

# Raising The Vitality and Positive Impact of Your Leadership Pulse Check

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For assistance or clarification please telephone me on +61 418 807 898



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Since 1991 I've observed seven critical ingredients that "give continuance of life" (vitality) to your leadership.

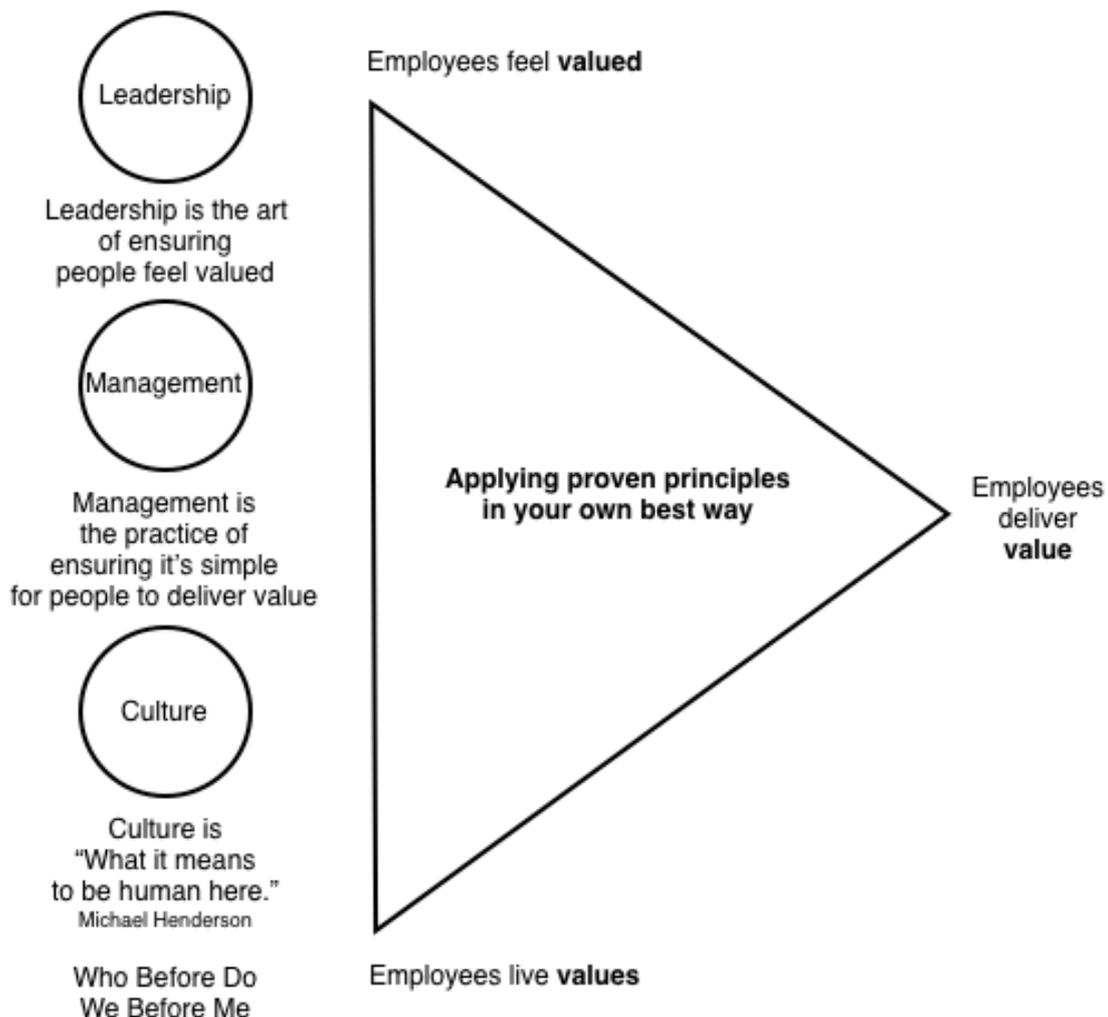
**Become remarkable ("conspicuously extraordinary") in each aspect of the seven, and you will guarantee the positive impact of your leadership, and your longevity and legacy as a leader.**

This pulse check addresses the six so-called soft ingredients. Like everything remarkable they are actually hard to master!

It is assumed that you already have the seventh ingredient in place, the combination of three facts:

- 1) you're purpose-driven.
- 2) your products and/or services are highly valued by the vast majority of your employees, customers/clients, and other stakeholders.
- 3) you're highly disciplined in following proven and ethical processes/systems to successfully manage your finances, including your cash flow.

**The six ingredients of vitality and positivity addressed herein are based on the model pictured below. This model has been used successfully by my clients, in their own best way, as a foundation for achieving better business results at less personal cost, for over 25 years.**



**To discover your greatest insights from completing this pulse check, it is highly recommended that completion be one team at a time by aggregating the views of individuals into one document.**

Please note that when I share aggregated results in my work, your business or team name is never shared unless I have your written permission to do so.

There's a blank pulse check for your aggregation directly under the heading **Complimentary Resources** at the top of the page at <http://www.ianberry.biz/better-business-results-less-personal-cost/>

## **Very Special Bonus for emailing me your aggregated pulse check**

Sharing your aggregated results with me via email [ian@ianberry.biz](mailto:ian@ianberry.biz) enables you to schedule a complimentary mentoring session online with me when:

I will give you one great idea that you will be able to act on straight away,

answer any questions you may have,

have a candid and convivial conversation with you about any insights you wish to discuss.

You will be under no obligation to do business and I promise no silly sell.

## **Your pulse check begins on the next page.**

Yes I could have easily made this pulse check electronic. I found in my own experimentation that doing this the old way, printing out and contemplating, and having others do the same and sharing results, was far more valuable than doing this online.

I wish you profound insights and value to take with you on your ongoing journey to Raising The Vitality and Positive Impact of Your Leadership.

Best wishes

*Ian Berry*

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **one** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<b>Leadership is the art of ensuring people feel valued</b>	<b>Good</b> i.e. basic standards of performance are being achieved	<b>Great</b> i.e. above average; better than basic	<b>Remarkable</b> i.e. "conspicuously extraordinary"
1. Everyone in my team is continuously developing their high levels of self-awareness.			
2. Everyone in my team is continuously developing their high levels of awareness of other people.			
3. As individuals we compete with ourselves and are always seeking to collaborate with each other and other people.			
4. We are each willing to disrupt and change ourselves.			
5. The purpose of leadership being to create more leaders is being fulfilled.			
6. We are being the change/s we want to see in our workplace.			
7. The number one role of leadership i.e. unleashing and enhancing personal and other people's gifts (talents), is being fully embraced.			
8. We have a shared-view about reality, possibility, purpose, strategy, execution, metrics, and culture and values.			
9. The vast majority of our employees have had input into the seven areas of significance in statement 8. and therefore own their individual piece of the puzzle.			
10. Our leadership inspires people to bring everything remarkable that they are to everything they do.			

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **two** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<b>Management is the practice of ensuring it's simple for people to deliver value</b>	<b>Good</b> i.e. basic standards of performance are being achieved	<b>Great</b> i.e. above average; better than basic	<b>Remarkable</b> i.e. "conspicuously extraordinary"
1. All policies, procedures, practices, processes and systems are being systematically reviewed every day to ensure they are enabling people to bring the best version of themselves to their work.			
2. We have an operating structure that is a supplier-customer chain, and developed without people in mind.			
3. Wherever possible we recruit people to match roles identified in our operating structure.			
4. Our operating structure is regularly reviewed in the light of being remarkable in all our transactions and interactions.			
5. When problems/challenges arise we do not seek to find a solution rather we take the opportunity to innovate and remove the underlying cause of the problem/challenge.			
6. Our key learning, unlearning, and relearned is shared and stored for posterity using the latest technology.			
7. We have got the harmony right between technology replacing humans where appropriate, and yet using technology for us is always about enhancing the human experience for our employees and other stakeholders.			

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **three** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<b>Culture</b> is “what it means to be human here, immersed in a <b>Who Before Do</b> and <b>We Before Me Philosophy</b>	<b>Good</b> i.e. basic standards of performance are being achieved	<b>Great</b> i.e. above average; better than basic	<b>Remarkable</b> i.e. “conspicuously extraordinary”
1. We never confuse people with problems and always consider who before do.			
2. We follow an agreed change process.			
3. We follow an agreed and transparent decision process for all major decisions.			
4. Every day decisions are made by people at the coalface following agreed processes and protocols.			
5. Dissent is highly appreciated and sought after in our team.			
6. We embrace candid and convivial communication and conversation and follow agreed processes to resolve conflicts, deal with disagreements, and overcome difficulties.			
7. We enable our employees to have life/work harmony by agreeing to flexible working arrangements and a happy and healthy working environment.			
8. The learning and development programs, platforms, and opportunities that we provide for our employees are recognised as state of the art and leading edge.			
9. Our learning and development is critical to helping our employees fulfill the 3 intrinsic motivators identified by Daniel Pink: <i>“Autonomy: the urge to direct our own lives Mastery: the desire to get better and better at something that matters Purpose: the yearning to do what we do in the service of something larger than ourselves”.</i>			

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **four** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<p><b>Every human being is remarkable simply through our birth. We help people to feel valued by helping them to see themselves as remarkable, and to become who they see</b></p>	<p><b>Good</b> i.e. basic standards of performance are being achieved</p>	<p><b>Great</b> i.e. above average; better than basic</p>	<p><b>Remarkable</b> i.e. "conspicuously extraordinary"</p>
1. We see every human being as the remarkable one-of-a-kind that each of us is.			
2. At the forefront of our leadership is helping people to see themselves as remarkable and to become who they see.			
3. We catch people doing the right things and doing things right and let them know we caught them by having appreciation conversations with them.			
4. We help our employees to create personal and business development plans that mean they own their piece of our strategy execution plan.			
5. We ensure candid and convivial conversations about performance with employees are about what has been agreed to in their plan.			
6. We help people to be accountable when things don't go according to their plan, not by being critical, rather by asking great questions that inspire candour and authenticity.			
7. We excel at telling and sharing authentic and inspirational stories about our people's successes and we publicise these stories widely.			
8. We recognise and reward people for remarkable performance in ways that they suggested.			
9. We informally and formally celebrate with people what is going well for them personally and in their work.			
10. Our quest everyday is to fully appreciate and get the best out of ourselves and other people.			

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **five** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<b>Our values are virtues i.e. behaviours</b>	<b>Good</b> i.e. basic standards of performance are being achieved	<b>Great</b> i.e. above average; better than basic	<b>Remarkable</b> i.e. “conspicuously extraordinary”
1. Our values are lived through virtues i.e. agreed behaviours that mean our adherence to high moral and ethical standards of being and doing.			
2. We're very confident that these behaviours are sustainable and not likely to change even when we may be in difficult situations.			
3. We are open and honest about our mistakes and failures and celebrate and share the learning from them.			
4. We are kind and compassionate to people as a matter of course.			
5. Our risks, perceived and real, are well documented and there are scenario plans in place that are ready to be executed.			
6. We are trustworthy.			
7. Our culture is based on everyone being able to be the best version of themselves as one-of-a-kind human beings.			
8. Our culture reflects our who before do and we before me philosophies.			
9. We call it when we detect BS.			
10. We know that it is not what happens or what is said that matters, rather how we respond.			

## Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **six** of six

Please place an X where your team is now (Good, Great or Remarkable)  
and a ✓ where you believe you need to move to

<b>We help other people to achieve what's important to them by delivering value to them in agreed ways</b>	<b>Good</b> i.e. basic standards of performance are being achieved	<b>Great</b> i.e. above average; better than basic	<b>Remarkable</b> i.e. "conspicuously extraordinary"
1. We give without attachment to getting back.			
2. We have clearly articulated value delivery promises for each team member, other employees, customers/clients, and all stakeholders.			
3. Our role clarity statements clearly articulate who we have relationships with personally and the value delivery promises we have with them.			
4. We excel at having metrics in place that show our progress at meaningful work that delivers value to others.			
5. We excel at displaying our metrics via scorecards/scoreboards.			
6. We are always courteous and civil when making requests, and show genuine appreciation when value is delivered to us.			
7. We send messages with a specific goal in mind and check in with people to ensure message effectiveness.			
8. We listen to understand and reflect back to others to demonstrate our understanding.			
9. We are experts at having accountability conversations with people when their actions fail (for whatever reason) to deliver on their promises.			
10. We are always seeking to design and implement pioneering and truly innovative ways to create and deliver value.			
11. We make a highly valued contribution to the communities in which we operate.			
12. We demonstrate by our actions that we are committed to leaving the world a better place than we found it.			

## About Ian Berry, author of this pulse check

**Better Business Results At Less Personal Cost For Purpose-driven Leaders Since 1991**

[www.ianberry.biz](http://www.ianberry.biz)

+61 (0) 418 807 898

### Key Expertise

Catalyzer for leadership, management, and culture learning, unlearning, and relearning that results in you more fully appreciating and getting the best out of yourself and other people.

More people leading and being accountable through feeling valued, living values, and delivering value is a consequence.

The above lead to better business results at less personal cost, and therefore greater life/work harmony. It follows that communities, cities, states, nations, world become better too.

### Professional Services

[1:1 master-mentor relationships](#)

[Master-mind Groups](#)

[Presentations](#)

[Events](#)

The logo for 'THE Vitality TEST' features the word 'THE' in blue, 'Vitality' in a multi-colored font (V: brown, i: grey, t: blue, a: green, l: red, i: brown, t: blue, y: blue), and 'TEST' in brown.

For deeper work into your personal vitality take The Vitality Test at <https://www.fiveinstitute.com/> and email [ian@ianberry.biz](mailto:ian@ianberry.biz) the summary you receive after taking the test.

Your results can be explored during your complimentary online mentoring session when you send Ian your team aggregated pulse check (see how this works on page 2.)