

Your First Hire is YOU

Workbook





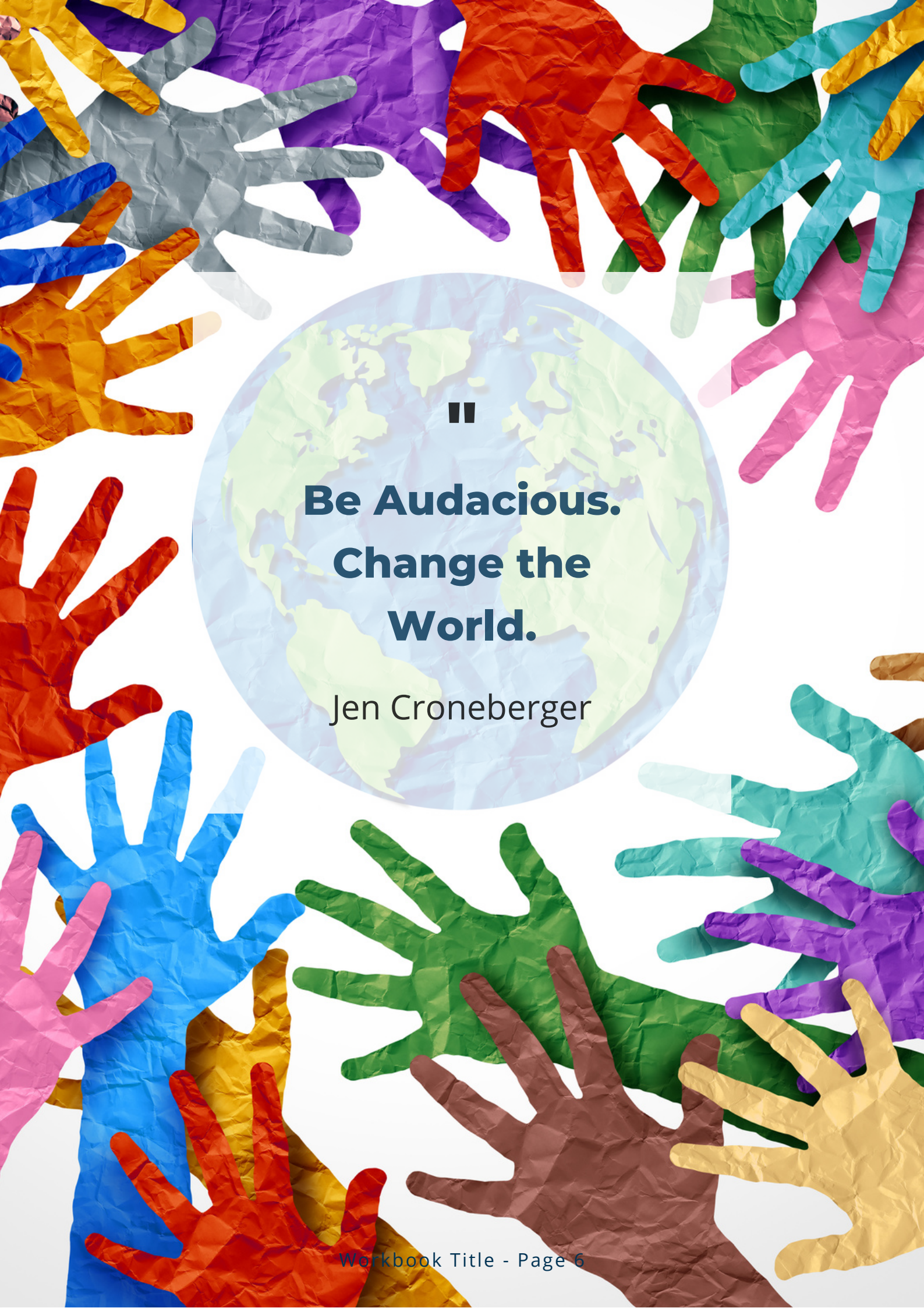
JLYNNE CONSULTING GROUP

A B.R.A.V.E. STATEMENT

B.R.A.V.E. leaders know who they are, understand the power of compassion, are able to sit in empathy, and cultivate cultures of belonging everywhere they show up.

We create a culture of leaders who focus on Belonging, Resilience, Authenticity, Vulnerability, and Empathy by understanding three basic rules:

- How a culture cultivated by B.R.A.V.E. Leaders drives the bottom line and is good for business.
- DEI initiatives must be more than just checking boxes, they must dive into the hard conversations.
- How we show up every day will affect the core of our businesses and the people we serve.



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**Be Audacious.
Change the
World.**

Jen Croneberger

B.R.A.V.E. HUMAN LEADERSHIP® MINI INDEX

These times call for B.R.A.V.E. leaders and contributors. B.R.A.V.E. are the skills, mindset, and intentional behaviors that include Belonging, Resilience, Authenticity, Vulnerability, and Empathy. Take this short quiz to measure your B.R.A.V.E. Index. Please circle your level of agreement with the following statements that closely match how you feel. When finished, tally your score for each column to calculate your total score. Then flip the page over to interpret your score.

Statement	Never	Rarely	Sometimes	Often	Always
I am comfortable expressing my thoughts and feelings with my team at work.	1	2	3	4	5
My teammates seek connection with me.	1	2	3	4	5
In the face of failure, I find it easy to get back up and try again at work.	1	2	3	4	5
My teammates come to me when they need solutions to problems.	1	2	3	4	5
I am comfortable sharing about my personal life with my team at work.	1	2	3	4	5
My teammates share their personal perspective with me.	1	2	3	4	5
I feel comfortable at work sharing something that is vulnerable for me with my team.	1	2	3	4	5
I can recognize when a teammate is uncomfortable in a social situation at work.	1	2	3	4	5
I try to see things from other people's points of view.	1	2	3	4	5
I make an effort to listen as much as I talk.	1	2	3	4	5

Total score: _____



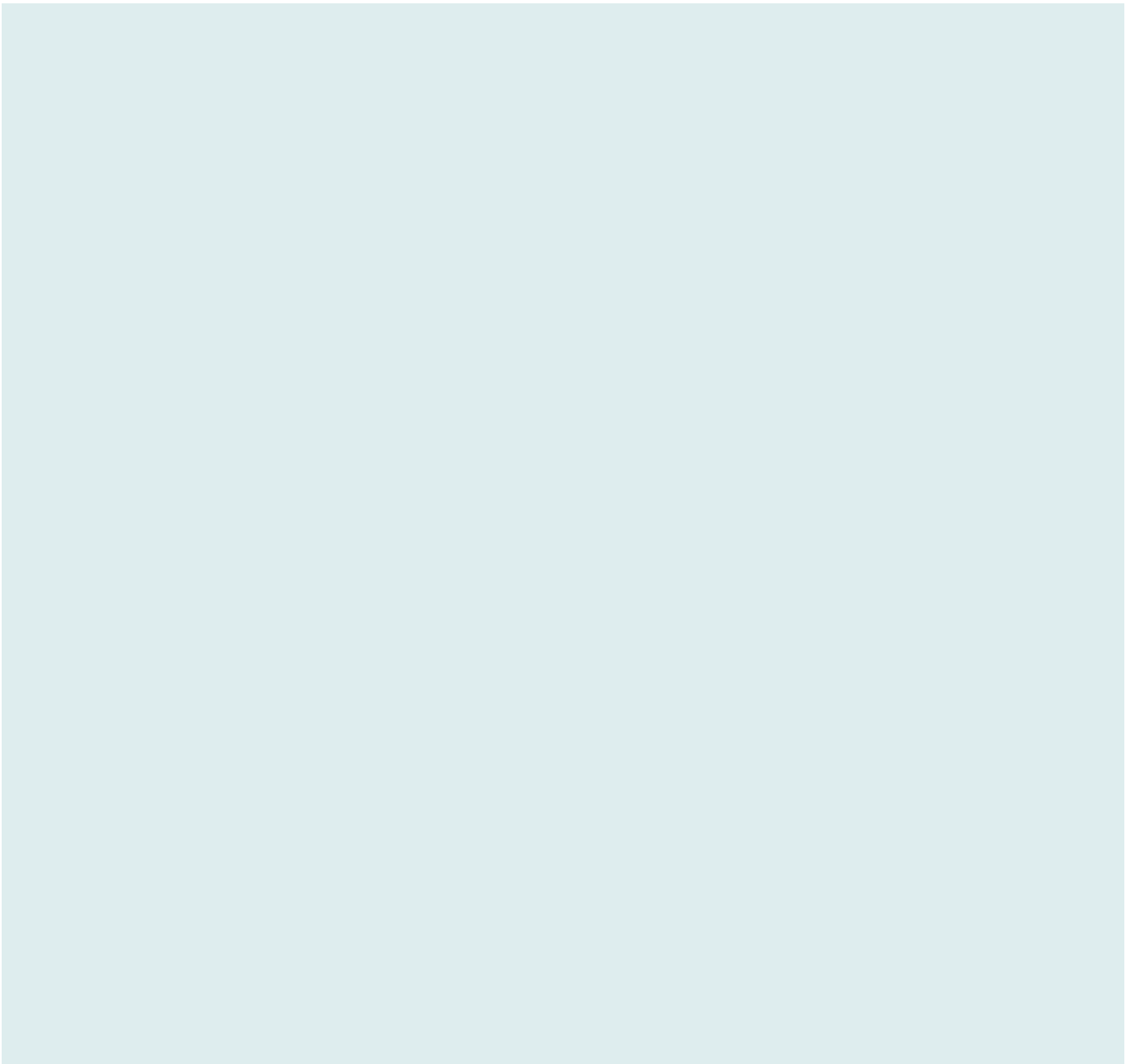
B.R.A.V.E. HUMAN LEADERSHIP[®] MINI INDEX RESULTS

Details	Description	Score
<p>You may find you have an opportunity to build stronger relationships. You might benefit in increasing connection with your colleagues. During times of stress, you may feel overwhelmed by your emotions or may not easily recognize the viewpoints of others.</p> <p>To increase your B.R.A.V.E. score, begin by identifying questions where you scored yourself "never" or "rarely." Choose one or two that you feel would be valuable to you and in your relationships with others.</p>	<p>Area for Enrichment</p>	<p>10-23</p>
<p>You probably have good relationships with some of your colleagues but find others more difficult to connect with. When you begin to recognize your strengths and weaknesses, you will be able to respond and build relationships accordingly with yourself and others.</p> <p>Work on enhancing your B.R.A.V.E. skills by focusing on questions where you scored yourself between "never" to "sometimes" and determine one of two you can begin to improve.</p>	<p>Effective Functioning</p>	<p>24-37</p>
<p>You are highly skilled in understanding yourself and connecting with those around you. You have great relationships, and you probably find that people approach you for advice and connection.</p> <p>Keep your skills fine-tuned by continuing to apply them in your personal interactions and build out a culture where Belonging, Resilience, Authenticity, Vulnerability, and Empathy thrive. Seize every opportunity to use these skills, mindset, and intentional behaviors to maximize your relationships. You will find that using these behaviors will contribute to how you positively affect those around you and give them permission to do the same.</p>	<p>Enhanced Skills</p>	<p>38-50</p>

WHO AM I?

Let's dive into a deeper understanding of who we are. We meet people often. We introduce ourselves and ask them in return about the basic ways in which we describe ourselves. "Who are you" becomes a simple question we ask in thousands of different ways and occurrences in our lifetimes. Let's explore it...

Who am I?



Who you are at the core is tied deeply to your values, ethics, morals, and beliefs.

Who are you without everyone else?

What are your personal non-negotiables?

Your Confidence Resume

Take some time to write down your 10 greatest strengths. Bonus points for an example!

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Vision, Mission, and Purpose



Vision Statement: Think of this as where the company is going. It's what the future looks like if goals and intentions are accomplished and laid out to be the driving force of how the company defines success.

Mission Statement: An actionable vision statement — something that will give the vision legs and traction. It's the what, who and why: What the company does, who it serves and the road map to making the vision become tangible. It centers around why this company is best suited for the job given the people it serves.

Purpose Statement: Why you are doing the work you are doing. What great problem are you solving, or what movement are you championing? If you don't do it, what are the consequences? Who loses? Or who will do it instead? Why do you all show up for this company and not the one across the street?

**THANK
YOU!**

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