

#2 – March 16,  
2021 – NUCA -  
Leadership at Lunch  
The Thoroughbred

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# The Thoroughbred

The Thoroughbred is your most desirable worker. They are most often at work, ready to work, willing to work, and thankful for the work.

Thoroughbreds are not perfect, but they come pretty close at times. They are not always the most knowledgeable or talented, but they possess those intangibles that make their employment both appreciated and productive.

## Actions of a Thoroughbred

Thoroughbred Workers reflect many of the following traits:

- ◆ Open to ideas, suggestions, etc.
- ◆ Friendly...but not “buddy buddy”.
- ◆ Clear, future-thinking, goal-oriented.
- ◆ Responsible and reinforces accountability.
- ◆ Consistent and challenging.
- ◆ Supportive but “hands off”.
- ◆ Appreciative of good work that gets recognition.

## Thoroughbreds Respond to...

- ◆ A “pre-look” at upcoming work.
- ◆ Being given independence for creativity & prioritizing while working.
- ◆ Gaining the entire scope of work, then get out of their way.
- ◆ New ideas, techniques, tools, equipment, etc.; they’re not intimidated by new and different.
- ◆ Being active in developing and supporting others; team over “I.”
- ◆ An “assistant” who they can mentor while expanding the amount or complexity of work they can accomplish.
- ◆ Leadership that respects others and communicates in collaborative manner.
- ◆ Regularly discussed & posted goals, targets, etc.

## Thoroughbreds Influence Others By...

- ◆ Engaging trouble-shooting opportunities.
- ◆ Encouraging others personally rather than publicly.
- ◆ Setting goals and participating in the setting of goals.
- ◆ Leading others to “right” behavior through living company values.
- ◆ Propping up others rather than seek personal credit.
- ◆ Always working on the next step to stay just ahead of the stragglers.
- ◆ Follow company’s values, embracing the “right” attitude and approach in most situations.
- ◆ Bring others along rather than leaving other behind!
- ◆ Spending a few minutes early and late to complete assignments and full their commitments.

# Leading the Thoroughbred

Thoroughbreds do not require a great amount of leadership. Thoroughbreds respond best to these leadership traits:

- Open to ideas, suggestions, etc.
- Friendly but not “buddy buddy”.
- Clear, future-thinking, goal-oriented.
- Responsible and reinforces accountability.
- Consistent and challenging.
- Supportive but “hands off”.
- Appreciative of good work that gets recognition.

## Leadership Techniques...for the Thoroughbred

- Give the Thoroughbred a “pre-look” at upcoming work.
- Allow Thoroughbred to exert some independence while working.
- Provide Thoroughbred with scope of work, then get out of the way.
- Introduce Thoroughbred to new ideas, techniques, tools, equipment, etc.
- Pair new workers with the Thoroughbred.
- Provide Thoroughbred with an “assistant”.