PATHWAYS BUDDY
BEST PRACTICES AND QUESTIONS TO SUPPORT YOUR BUDDY

My Buddy is:

Email:

Work Phone:

Home/Cell Phone:

Best time to call:

1. What do I want from my buddy to help me propel my performance and be my best ever?

2. How I can support my buddy to be their best ever?

3. What 2-3 words will describe our partnership 12 weeks from now?

4. What is important to me to discuss with my buddy during our first meeting (My Performance Propeller, my use of the tools, etc.)?

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IDEAS FOR SUPPORTING YOUR PATHWAYS BUDDY

For most participants, supporting a buddy through the POIS℠ process is one of the most rewarding aspects of the Pathways Process. This informal partnership is a powerful way to make a difference in someone's life and create a new friendship.

The most successful buddies are those who focus on what they can give their buddy, rather than what they expect from their buddy.

In your Pathways to Leadership® Mastery Program you will have a chance to share the highlights you have experienced.

Words past buddies have used to describe this relationship:

- All-in
- Courageous
- Generous
- Trusting
- Honest
- Open
- Dedicated
- Inspiring
- Accountable

Best Practices from past Pathways to Leadership participants:

- Be in communication at least once a week, preferably Monday morning!
- Know your buddy's objectives & Performance Propeller.
- Support & coach them in preparing for the meeting with their upline leader to discuss their Performance Propeller. Role Play the meeting.
- Get into a ritual with your buddy, asking him/her Forward Focused Questions, such as:
  - What have you done to be your best ever this week?
  - What is really going well so far this week?
  - Where have you used the tools & concepts this week?
  - In an upcoming interaction, what tools & concepts will you use? How?
  - What are some of the ways you see yourself really growing as a leader?
- Use the 3 S's of Feedback, give your buddy uplifting phone calls or emails & support them in staying on the path.
- Sometimes we need to process our thoughts & feelings. The buddy relationship can be one the best places to Process on the backside of the Energy Map &/or Analyze the information & data from the middle of the Energy Map.
- Choose a Part (or several Chapters) to review from **Stomp the Elephant in the Office**.
- Ask them questions from the POIS Daily Planner or Agendas you feel might serve them.
- Purchase & read the ***Degrees of Strength*** book together. Download the free Team Acceleration Guide (from the website, under Degrees of Strength/Resources) to take a deeper dive.
- Forward a relevant edition of the Leadership Post & ask how they can use the information.
- Take your buddy out to lunch.
- Model the Verus Global® tools & concepts.
- Be a great listener.
- Continually demonstrate your belief in & commitment to the Verus Global® tools & concepts.
- Support your buddy in manifesting their visions for their work team, family & Pathways to Leadership team.

Tips

- Discuss these best practices with your buddy & identify 2-3 you both will commit to using.
- To further enrich your buddy experience, try a new strategy from this list.

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BUDDY CALL

Questions to support your Pathways to Leadership Buddy:

Your weekly support of your buddy guarantees that s/he will see improvement in the area of leadership growth they identified. Below are the weekly questions; next to these write your customized questions that will accomplish the same thing, but be specific to your buddy's needs that week.

Last week, where did you show great leadership?

How did you do that?

How do you want to grow as a leader this week?

Why is this growth important?

What is your plan?

Additional tools to support my buddy and how I will use them:

Tip: As you move forward, refer back to earlier weeks and the questions/answers generated. This is an effective strategy to measure progress, ask additional questions, and inspire future growth.

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