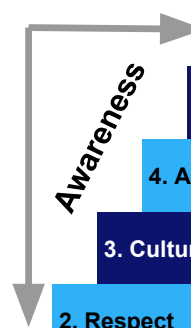


Success Staircase

	<i>Clarity</i>	<i>Skills</i>	<i>Markers of Mastery Signs of Struggle</i>
6. Outcomes	<i>Vision</i> Leadership & Delegation	6	Clarity, Success, Shared Celebrations Poor performance, lack of results, team turnover
5. Progress	<i>Metrics</i> Bidirection Honest Feedback	5	KPI Dashboards & Regular Performance Conversations Missed deadlines, resentment among team members, long meetings
4. Alignment	<i>Commitment</i> Cooperation & Attention	4	Buy-In, Engagement, Aligned Incentives, Mutual-Accountability, Attention to Most Important Metrics Lack of follow through, burnout, disengagement, unproductive criticism
3. Culture	<i>Habits</i> Dialogue & Process Investment	3	Open communication, yes-able critiques, real questions, Effective Processes Walking on eggshells, "we've been here before", negativity, talking past each other
2. Respect	<i>Differences</i> Understanding & Appreciation	2	Awareness of Different Roles, Knowledge/Expertise, Personality, Trust in Vulnerability/Confidentiality Feeling unappreciated, avoiding meetings, worry about stepping on toes or feeling attacked.
1. Values	<i>Priorities</i> Self-Awareness & Openness	1	Sustainability, common purpose/mission, excitement, priorities, shared ethics, let-go-of lists Nay-say vs goal-focused problem solving, overspending, overworking, unclear next steps



Related Business Exercises	
6	Celebrations, Keeping the Staircase Clean (Coaching)
5	3 Numbers to Know/Share/Ask, Strategic Plan Barrier Check in
4	How can I help?, Dream Job, What's Missing?, Hard Truths, Collective Security vs. Collective Defense
3	Yes-able Solutions, Real Questions, Reflective Listening, Implicit Bias, All my favorites
2	What makes me feel respected and disrespected. Languages of Appreciation, JDs, Personality (e.g. DISC)
1	Strengths/Weaknesses/Values, Card Sort, Magic Wand, My Experience Growing Up, In My Purse/Wallet

