

experiment three \\

Have a Leadership Matching Conversation

GOAL

Assess readiness and match your leadership approach during a check-in conversation.

Agile leaders assess an individual's readiness on a specific task or skill and shift their leadership approach to match.

In an upcoming check-in conversation with one of your team members, assess their readiness on a specific task or skill and adapt what you say and do in the moment to guide them.

1

Identify the task or skill

What is the task or skill you want to discuss? Is it preparing for an upcoming presentation to senior management (task)? Is it creating slides for presentations (skill)?

Bring up the task or skill you are discussing in a conversational way.

*"Taylor, I'm glad we're checking in on your upcoming presentation. I think I can help."
"I'm hearing that you'd like to work on your ability to build slides. Is that correct?"*

Get confirmation that you are on the same page with the task or skill you're discussing.

2

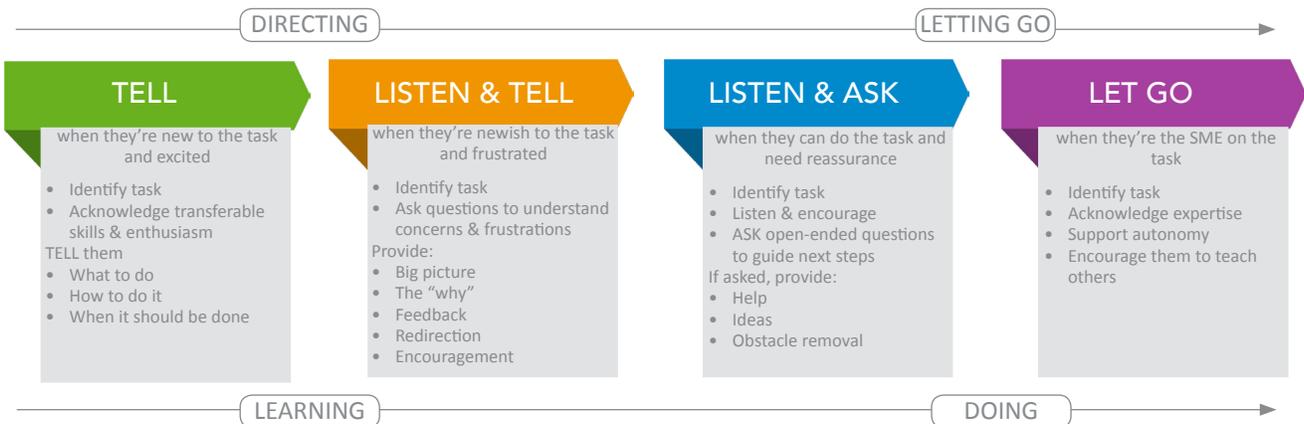
Assess their readiness level

Are they learning or doing?
Are they enthusiastic or unsure?



3

Use the matching leadership approach



A Note...

Pay close attention to verbal and non-verbal cues during the discussion. If something feels off, confirm the task or skill and tell them what you believe to be their readiness level. Then, ask them what they think their readiness level is and how you can be most helpful.