

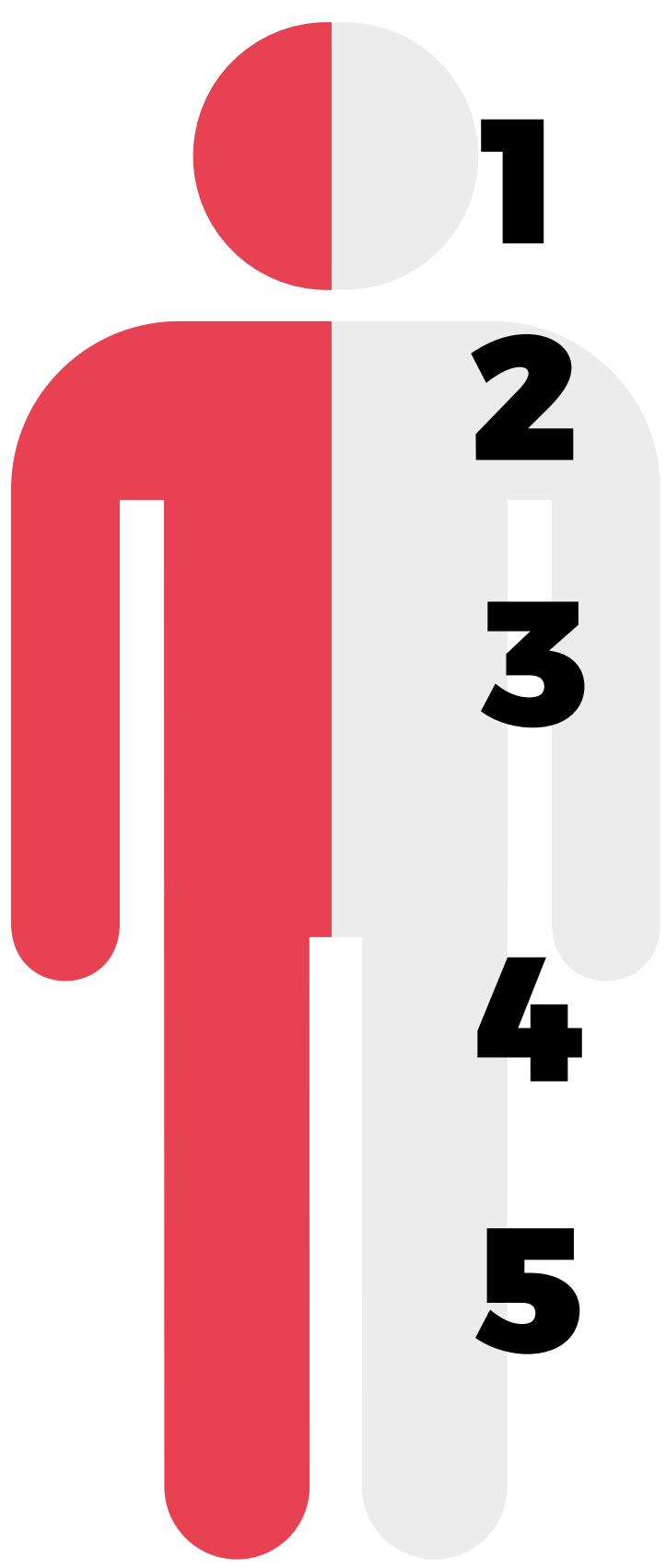
# 5

## BEHAVIORAL VALUES EXPECTED OF LEADERS

People on teams are influential at creating self-sanctioning actions for maladaptive behaviors.

High Functioning Teams and the people in these teams have generally shared values which lead to a commitment to excellent work and achievement.

The Managerial Leader must play an essential role in developing solution steps for continued positive behaviors and must also handle maladaptive behaviors in the same manner as dealing with under-performance with a task assignment.



**1 Integrity:** to behave honestly.

**2 Commitment:** to express one's full potential capability and energy in work.

**3 Reliability:** to be counted upon consistently to do what is expected or required.

**4 Initiative:** to originate new ideas or methods without being asked.

**5 Co-operativeness:** to work together with others for the common purpose.

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## QUESTIONS TO ASK YOURSELF

**1** How are you **embodying each of the 5 behavioral values** above?

**2** How about **your manager**?

**3** Could your team and leadership benefit from **knowing & sharing behavioral values** that increase great work, retention of talent, and production?

**4** Does your management or you have a **process for coaching underperformers** into performers?