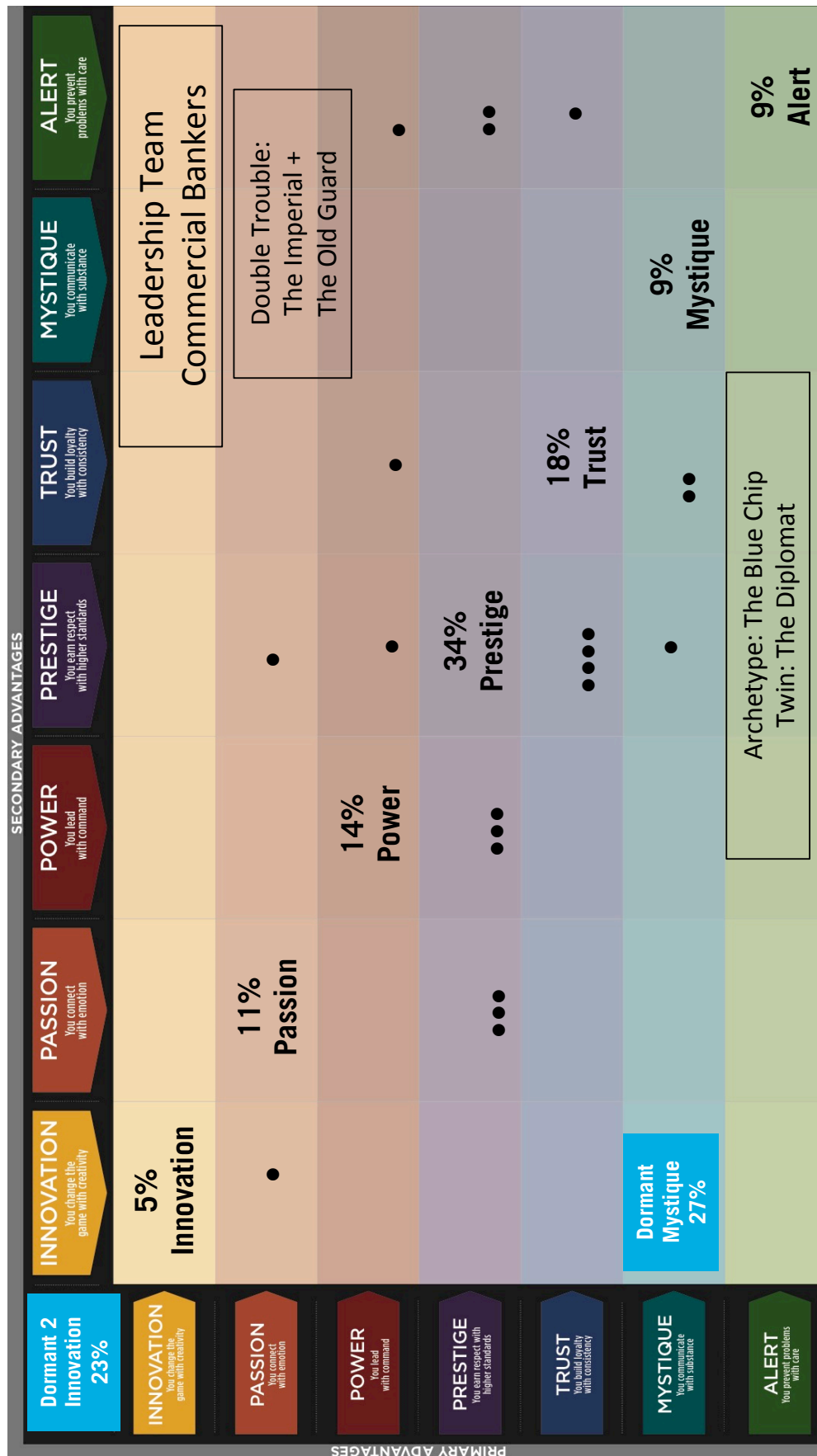


HOW TO FASCINATE® TEAM HEAT MAP

- Identify your team`s communication style.
- Predict how you are most (and least) likely to solve problems, deal with conflict and reach conclusions.
- Identify the hidden patterns in your team`s Advantage.
- Know and understand if you have one dominant Advantage, or if you`re evenly balanced.
- Identify and know your core specialty, or potentially even a disadvantage

HOW TO FASCINATE® TEAM HEAT MAP

1. Tally all the individual primary and secondary Advantages.
2. Identify the teams top 2 Advantages.
3. Review the Advantages that the team believes best represent what the team most specifically wants to achieve (if different from above).
4. Select an Archetype and review the Archetype + Twin adjectives and select the words that best describe the team.



TEAM HEAT MAP SWOT SCENARIO 1

Strengths - Advantage	Weaknesses - Dormant
<p>Consider the teams top 2 Advantages, what value does this team bring?</p> <p>Based on the teams overall Advantage distribution what are this teams strengths?</p>	<p>With a dormant of Mystique what challenges could this team face?</p> <p>What's the impact of having a high dormant in Innovation – what do they need to watch out for?</p>
Treats - Double Trouble	Opportunity - Action Plan
<p>Look at the teams Double Trouble zones – what do they need to watch out for? Name triggers and effects.</p>	<p>Formal onboarding plans, peer mentorship and rotational assignments lead to well rounded and highly engaged employees. They want to adopt these best practices so that employees are more empowered and effective. However, competing priorities and information overload seem to be getting in the way. How can they use their Team Heat Map to solve this problem? Provide 2-3 recommended actions they can take to solve this challenge?</p>

TEAM HEAT MAP SWOT SCENARIO 2

Strengths - Advantage	Weaknesses - Dormant
Treats - Double Trouble	Opportunity - Action Plan
<p>Consider the teams top 2 Advantages, what value does this team bring?</p> <p>Based on the teams overall Advantage distribution what are this teams strengths?</p>	<p>With a dormant of Mystique what challenges could this team face?</p> <p>What's the impact of having a high dormant in Innovation – what do they need to watch out for?</p>
<p>Look at the teams Double Trouble zones – what do they need to watch out for? Name triggers and effects.</p>	<p>Employees are not adopting new initiatives and best practices as quickly as management would like. Your goal is to inspire and motivate employees to take up and embrace change with agility and passion However, competing priorities and information overload seem to be getting in the way. How can they use their Team Heat Map to solve this problem? Provide 2-3 recommended actions they can take to solve this challenge?</p>

TEAM HEAT MAP SWOT WORKSHEET 1

Strengths - Advantage	Weaknesses - Dormant
Treats - Double Trouble	Opportunity - Action Plan

TEAM HEAT MAP SWOT WORKSHEET 2

Strengths - Advantage	Weaknesses - Dormant
Treats - Double Trouble	Opportunity - Action Plan

LEARNING REFLECTIONS + ACTION PLAN

What are your top 3 learnings from today?

1)

2)

3)

What's one thing you will do differently as a result of what you learned today?

What's the one thing you will put into practice/action after today?

THE LEGAL STUFF...

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