
POIS-2 MEETING AGENDA 19

Verus Global® Tool: My Personal Best

A. Meeting Opener Options:

1. Who are some of the wisest leaders you know? And why do you consider them wise?
2. In what ways is being emotionally healthy directly tied to our effectiveness as a leader?
3. If you conducted a Grand POIS-2 Meeting, what was the greatest value for you from that meeting? Who or what inspired you with their Passion to Serve?

B. Tool of the Week – Gaining Mastery

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

1. Why is it that in order to be effective in our efforts to create change is it necessary to begin with the first step of My Personal Best: Acceptance?
2. How is "acceptance" different from condoning or agreeing with something that is wrong or inappropriate?
3. Some people think that if they "Accept" something that isn't right, they won't learn from it and use it as motivation to create change. Of course, the opposite is true: it's only by "Accepting" something that we can take "Responsibility" by learning from it, by being motivated by it, so that we can create change. What are some examples of where you have taken these steps after an undesirable event has transpired?
4. "Autonomy and Non-Defensiveness" means that a person doesn't need to self-promote him or herself or limit the potential of others. What are some other reasons this quality is essential to effective leadership?
5. With My Personal Best we move from "I'd be best ever, EXCEPT I can't believe what happened," to "I'm my best ever because I 'ACCEPT' what happened." Regarding your career, what events of the past are you ready to move to a greater level of acceptance? What difference does it make when you do this?

C. 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.
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: a. What behaviors will deliver results in this situation? b. What Verus Global® tools will you utilize to build those behaviors and deliver results?		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: 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*

- Recall My Personal Best is a tool just for us, it is not a tool we use to measure or assess others. It is a barometer to measure our Big R. The bigger R we have, the more we are able to deliver our best ever.
- Have one POIS Team Member identify either a) a situation in which they recognize they must take more responsibility (this could be from their Performance Propeller), or b) a situation or relationship in which they want to grow their ability to be non-defensive.
- 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 ask the POIS Team Member to share how this felt to them – what worked well, what would they do more of or different? Why is having this conversation with the actual people involved so important to this POIS Team Member?

3. *Building our Awareness Muscle by Accepting*

- What does it look like when people are unwilling to “Accept” past events, other people, or themselves? Create a list. Now, time to be vulnerable and real with your POIS Team. Identify one or two of your typical responses when you are unwilling to “Accept.”
- Is there a person or situation that you notice acceptance is particularly challenging for you? The next time you are in this situation, what will be your trigger to see this Choice Point, and then to use it to move forward?
- What Forward Focus Questions will you ask yourself to guide your focus to “Accept” the situation or person? What questions will truly trigger your focus to the front side?

- When we are unwilling to “Accept” past events, other people or ourselves, how does this slow progress?
- What difference will it make to your life and your best ever as you grow your Awareness Muscle and are able to move to Acceptance even faster and more fully?

4. Building and Developing Responsibility with Our Children

- The capacity to be responsible – the ability to respond - is a life skill. As we build and develop this capacity in our children effectively, what does this create for our children and their lives?
- What do you model for your children in terms of responsibility?
- Write your thoughts to this question first, and then share: if you asked your children how they think you would define ‘responsibility,’ what would they say?
 - Consider this is the “Message” (what’s important and why) they have been receiving from you. Is it the message you want to convey? If not, what is important to you? Why is this important to you? POIS Team Members, support each other in being as clear as possible with this. Ask questions to help clarify.
 - Through this dialogue, you may discover different belief systems about what responsibility is and should be in your POIS Team. Remember to see each other in Degrees of Strength and use this opportunity to learn more about what is important to your team members.
- Have each POIS Team Member write down a Forward Focus Question to develop responsibility in a child. Share these questions. Now write down a Neutral Question that will help you learn more about what your child thinks about responsibility, how they define it, what’s important to them about responsibility.
- Of the High Performance Strategy elements, which elements can you use even more effectively to develop responsibility in your children?
- Why is developing this ability in your children so important to you?
- What is one opportunity you will have in the next week to model the kind of responsibility you want to build and develop in the children in your life?

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 effective use of the My Personal Best tool is the mark of a strong leader. What are your most important reasons for wanting to live these principles?
2. Living our best ever and living My Personal Best are a combined function. Consider some moments when you’ve delivered your best ever this week; now, how were you naturally living with “Acceptance,” taking “Responsibility,” and being “Autonomous”?