

Degrees of Strength Chapter Summaries

"... Restoring excitement and engagement is as rewarding as the improved results that will follow for the enterprise. If you haven't tried this approach, you are missing a powerful opportunity."
– Kevin McEvoy, CEO, Oceaneering International Inc.

degrees of
STRENGTH

the innovative technique to
accelerate greatness

ROSS & VANNOY



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Use these chapter summaries and questions to *accelerate your greatness . . .*

Before It Begins

Everyone can operate at a highly effective, inspired level. Your leadership has a significant impact on your team member's results, health and satisfaction. How you live and apply the Degrees of Strength Technique is the key to your leadership effectiveness, and to developing and manifesting this potential.

- Why is it important to you to lead at a higher level?
- How do you plan to grow as a leader to ensure you and your team achieve greater results?

Degrees of Strength Technique (page 37+)

- 1) The paradigm: It's impossible to have less than zero of any desired quality or characteristic. Some level of strength is inherent in everyone and everything, in every situation, everywhere.
- 2) Once the Degrees of Strength are identified, master focus on those strengths, practice and sustain them.
- 3) Use Degrees of Strength to accelerate the person, partnership or performance by asking Forward Focus Questions.

Chapter One

Rachel: The Quest for Responsibility

The environment and culture you create determine whether your team members will take responsibility, take initiative, be vulnerable, say what needs to be said, and take the action that needs to be taken. In today's marketplace, no team or organization can remain competitive unless they have this "all-in" mindset. In this chapter, Rachel discovers that living and leading in Degrees of Strength gives your team members the freedom and desire to operate at this level. Your Acceleration Moment is when you know that you are responsible for the experience you're having, and when you decide that you are going to change how you create change.

- Are you willing to start with yourself by committing to live and lead in Degrees of Strength? And if so, why?

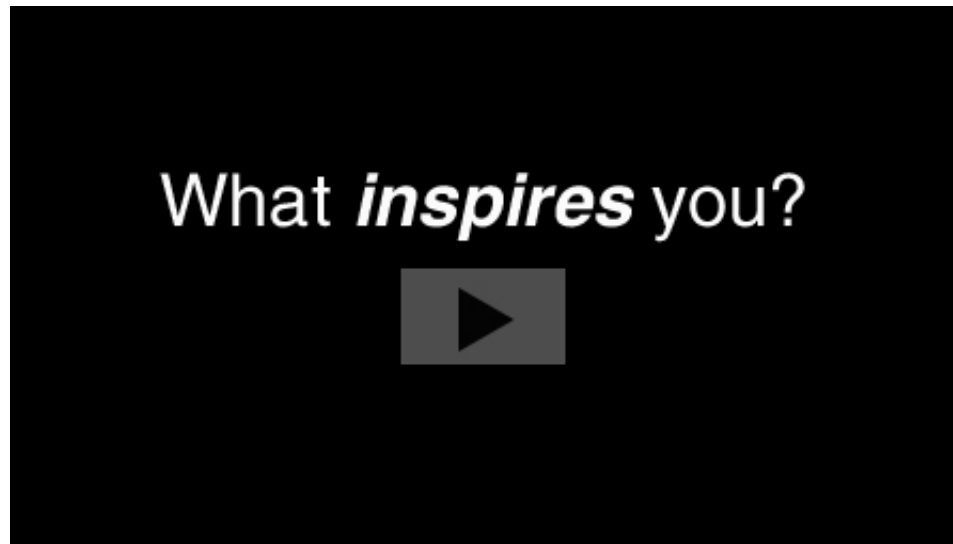
“Rachel seemed to read my mind. ‘Accountability is an individual choice. You’re not going to get far mandating it,’ she said. ‘And it’s my job as the leader to improve Luc’s ability to make greater choices, as well as create the environment that encourages those choices.’” - *Degrees of Strength* (p .4)

Chapter Two

Case Study: Changing the Approach to Change

Accelerators can be found in every level of every organization; they transform what people can do and create faster, more efficient results. Their Degrees of Strength leadership communicates that team members are highly capable, have the necessary strengths to succeed, and have the desire to change.

- Are you living and leading in a way that allows people to think and do extraordinary things... that brings out their greatness?
- What are your next steps in development as a leader to accomplish this even more?



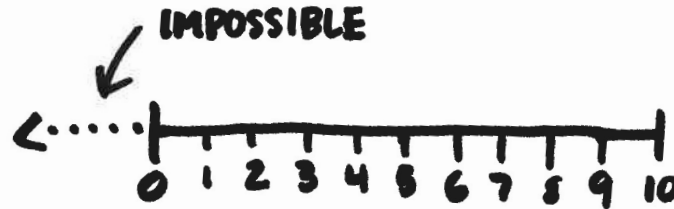
Accelerators get those around them to the point of realized potential faster. But, what is an Accelerator and why would you want to call yourself one? Click the box above to watch a short video (1:30) on Accelerators.

Chapter Three

Roberto: The Degrees of Strength Move from Red to Green

Just being positive often backfires, as it frequently avoids touch situations that need to be addressed. In this chapter, Roberto discovers that the Degrees of Strength technique works well because it relies on the facts and strengths of every situation as a foundation to moving things forward. Accelerators use Degrees of Strength language and approaches that allow people to take responsibility and ownership, and move with greater speed and effectiveness. Together, The 3 Mind Factors with the Degrees of Strength technique, are an operating system that allow us to position, message and activate the potential in each moment and situation. The Recipe for Partnership is another tool to shift mindsets, thoughts and actions toward Degrees of Strength.

- Where do you already have momentum in creating a Degrees of Strength focus and mindset? (And how does this assessment reinforce your inspiration?)



3 Mind Factors (page 26+)

- 1) You can only focus on one thought at a time.
- 2) You can't avoid a "don't."
- 3) You go in the direction of your focus.

Recipe for PartnershipSM (page 34+)

- 1) What's working well in this area right now?
- 2) What created those successes?
- 3) What are our objectives?
- 4) Why are accomplishing those objectives important?
- 5) What can we do more of, in addition to, or better to achieve our objectives?

Chapter Four

Case Study: Execution and Excellence – Even in Tough Situations

By consciously focusing themselves and others on Degrees of Strength, Accelerators create optimism, confidence and momentum. They use Forward Focus Questions to highlight and leverage the Degrees of Strength inherent in every situation. They create exceptional solutions, ownership and accountability.

- In what specific situations would you like to increase your mastery and use of Forward Focus Questions?
- What's your plan to begin using Forward Focus Questions?

This Chapter features the story of John, a manager for a Fortune Global 50 company. Read more of John's story here:

<http://www.verusglobal.com/wp/?p=1290>

“Those who lead from degrees of weakness wait for success to materialize before becoming optimistic. Accelerators create momentum toward the next success by focusing on where strengths and success already exist.” - *Degrees of Strength* (p. 37)

Chapter Five

Andrea: A Leader Gets Over Herself

In this chapter, Andrea discovers that the first person she needs to see and accept in Degrees of Strength is herself. Living and leading in Degrees of Strength better her ability to lead and serve. By accepting where people and events are, she can move things forward. Accelerators consistently use Degrees of Strength language that illustrates that potential and momentum already exists. This language allows and inspires people to be fully engaged, take ownership and responsibility, give their best and enjoy their work.

To begin with, what will be key words you'll internalize to further develop your Degrees of Strength language? Here are some examples from pages 59 and 63.

- What can we do more of to improve sales quickly?
- In addition to what we know, what else are our customers telling us?
- What's the next and immediate thing we can do to execute more efficiently?
- How do we increase accountability?
- How do we better leverage the resources we have?
- It's essential that we address these results and see immediate improvement.
- It's critical that our customers experience our best-in-class effort. What will we do right now to ensure that happens?

‘There’s something more about Forward Focus Questions that compels me to use them...It’s my ticket to developing more responsibility in others...they actually want to be great. They want the responsibility. They want to do well. And so...when I ask Forward Focus Questions, I’m acknowledging this fact. I’m communicating that I know they want – and can be – responsible. And I’m further activating their ability to do so.’ - *Degrees of Strength* (p. 60)

Chapter Six

Case Study: The Generator of Trust

Because we go toward our focus, leaders who focus on strengths, lessons learned, progress and successes, build trust and momentum in every moment.

- Why is it important to you to be a person who builds trust in daily interactions?

Chapter Seven

Eric and Luc: Transforming Performance

Living and leading in Degrees of Strength allows us to see alternative opinions and ideas, allowing creativity, synergy and collaboration to soar. The Degrees of Strength technique also allows us to fully and honestly address every trait, skill, characteristic and situation, and effectively move it forward. Luc and Eric discover that if someone is not motivated and engaged, nor delivering on their objectives, it's usually a leadership or system issue. They also discover the difference between fighting for results vs. fighting for people's success in delivering greater results, and between holding someone accountable vs. assuring their accountability.

- How do you presently approach the issue of ensuring accountability in yourself and others?
- What values do you possess that inspire you to become even more masterful at fighting for your people's success and assuring their accountability?

'In the past, our differences broke us. Now, with Degrees of Strength, our differences are our alchemy, the accelerator, that produces a bond. This gives us an advantage over our competition.'

- *Degrees of Strength* (p. 73)

Chapter Eight

Case Study: Agility, Agility, Agility

Challenges are a natural part of projects, growth and progress. Accelerators are masters at finding the Degrees of Strength in all situations, and in using Forward Focus Questions to turn these events into Acceleration Moments. When team members discover and own the responsibility and solutions, it becomes the norm for them to deliver exceptional results with agility. They become fulfilled leaders.

- How will you know you are providing exceptional Degrees of Strength leadership in every interaction?

“Every interaction of every day is an invitation
to provide remarkable leadership.”

- *Degrees of Strength* (p. 89)

Chapter Nine

Rachel: What Leadership Can Be About

When we see our teammates in Degrees of Strength it makes them feel and act like heroes. In return, they treat each other as heroes and treat our customers as heroes... accelerating life satisfaction and business results. Wearing rose-colored glasses isn't effective. With discipline and practice at living in Degrees of Strength, we can use every interaction to serve and build people, and to move the situation forward.

- What person and/or situation are you going to move forward today?

Chapter Ten

The Five Choices Accelerators Make

- Are you an Accelerator?
- Do you choose to see people, events and situations in Degrees of Strength?
- Do you choose to act with the wisdom that people already have greatness within them?
- Do you choose to see what's possible – to be inspired?
- Do you choose to develop people, partnerships, and performance in every interaction of every day?
- Do you know that what you experience is your choice? Do you choose the richer experience?

Choose one of the choices above, then answer:

What's my plan to make this choice even more consistently in the week ahead?

‘Rather than waiting to have the experience of success – Accelerators choose to focus on the degrees to which they are already successful. Because they go in the direction of their focus, this builds their capability to succeed sooner and more often.’

- *Degrees of Strength* (p. 108)

Five Choices Accelerators Make (page 109+)

- 1) Accelerators choose to see people, events, and situations in Degrees of Strength.
- 2) Accelerators choose to act with the wisdom that people already have greatness within them.
- 3) Accelerators choose to see what's possible – and be inspired.
- 4) Accelerators choose to develop people, partnerships, and performance in every interaction of every day.
- 5) Accelerators know that what they experience is their choice. They choose the richer experience.

Epilogue:

Moving Forward is Never Over

Seeing our progress in Degrees of Strength is the ultimate in continuous improvement. When we see our teammates and ourselves in Degrees of Strength, we call both to a higher level of living and excellence. It all starts with seeing the Degrees of Strength in even the toughest situations.

- Where, with whom or in what situation will you see even more Degrees of Strength starting now?
- How does that choice make your life even better?

“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.” - WOODROW WILSON

Resources



For valuable support to integrate and sustain the Degrees of Strength technique in your daily life – including our free Team Acceleration Guide – visit verusglobal.com or scan the code above.

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(if you prefer communicating with a real person)