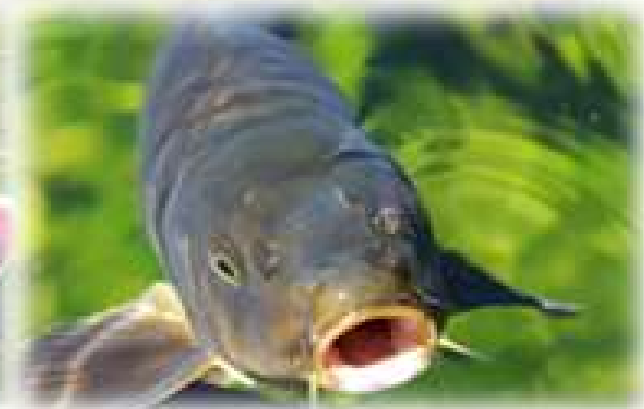


#5 – April 6,
2021 – NUCA
- Leadership
at Lunch



#5 Leading Your Workers Every Day!

Leading your workers based on their DNA results is an entirely new approach. Personality is important and can be insightful when learning to lead. However, your Thoroughbreds represent the rainbow of personality traits. Carp are not limited to only one personality profile; some are loud and obnoxious while others are quiet and studious.

Therefore, we will learn to lead our workers by their DNA type. This may provide us the best approach yet to improving the performance of our workforce.

Let's do a quick leadership action list for each of our 3 traits.

Lead the Thoroughbred

Take the following actions when leading the Thoroughbred:

1. Keep Thoroughbreds informed & updated.
2. Discuss strategy to complete work if challenging work.
3. Ask the Thoroughbred about their ideas and solutions.
4. When you sense trouble...seek personal conversation with Thoroughbred for their insights...confidentially.
5. Before assigning work...ask them (privately) about their preferred choice.
6. Back up your Thoroughbred when they are challenged.

Lead the Fence-Sitter

Take the following actions when leading the Fence-Sitter:

1. Be consistent!
2. Share daily roles, tasks, goals, etc. as this confirms what they think will be done, needed, etc.
3. When FC is avoiding you (more than normal) seek them out privately to uncover what's going on.
4. When FC makes a mistake, calmly approach the correction discussion and rework.
5. Team up an experienced/trusted FC with a new worker or a worker who is struggling.
6. Give recognition to the FC when they have completed difficult work. (Private more than public.)

Lead the Carp

Take the following actions when leading the Carp:

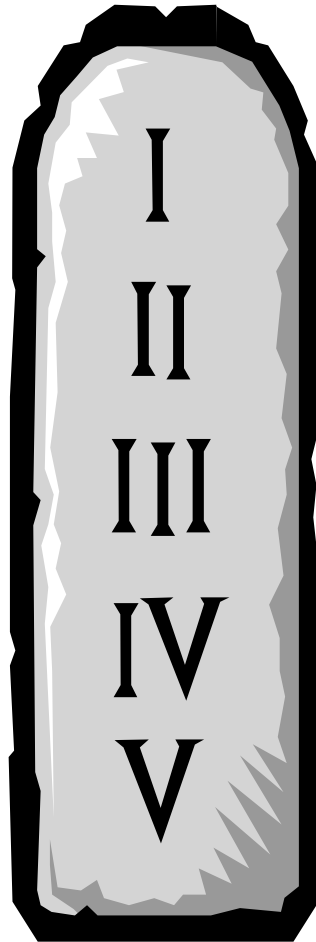
1. Be more intentional about giving assignments, expectations, etc.
2. Take on any negativity privately with a Carp; do not give them an audience to perform before.
3. Do recognize them when they perform well or behave well.
4. Listen to others when they report on the Carp's behavior or performance...there is often fire where there is smoke.
5. Remain calm, maintain eye contact, and do not bow down to the Carp when they raise their temperature. (Bark greater than bite)
6. Remind the Carp, often, about your expectations and needs from them for the day, week, the project, etc.

Improving Our Workers' Performance

There really are no secrets. Improving your workers' performance starts with you. You hold a key that, when placed in the door of your employees' hearts and souls, can open them up to new beginnings – expanding their output ten-fold.

Try making the “Ten Commandments of Effective Leadership” part of your own leadership “DNA.”

The Ten Commandments of an Effective Construction Leader



I Thou shalt love life first and foremost!

II Thou shalt invest your best into others and help others find their best!

III Thou shalt practice commitment first from the heart!

IV Thou shalt “be clear, be clear, be clear!”

V Thou shalt see the individuality of others and address them accordingly!

Ten Commandments of a Construction Leader



Thou shalt always come ready to “play” every day!

Thou shalt compel your workers to do the right thing through your own expression of courage!

Thou shalt focus 70% of your leadership on developing workers’ strengths; 25% developing new skills; 5% on correcting weaknesses!

Thou shalt develop a habit of giving your time, knowledge, expertise and life to your construction workers!

Thou shalt live a life of construction excellence that stands as a model for others to follow!

Leadership for Construction

Our focus in this series has been intended to give you more resources to drive greater performance among the individuals who work for you. Effective leaders focus on developing the right strategy to bring out the best in those workers. That strategy is greatly improved when a leader identifies their workers by their worker's "DNA." This can better prepare you to address your worker's tendencies and habits and influence all your people to be more "Thoroughbred" like in their efforts.

Good luck as you prepare to raise your workers to construction excellence!