

FOUR LEVELS OF MATURITY

A consistent commitment to meeting the needs of others and of the group in order to get things done.

- ▶ "I'll do this, because it's the right thing to do."
- ▶ Staying after school to help a fellow student with a tough assignment.

Working together, according to everybody's strengths, weaknesses, and capabilities, to get things done for the team, or the world at large.

- ▶ "I'll do this if you help me with that."
- ▶ Offering to write the final report if your biology partner will do the dissecting.

Others-Oriented Behaviors

- ▶ Surround those below the dotted line with above the line behaviors.
- ▶ Begin by assuming positive intent, or by not assuming anything; get curious.



Self-Centered Behaviors

- ▶ The best leaders will avoid falling below the dotted line when dealing with a person who is at Level 1 or Level 2.
- ▶ Assuming negative intent may pull leaders below the dotted line and give the perception that they're being judgmental.

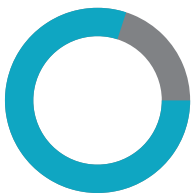
Selfish behaviors executed with little regard for their impact on others.

- ▶ "I'm not doing that because I don't want to."
- ▶ Turning in your part of the group project late because you had another assignment to do.

Putting forth the minimum level of contribution, and doing nothing more than personal requirements or obligations.

- ▶ "Not my problem, not my fault."
- ▶ Finishing your work on time without helping a struggling group member.

80% of decisions are based on **feelings**



20% of decisions are based on **logic**



How to tell if someone on your team is below the dotted line:

