



Why Aren't You More Like Me?™





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CANADIAN EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING
INSTITUT CANADIEN D'ÉDUCATION ET DE RECHERCHE EN ORIENTATION



NB CAREER DEVELOPMENT ASSOCIATION
L'ASSOCIATION POUR LE DÉVELOPPEMENT
DE CARRIÈRE AU N.-B.

Presented by **Ken Keis, Ph.D.**
www.crgleader.com

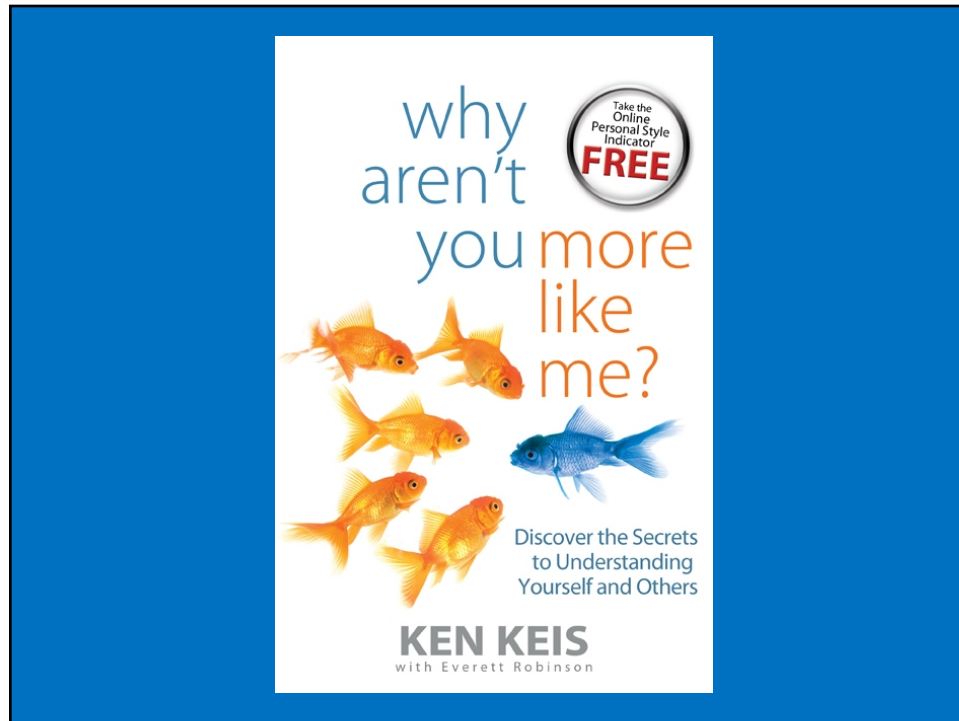


**CRG's Purpose is to
help others to Live,
Lead and Work
On Purpose!
Enriching People's
Lives**



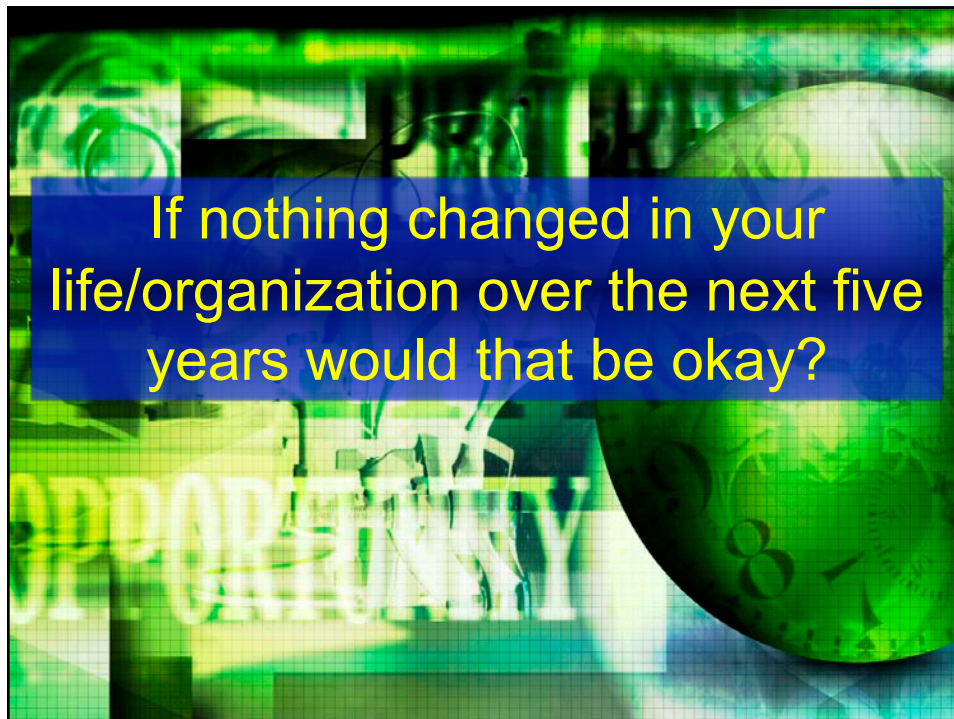
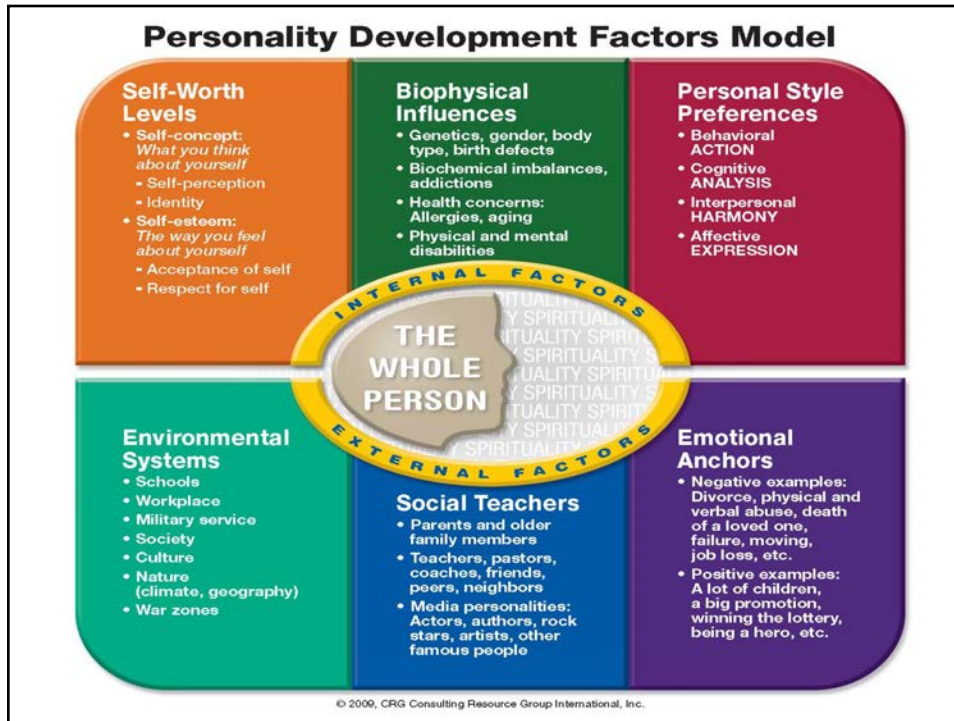
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Session One

- Please print out the entire CRG Models PDF– you will need them for every session.
- Get ready for polls and chat
- End of session we will outline homework for Session 2.



Poll

- What percentage of individuals dislike their work/job, from slightly irritated to loathe?

80%



CTV/Ipos-Reid Survey

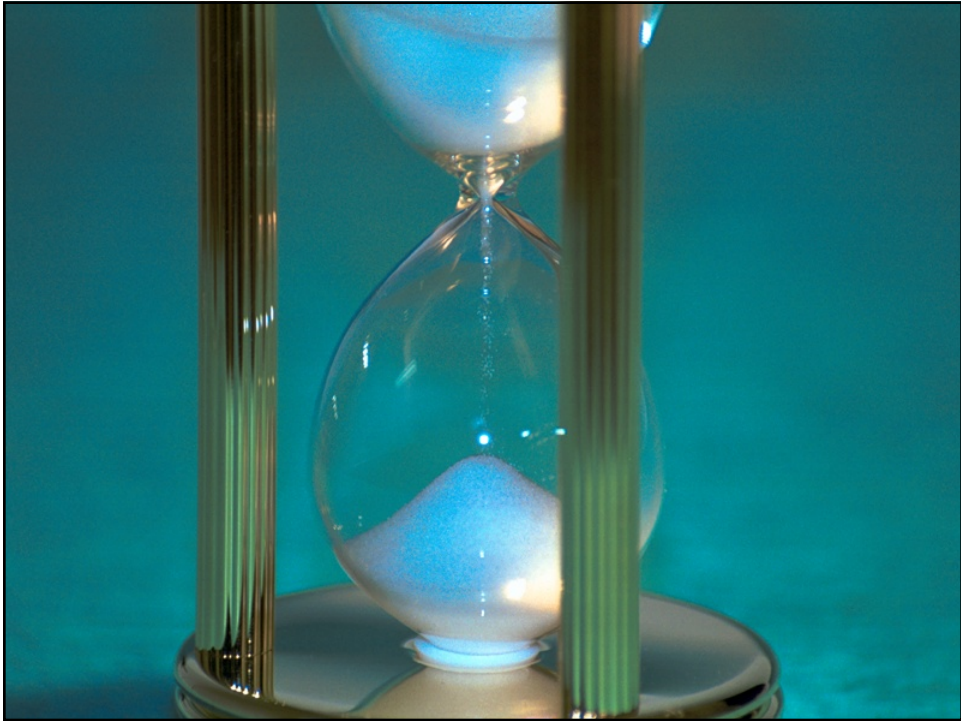
- **What Percentage of Canadians HATE Their Jobs?**

33%









- Developing the Whole Person
- Establish Readiness and Willingness
- Credibility: You Can't Live Without It!
- Self-Awareness
- What is Your Personal Style?
- New Definitions of Extroversion and Introversion - The PSI Model
- Translating, Suspending and Style-Shifting - Your Action Plan



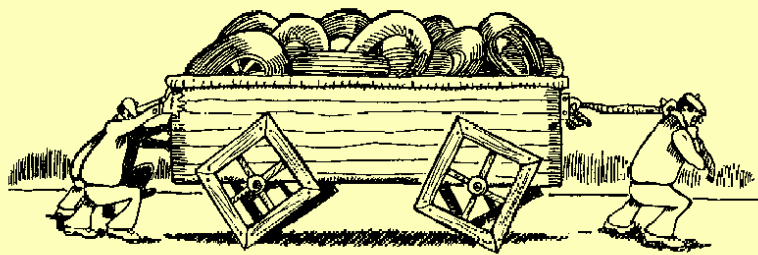
Poll

- According to Talent Smart Research what percentage of individuals will realize their potential without being self-aware of their personal style preferences?

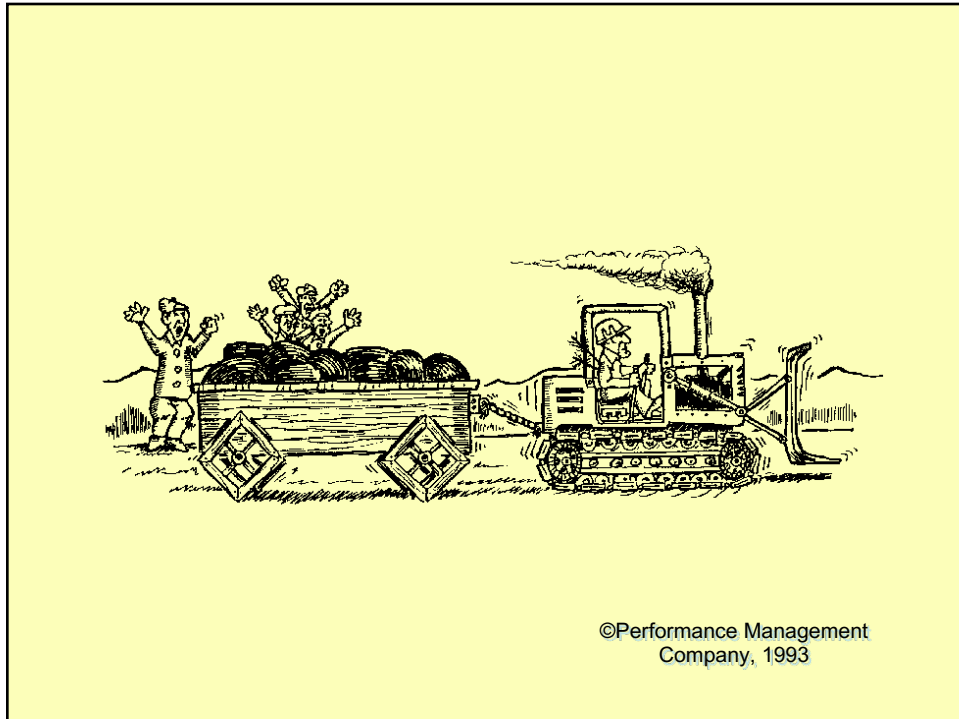
2%



**Ken Keis
with
Richard
Knowdell
&
Dick Bolles**

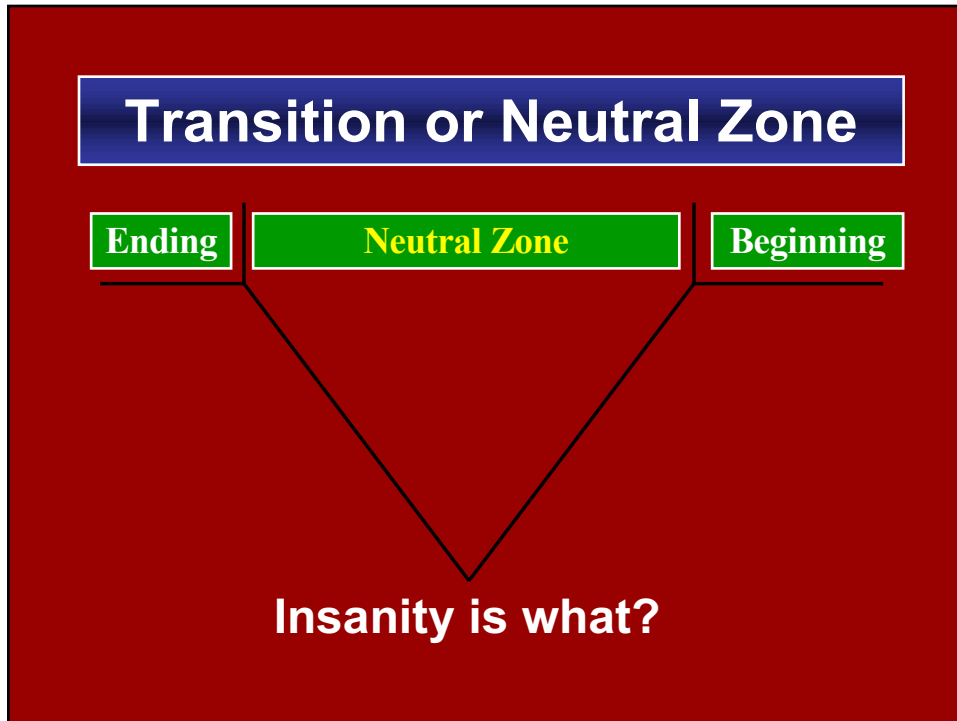


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Company, 1993



Are You Ready and Willing to Change?







READINESS AND WILLINGNESS TO CHANGE

Readiness *The measure of a person's ability to succeed in a given situation. It reflects and reveals how prepared the person is to succeed before starting.*

Some of the major areas to assess...

- SOCIAL:** Does the person have the *interpersonal skills* required for change?
- INTERCULTURAL:** Does the person have the *cultural knowledge* to change?
- EMOTIONAL:** Does the person have the *emotional strength* to change?
- SPIRITUAL:** Is the person *ready to search* for the meaning of life, the truth?
- MENTAL:** Is the person *cognitively able* to learn what is needed to change?
- EDUCATIONAL:** Does the person have the *educational skills* required to change?
- PHYSICAL:** Is the person *physically ready* to go through the change process?

Willingness *A measure of a person's attitude toward succeeding in a given situation. It is a measure of how committed the person is to becoming successful.*

- COOPERATE WITH OTHERS:** Work collaboratively as a team member.
- LEARN FROM OTHERS:** Agree to let others teach you how to do something.
- HELP OTHERS LEARN:** Agree to teach others how to do something.
- ACCEPT SELF AND OTHERS:** Show affection and caring for self and others.
- BE APPRECIATED BY OTHERS:** Let others show you recognition and caring.
- BE FRIENDS WITH OTHERS:** Have fun and spend time with others.
- GIVE OF YOURSELF:** Let others benefit from your experiences.
- HONESTLY REVEAL YOURSELF:** Let others know feelings, opinions, and beliefs.
- FORGIVE SELF AND OTHERS:** Commit to solving conflicts.

Four Development Levels (D-Levels)

D-Levels	1	2	3	4
D-Levels	RESISTANT	REASONABLE	RESPONSIBLE	RESOURCEFUL
Ready to Change	Not ready; unable to proceed	Ready to consider change, to think and talk about it	Ready to get involved and learn how and what to change	Ready to develop full potential and expand skills levels
Willing to Change	Not willing; insecure, fights help	Willing to listen to alternatives	Willing to take action now	Willing to help others develop

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PG 1





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R & W Measurement Levels*

- Level One - Resistant
- Level Two - Reasonable
- Level Three - Responsible
- Level Four - Resourceful

* From T. Anderson's Developmental Levels, Transforming Leadership,



Level One-Resistant

Ready to Change	Not ready; unable to proceed
Willing to Change	Not willing; insecure; fights help

Level Two-Reasonable	
Ready to Change	Ready to consider change, to think and talk about it
Willing to Change	Willing to listen to alternatives

Level Three-Responsible	
Ready to Change	Ready to get involved and learn how and what to change
Willing to Change	Willing to take action now

Level Four-Resourceful	
Ready to Change	Ready to develop full potential and skills levels
Willing to Change	Willing to help others develop

Readiness Proof

If there has never been proof or evidence that an individual can do what we asked them to do (fulfill their responsibilities) how do you know they can do it?

How can **PRIDE** contribute to Readiness Levels?

Research ATD

One of the top three reasons for employee disengagement is **responsibility without competence. This is when someone is unable (not ready) to fulfill the role because of lack of training or development. This equally applies to the position of leading others.**

Personal Readiness & Willingness Assessment

Answer the Four Questions as They Personally and Professionally Apply To You

PERSONAL READINESS AND WILLINGNESS ASSESSMENT

Questionnaire: Refer to chart on PSI 1

1 On a scale of 1 to 4, how ready to change do you think you are?


D1 NOT READY
D2 READY TO THINK OR TALK ABOUT IT
D3 READY TO LEARN HOW TO DO IT
D4 READY TO TEACH OTHERS

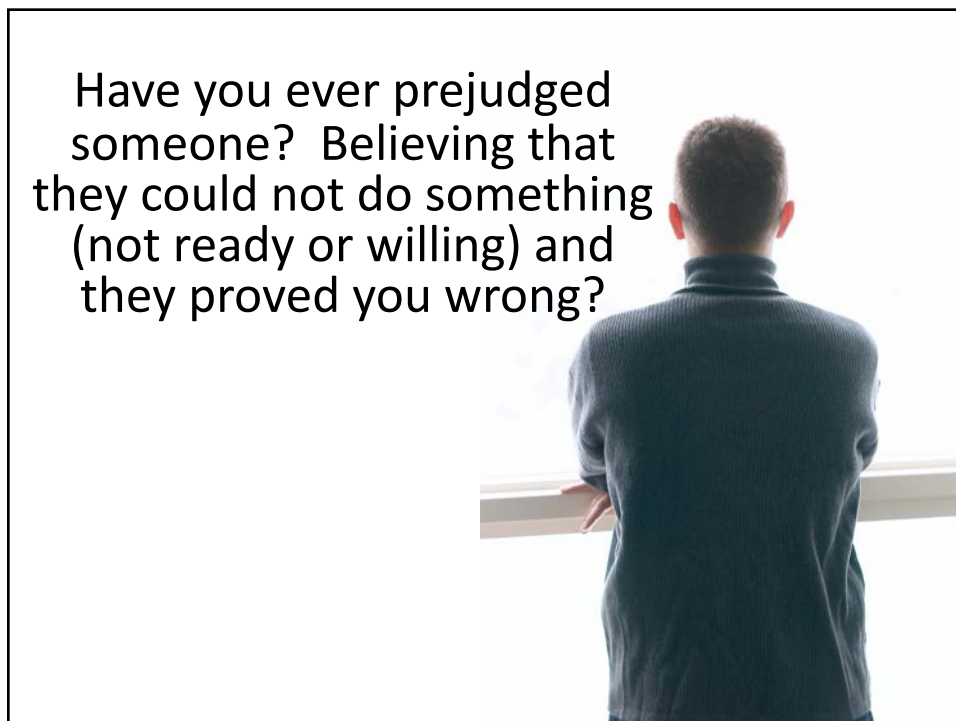
2 What blocks may be in the way of your readiness to change?

3 On a scale of 1 to 4, how willing to change do you think you are?

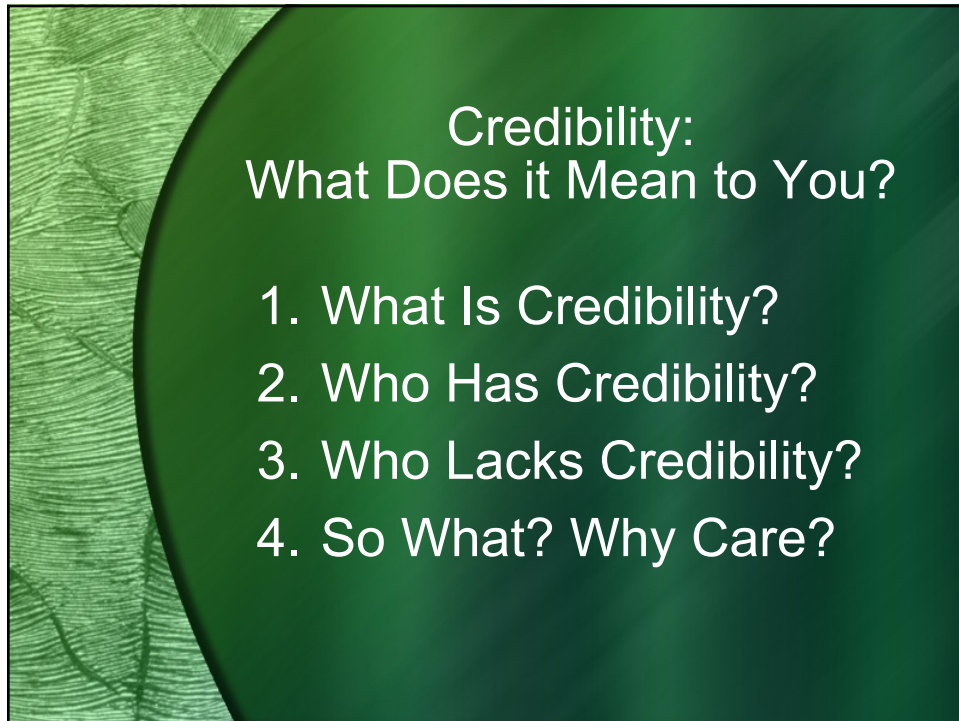
D1 NOT WILLING
D2 WILLING TO THINK OR TALK ABOUT IT
D3 WILLING TO LEARN HOW TO DO IT
D4 WILLING TO TEACH OTHERS

4 What blocks may be in the way of your willingness to change?

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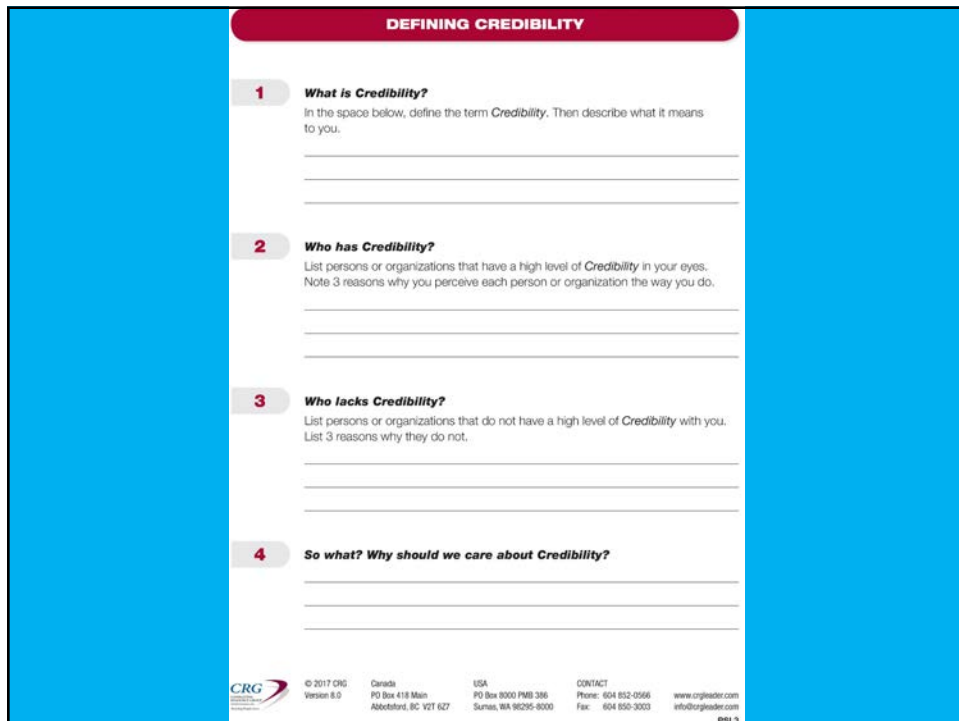






Credibility: What Does it Mean to You?

1. What Is Credibility?
2. Who Has Credibility?
3. Who Lacks Credibility?
4. So What? Why Care?



DEFINING CREDIBILITY

1 What is Credibility?
In the space below, define the term *Credibility*. Then describe what it means to you.

2 Who has Credibility?
List persons or organizations that have a high level of *Credibility* in your eyes. Note 3 reasons why you perceive each person or organization the way you do.

3 Who lacks Credibility?
List persons or organizations that do not have a high level of *Credibility* with you. List 3 reasons why they do not.

4 So what? Why should we care about Credibility?

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page 3

Credibility is Foundational for Effective...

- Leadership/Team Building
- Relationship Development
- Career Search & Selection
- Coaching & Teaching
- Customer Service



Credibility Definition

It is your reputation for being honest, fair, compassionate, competent, positive, open, inspirational, reliable, and trustworthy.



DEVELOPING CREDIBILITY


- 1 What is Credibility?**
It is your reputation for being fair, open, compassionate, inspirational, positive, honest, competent, and trustworthy.
- 2 What does Credibility do?**
It determines the level of respect you will receive.
- 3 What does Credibility measure?**
It measures how trustworthy and reliable others think you will be.
- 4 Where does Credibility exist?**
It exists in other people's minds, not in yours.
- 5 What benefit is Credibility to you?**
It influences how much others will communicate to you, cooperate with you, learn from you, be influenced by you, and buy from you.
- 6 What makes Credibility increase and decrease?**
Behavior perceived as being appropriate for the time, tasks, people, and situation makes Credibility increase. Behavior perceived as being inappropriate for the same factors makes it decrease.


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What Benefit is Credibility to YOU?

It Influences how much others will:

- Believe what you believe
- Communicate with you
- Cooperate with you
- Be Honest with you
- Support your plans
- Learn from you
- **TRUST YOU**





What Does Credibility Measure?

It measures how trustworthy and reliable others think you are.



Credibility is:
The Level Of
Respect Others
Have For You



Where Does Credibility Exist?

It exists in other people's minds?

(There is an exception to this that we will explain in a moment)



What Makes Credibility Increase and Decrease?

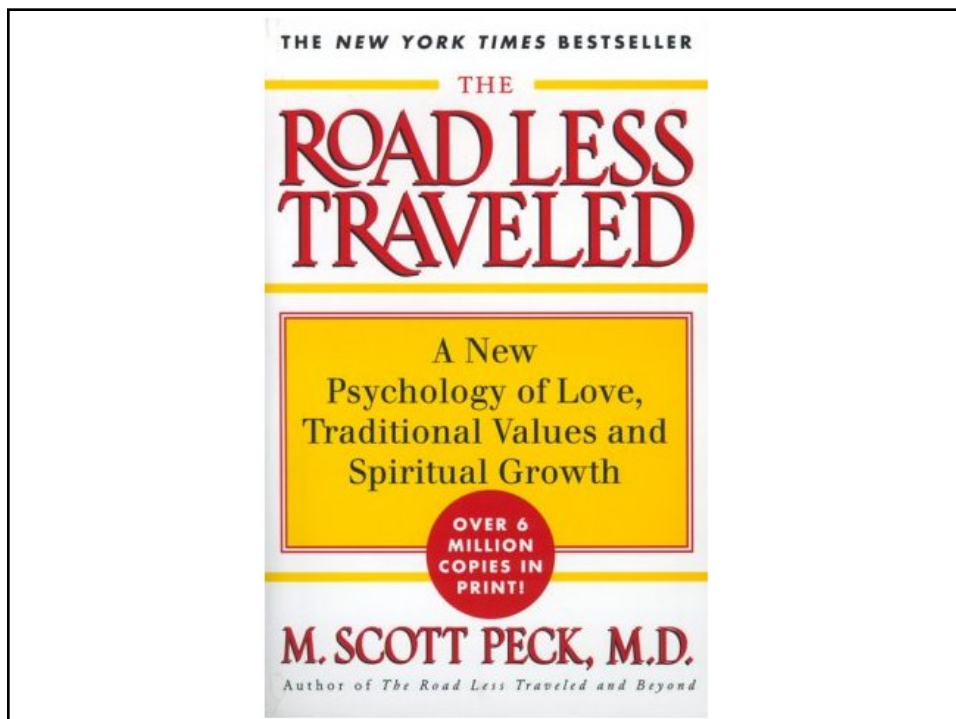
- *Behavior* perceived as being appropriate (from the **other person's perspective** - not yours) to time, tasks, people and situations, makes credibility **increase**.
- *Behavior* perceived as being inappropriate for the same factors makes it **decrease**.



Credibility Fact

*Whether you like it or not, **everyone** who knows you has assigned you a level of credibility—low, medium, or high.
That's the price you pay for showing up!*

Do you know your credibility level(s)?
Are you aware of what you do or don't do that is increasing or decreasing your credibility with others, personally and professionally?



Scott Peck

- *Most who come to see me are suffering from either **neurosis or character disorder**. These two conditions are disorders of responsibility...the neurotic assumes too much responsibility; the person with **character disorder not enough...they blame the world for their problems.***

BEHAVIORAL EXAMPLES

Behaviors that Build Credibility

- Honesty
- Devotion
- Punctuality
- Setting a good example
- Ethical behavior
- Admitting faults and mistakes; taking responsibility for behavior
- Keeping promises
- Forgiving and understanding
- Getting involved with others' plans
- Focusing on the positive

Behaviors that Destroy Credibility

- Dishonesty
- Lack of devotion
- No concern for time/appointments
- Setting a bad example, being hypocritical
- Unethical behavior
- Refusing to admit faults and mistakes; denying responsibility for own behavior
- Breaking promises
- Unforgiving and refusing to understand
- Not getting involved with others' plans
- Focusing on the negative

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PBL 8


DO YOU PERSONALLY NEED TO CHANGE ANYTHING TO INCREASE YOUR CREDIBILITY?

To increase your Credibility in the minds of others, is there an area you want to work toward—to either increase or minimize specific behaviors?

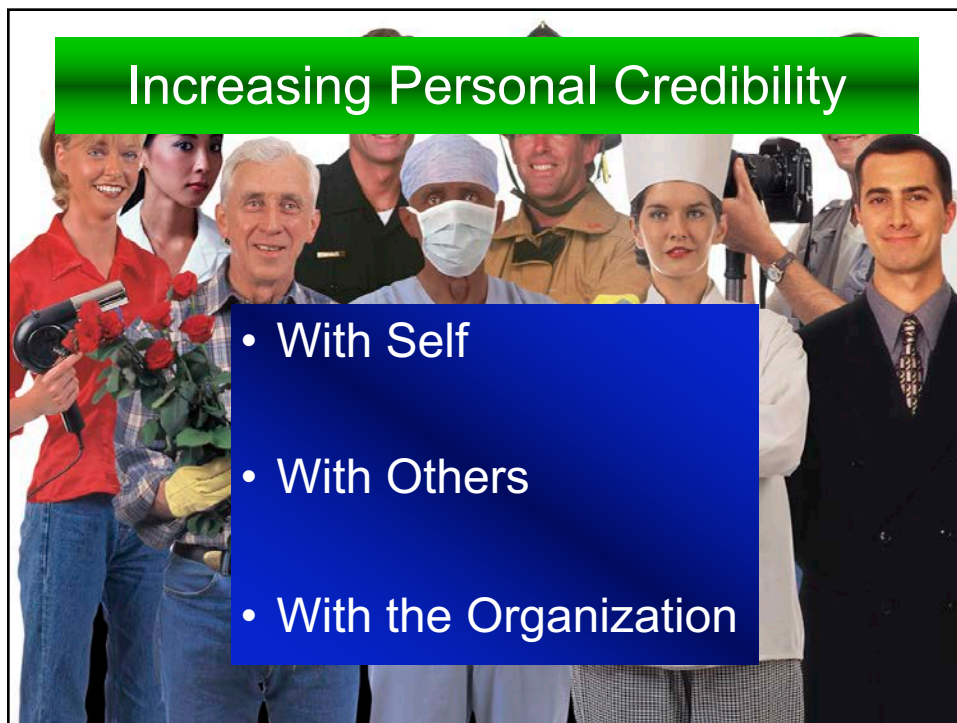
Self

Others

Organization



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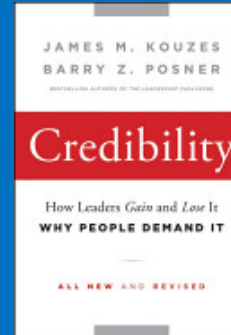


Credibility Research

Authors Jim Kouzes/Barry Posner confirmed in a large research study the characteristics and qualities of highly credible leaders and workplace environments.

The top four are:

- **Honesty**
- **Competence**
- **Forward Looking**
- **Inspiring**



The reason awareness of awareness is so powerful is that it immediately puts me in touch with a dimension of myself that knows that here in self-awareness, all things are possible.


Dr. Wayne Dyer
Best Selling Author of *Excuses Be Gone*



Poll Question

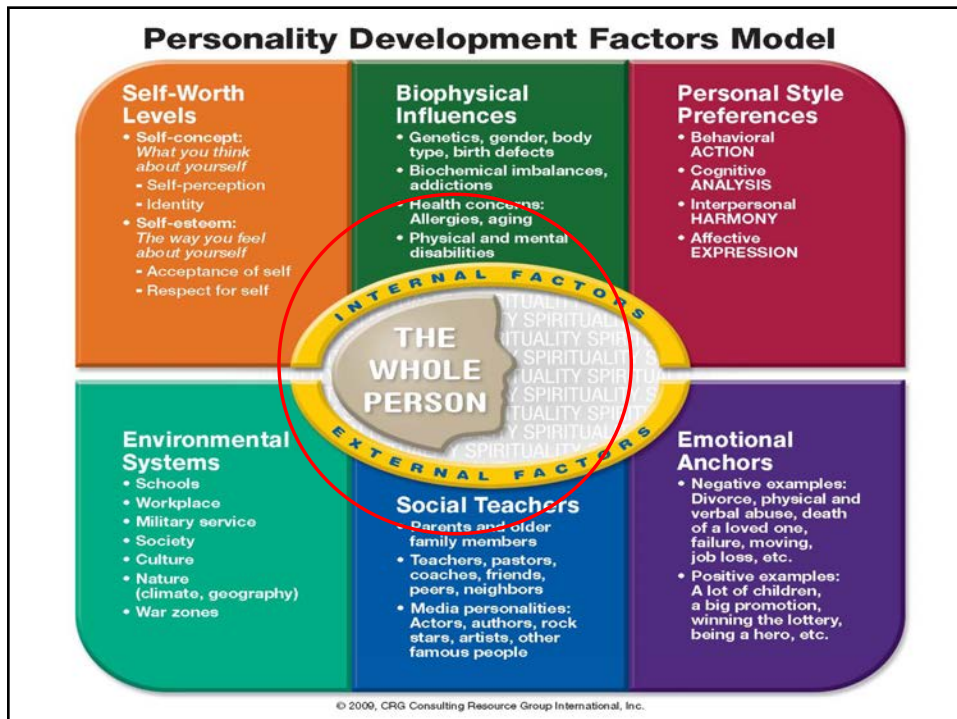

- Are we Nature or Nurture?

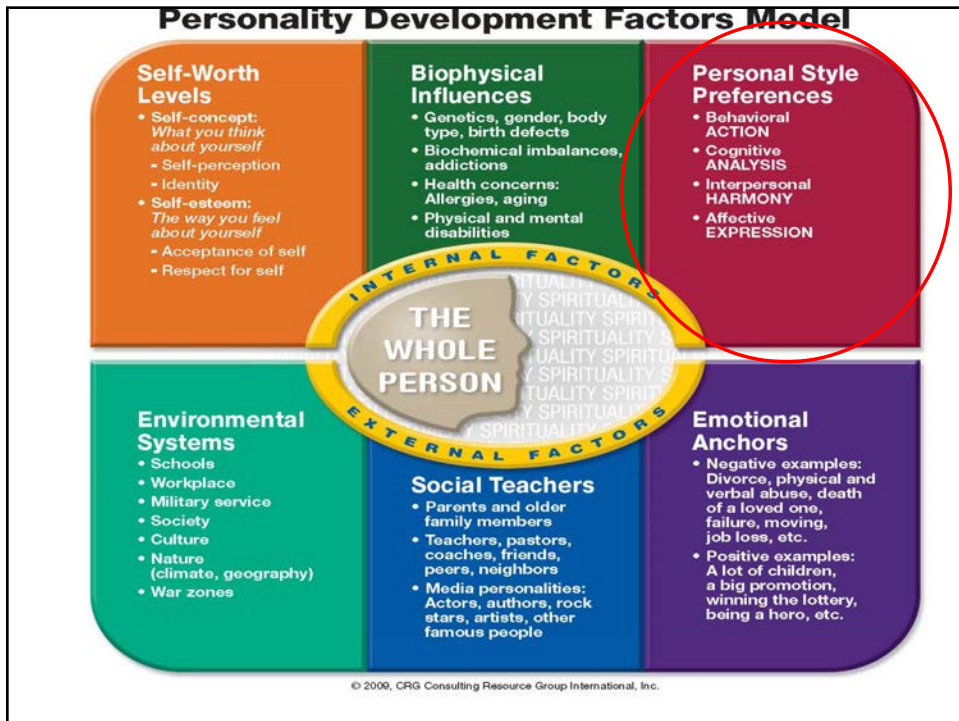
BOTH

The logo for Consulting Resource Group (CRG) is located in the bottom left corner of the slide. It consists of the letters "CRG" in a white, sans-serif font, followed by a white swoosh that curves under the letters.

Question

Why as a career development professional should you care about your own development and the content of this webinar series?



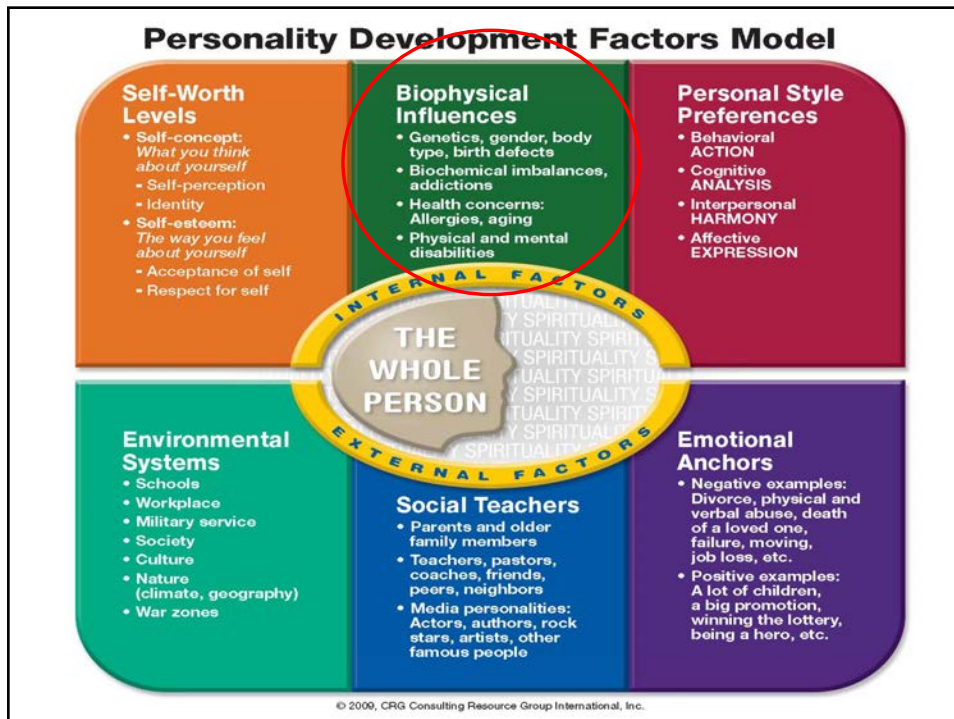


Personal Style Indicator

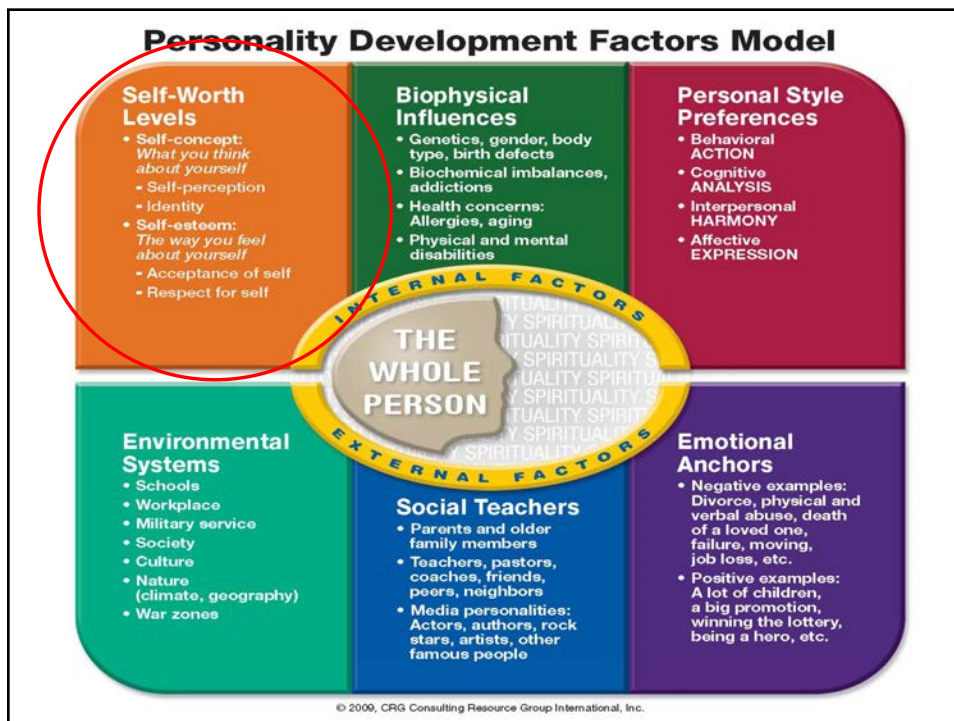
Identify your inherent personal style as it relates to people, tasks, time and situations. Understand self and others more clearly. Improve communications. Increase your success in all relationships, both at work and at home.

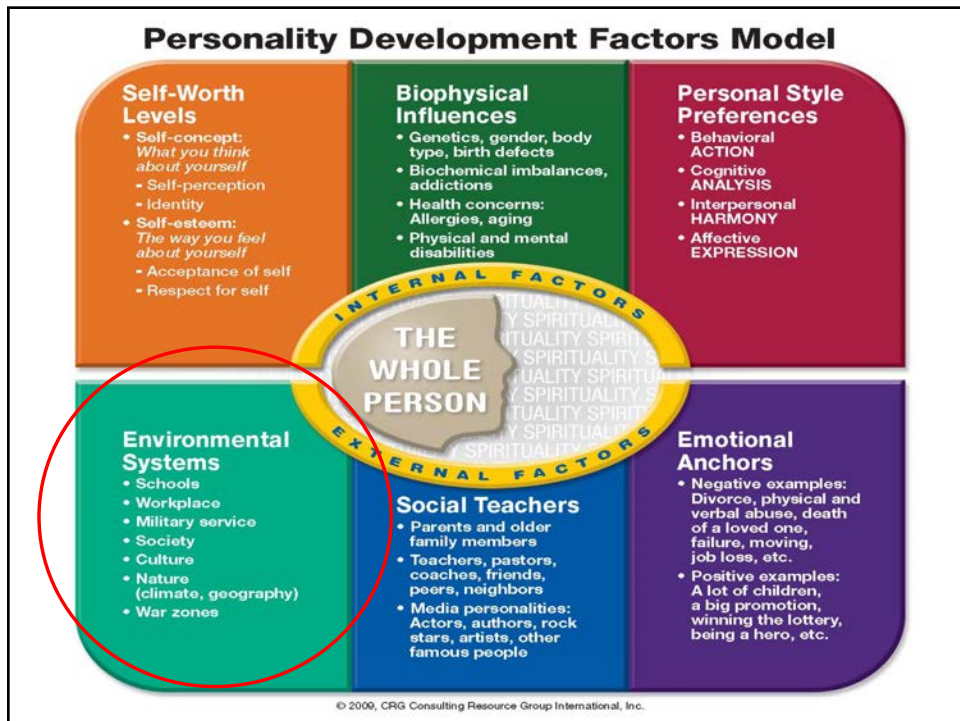
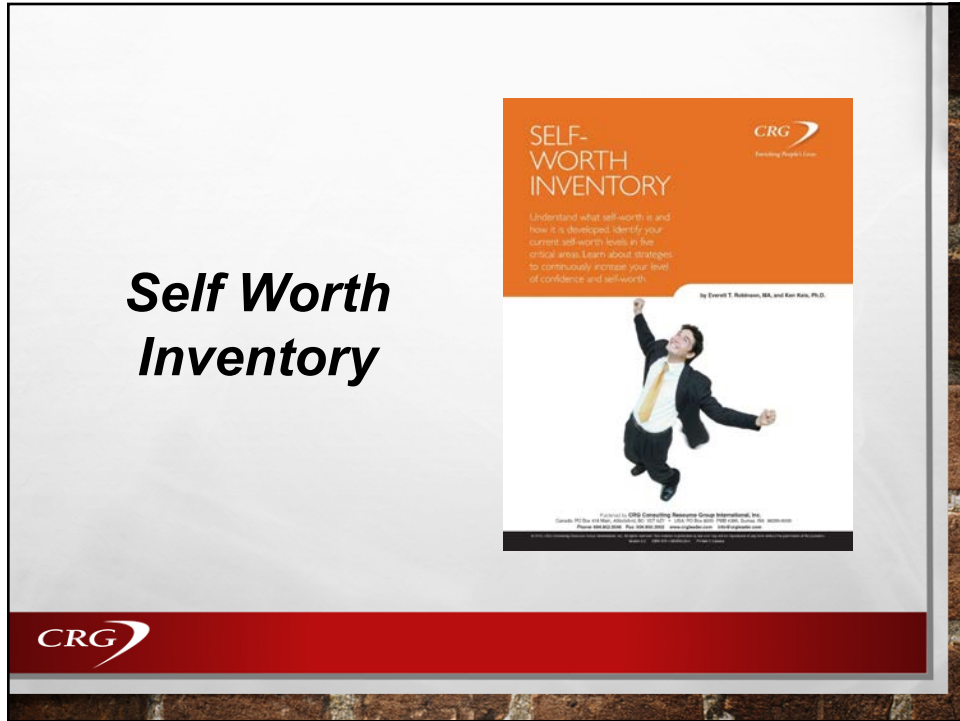
Name of Participant: Sample Report
Date of Assessment: Jul 12, 2017

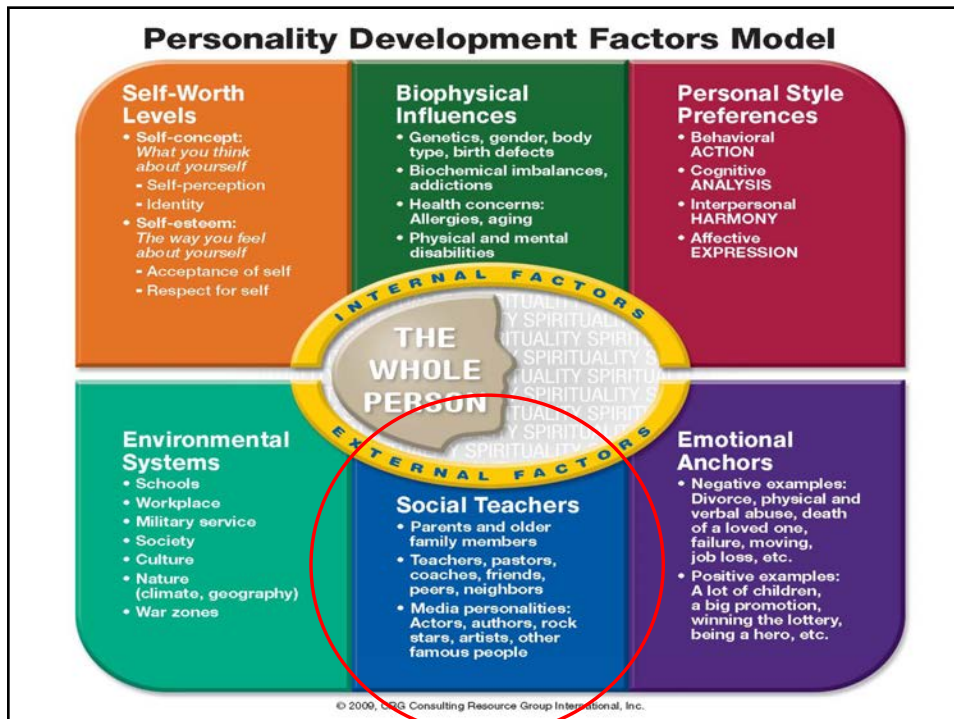
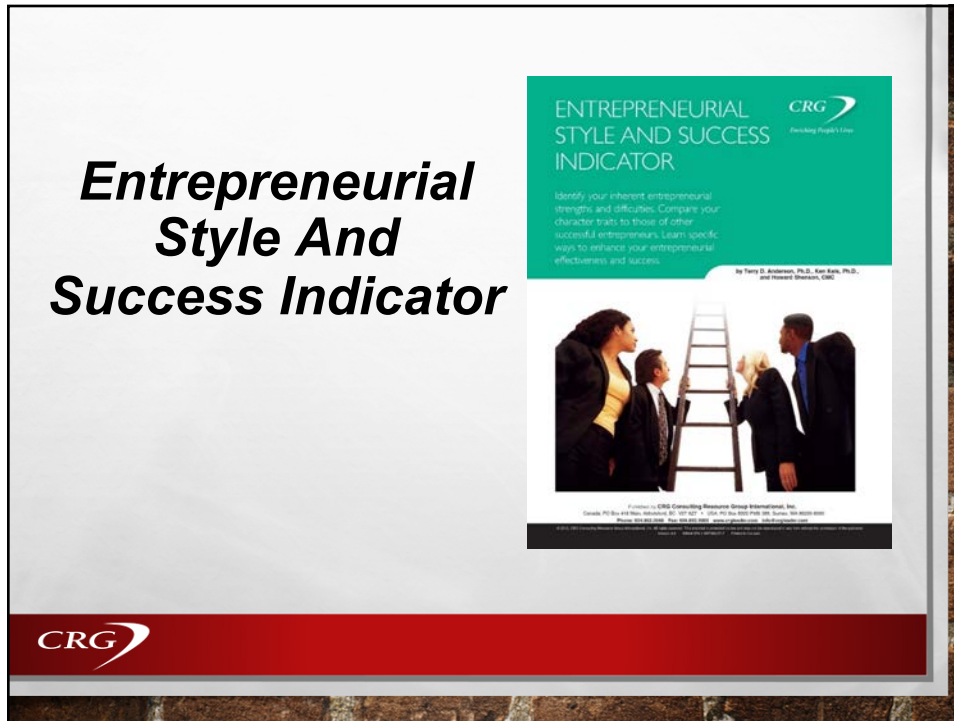
by Terry D. Anderson, Ph.D., with Everett T. Robinson, M.A., and Ken Kes, Ph.D.

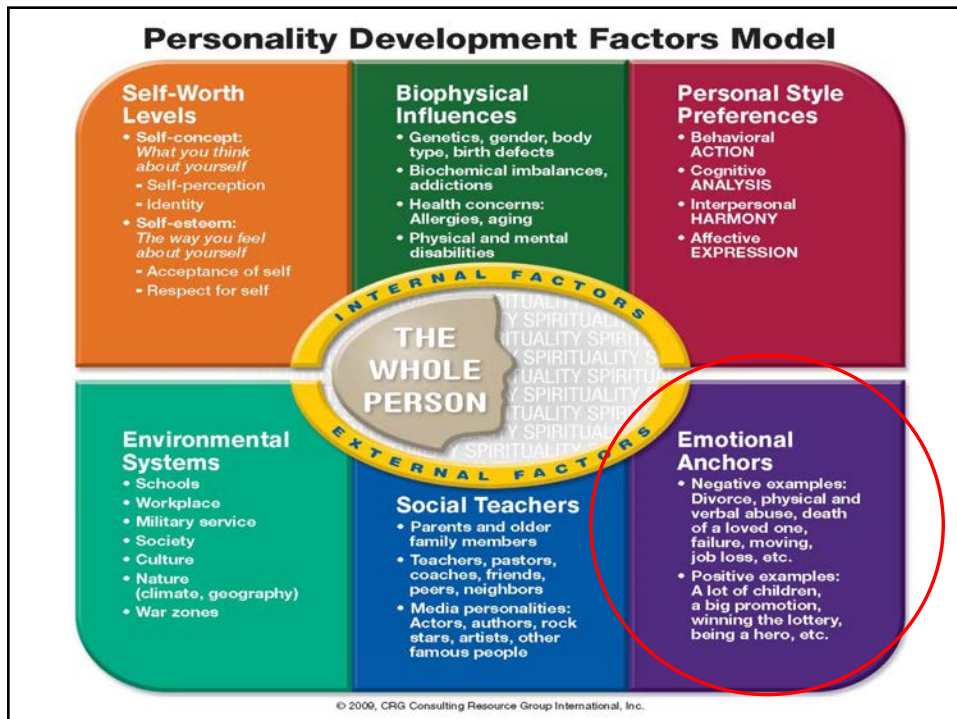


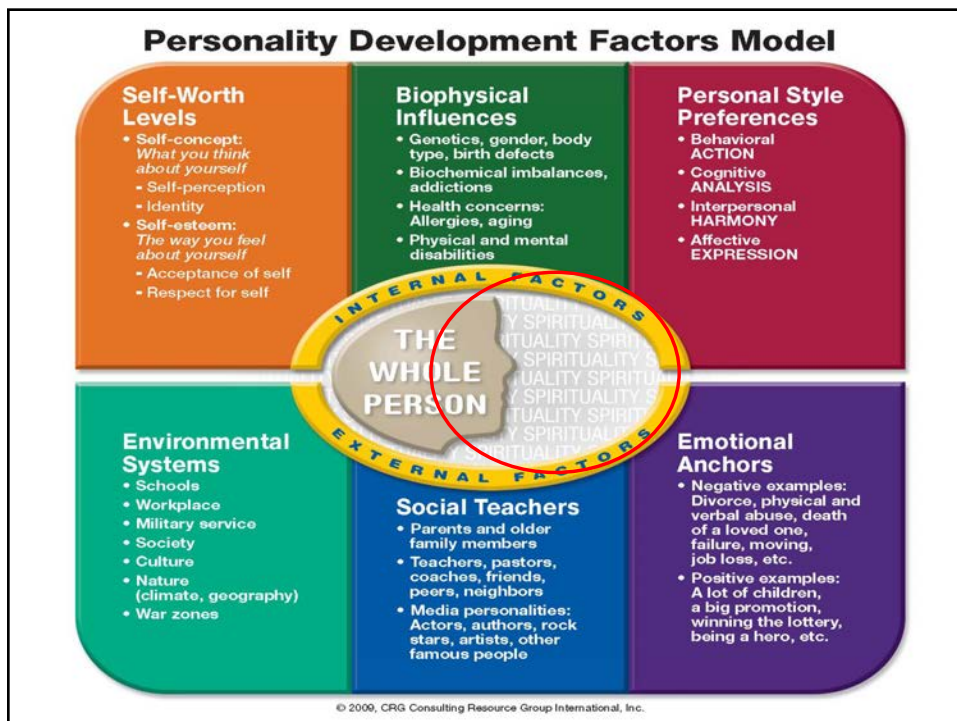
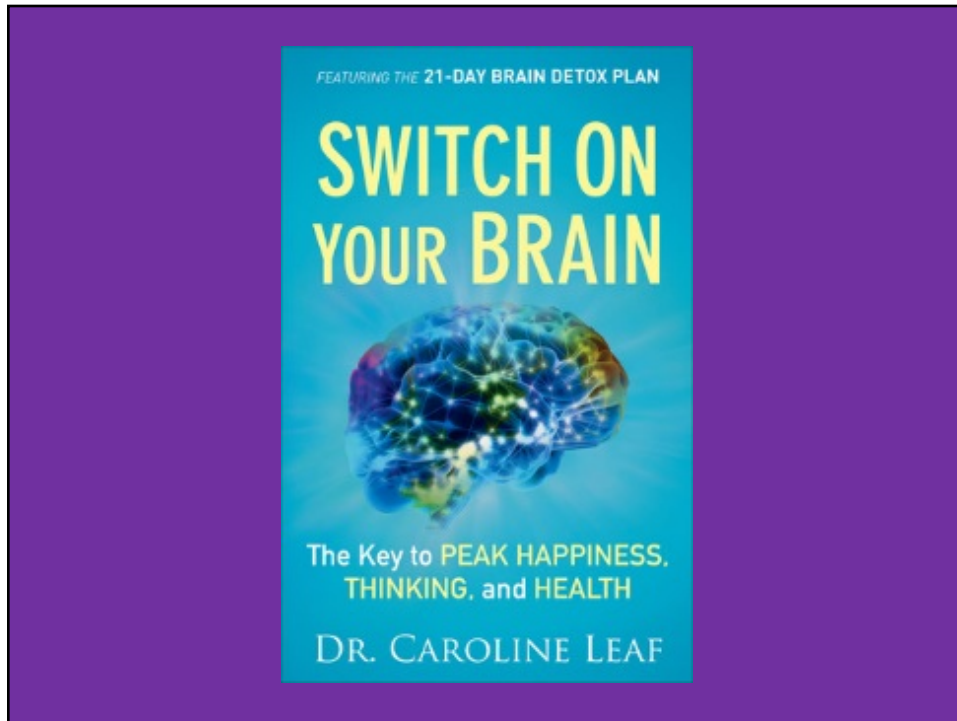
Stress Indicator And Health Planner

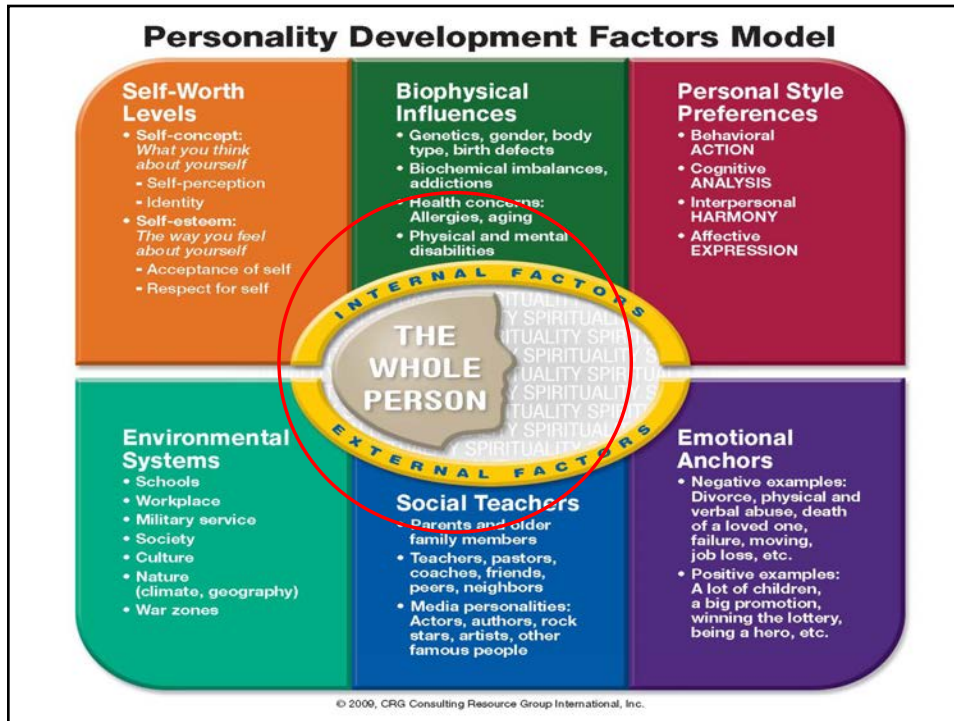














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MUST be done for next session:

-Complete your **Online Personal Style Indicator** Assessment

-Print Out Your Full Report
before September 19th Session


Help email: info@crgleader.com




Personal Style Indicator

Identify your inherent personal style as it relates to people, tasks, time and situations. Understand self and others more clearly. Improve communications. Increase your success in all relationships, both at work and at home.

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Hello Steve Johnson,

CRG Consulting Resource Group has sent you 1 Assessment(s) for completion. To begin, use the following link(s):

Personal Style Indicator. Must be completed prior to September 11, 2017.

<https://www.crgleader.com/crg-assessment.php?assmnt=fb321e082da82850679810cfeb2c6ca2>

If you begin an assessment but are unable to complete it in your first session, your progress will be saved allowing to use the link to continue where you left off at a later time.

CRG Consulting Resource Group International, Inc.

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**Thank You Ken
Keis**

**Next Session See
You**

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