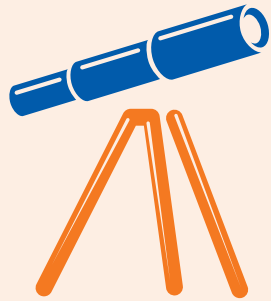






A step-by-step tool for leaders to examine how their generational preferences and biases influence their leadership approach on a case-by-case basis.



## DISCOVER

### Evaluate the Situation:

- Am I asserting a generational preference?
- Is the other person?
- Is it important/necessary for either of us to be doing so or not doing so?

### Determine the Impact:

- What if we both continue asserting our preferences?
- What if one or both of us stop?



## ENGAGE

### Discuss the Situation:

- Engage in dialogue
- Discuss and agree on the root of the issue and its impact.

### Evaluate Options:

- Share desired outcomes
- Determine options in consideration of:
  - Company policies
  - Other applicable limitations

### Agree to a Specific Course of Action:

- Identify and commit to next steps.



## IMPLEMENT

### Execute:

- Implement the agreed upon changes

### Monitor and Measure:

- Determine if the changes are producing the desired results
- Make course corrections (if needed)

Exercise comes from the Leading Generations half-day training program