

POIS- 2 MEETING AGENDA 17

Verus Global® Tool: Doofus Principle

A. Meeting Opener Options:

1. The Doofus Principle is a powerful concept. What does it mean to you and why is it important to understand in our quest to be more effective leaders?
2. Consider all the relationships in your life – family, colleagues, direct reports, upline managers, etc. What relationships have you used your awareness of the Doofus Principle to build even stronger people, partnerships and/or performance?
 - What are 1 or 2 relationships that could be even stronger if you used your awareness of this principle even more?
3. What are some examples of leadership in the work place where Doofusing hasn't been done? And what results have been created in those situations?

B. Tool of the Week – Gaining Mastery

Choose 1-2 questions to gain further mastery with this week's tool.

1. Who is an example of someone – or a team – in your work place that you feel is being Doofused? And what are the costs of that Doofusing?
 - What evidence do you have that the above person or team is effective or successful in the area they've been Doofused?
 - For additional perspective, click here to view [Turning Around the Doofus Principle](#).
2. Many leaders are desperate to develop their bench strength, to develop those around them. Is it possible that some leaders have actually sabotaged their own efforts in this regard by Doofusing others? If so, what does a leader managing a project look like who is not Doofusing others and is truly building the skills of others?
3. Undoubtedly, the person you have been Doofusing will demonstrate the behavior that has been driving you crazy! Yet, you are now grounded in the understanding that this focus has been limiting you and them. What is your key during those Choice Points when you think you might Doofus someone, and instead focus on different, more productive evidence?
4. What are the most important Messages you send to other people when you refuse to Doofus them? And why is it important to you to send those messages?

C. Our POIS Team – Delivering Our Best Ever

Conduct a Recipe for Partnership to renew and realign your POIS Team.

- Step 1. When you reflect on your POIS Team Sustainability Project, what progress are you most pleased with?
- Step 2. What is everyone doing to create the successes and momentum we are experiencing?

- Step 3. Regarding our sustainability project, what would you like to ensure we achieve in the next 7 weeks?
- Step 4. Why is this project so important to you?
- Step 5. What are the action steps we want to take to achieve the objectives we determined in answering #3?

D. Application to Deliver My Best Ever

Choose 1-2 application options from the list below. Spend the majority of your meeting on application.

1. Propelling My Performance to Deliver My Best Ever

Using your Performance Propeller Plan, respond to each of the following Recipe for Partnership questions:

- 1. Of the abilities you identified to improve or grow even stronger, what is one ability you developed last week?
- 2. What Verus Global® tools did you use – and how did you use them – to create those successes?

For the upcoming week, choose a. or b.

a.	or	b.
<ul style="list-style-type: none"> 3. Identify one ability from your Performance Propeller Plan and a situation in which you can build and develop this ability. 4. Why is success with developing this ability so important to you? 5. Use the Moving It Forward Formula to answer these two questions: <ul style="list-style-type: none"> a. What behaviors will deliver results in this situation? b. What Verus Global® tools will you utilize to build those behaviors and deliver results? 		<ul style="list-style-type: none"> 3. Identify a current challenging situation you want to move forward. 4. Why is success with this situation so important to you? 5. Use the Moving It Forward Formula to answer these two questions: <ul style="list-style-type: none"> a. What behaviors will you build that will develop this ability? b. What Verus Global® tools will you utilize to build those behaviors and deliver results?

2. Live Action Coaching – Addressing Off the Path Behavior

- If you have not yet used Live Action Coaching during your POIS Team Meeting, please do so this week to support your integration and sustainability of this approach. A best practice to propel your performance is to use Live Action Coaching at least every other POIS meeting.
- Briefly discuss: What are 1-2 things that have worked well for us to make Live Action Coaching useful and valuable?
- When we refuse to Doofus someone, when we no longer focus on their off-the-path behavior, does this mean we’re ignoring their behavior? How does a leader create a

healthy belief system about someone and still assist him or her in getting back on the path?

- Have one POIS Team Member identify either a) a current situation in which a direct report is off-the-path, or b) someone they interact with who appears to be operating at the lower end of the Performance Spectrum – they appear to be either disengaged or simply engaged.
- Briefly share the context of the situation. Identify who will play the individual or group of people in the situation. Use the Live Action Coaching approach from your Mastery Program to role play the situation. Use the Live Action Coaching cards from your Mastery Program if you have them.
- Wrap up this application by discussing what the POIS Team Member did particularly well – get specific (i.e. their focus, words they used, tone of voice). Also discuss what allowed the team member to create a healthy belief system about this person.

3. Leader of Self

For most of us, building our Awareness Muscle takes similar discipline to that of building our capacity to run a marathon or climb Mt. Kilimanjaro! When our goal is to run 15 miles/24 kilometers in a day and we only run 10 miles/16 kilometers, where might we focus? It takes discipline to focus on the distance we did run, what it took to run that distance and how that will assist us in running even further in the future. If we focus on where we didn't accomplish our goal or what we lack, we can slip to Doofusing ourselves and the costs of this are tremendous.

For the first portion of this application, each POIS Team Member will be writing their personal reflections. For the latter portion, have POIS Team Members get into smaller groups of 2-3 members.

Individually journal to each of the following questions:

1. Identify one area in your live where you Doofus yourself. Write down 2-3 consequences of this Doofusing.
2. What can I accept about myself in regard to this situation? What will be 'the way it is', no matter what?
3. What am I ready to take responsibility for in this situation? Specifically, what will 'taking responsibility' look like for me in this situation?
4. In regard to this situation, what strengths do I regularly apply? What about me and my approach adds value to this situation? What would it take for me to be able to seek out feedback from others in this situation?

Form small groups for the rest of this application.

5. One at a time, each POIS Team Member shares the area they Doofus themselves and the other small group members share authentically what strengths they've observed in this person in the area of Doofusing. This is not meant to be a cheerleading session, it is meant to be sincere observations of the strengths this person DOES bring to this area. If you haven't observed a strength – say so – and then share any examples of their strengths you have observed you could see applying to this area.

6. Discuss what is important to you in this area. What focus will serve you to create more of the results you want?
7. What would Dancing like Nobody is Watching look like in this area for you?
8. What difference will it make to you and those important to you when you are able to be your best ever in this situation?
9. What action steps will you take in the next two weeks to realize and activate your potential in this situation? What will you be accountable to your POIS Team Members for? How can your POIS Team Members support you?

Support the entire team:

1. Determine which POIS team member will write their weekly Result Report for this week's submission to the Win Wizard.
2. Is it one of your POIS team member's Tool Captain Report week? How can you support this team member to lead the team by sharing their insights with their chosen tool?
3. How will you individually or collectively acknowledge this week's Tool Captain?

Determine meeting time, leader and location for your next POIS-2 meeting.

Meeting Closer Options:

1. The ability to work out of healthy belief systems is the mark of a leader operating consistently at their best ever. What are the most important reasons to you to be able to do this?
2. Enlightened leaders have said that when they stop Doofusing others, the greatest gift is given to the person who was doing the Doofusing. How is that so? What shows up in our life when we stop Doofusing others?