

Workbook page 1 Completed example

What do you recognize

Fictional example / Alex, a NEXTGEN participant

A passage that fits my experience: My report suggests that I move toward a decision when a group feels stuck. During our volunteer event planning, I made a task list and called two vendors. That helped us restart work. Two teammates said the list made their next steps clear.

A passage I question: The description makes decisiveness sound like my usual approach. With an unfamiliar budget, I ask for details and sometimes delay. I want to understand whether my speed depends on how confident I feel about the subject.

Something another person might notice: I tend to state my recommendation before asking what information others have. Someone who needs more time to think might feel the decision is already made, even when I believe I am inviting discussion.

What makes this useful

Alex identifies an event and the contribution it made. The counterexample limits the claim. Alex also names a possible effect on someone else without pretending it has been confirmed.

A less useful entry would say, "I'm a natural leader but need to listen more." That gives a mentor little to examine. Ask which meeting, which action and whose account would add information.

Try it with your own report

Choose a passage you like and make it earn your agreement. What actual experience supports it? Then identify a situation where it does not fit. Ask a person who experienced one of those situations to describe your contribution before you show them the report.

Mentors: use an example from your own work too. If you did not complete the assessment, begin with a recent group experience and keep conclusions about your style tentative.

Workbook page 2 Completed example

Your style huddle

Fictional example / A huddle choosing the Trailblazer approach

A contribution: We help a discussion move toward a decision. One person described turning a broad volunteer idea into a short list of tasks with willing owners.

When that strength gets overused: We sometimes act as though proposing a solution gives us ownership of the decision. In one example, the person responsible for the venue did not get to explain a restriction until after the plan had been announced.

One request: "Before the meeting, tell us what decision we need and who owns it. During the discussion, ask for information that would change the choice before we commit."

A difference in our huddle: One member is comfortable deciding with incomplete information. Another moves quickly only when the work is familiar. Both recognized parts of the description, but their reasons for acting differed.

What makes this useful

The huddle identifies something others would observe. Its request is specific enough for another group to honor. The difference among members keeps the label from replacing curiosity about an individual.

Put the request to work

Ask your current team which part of this request would improve a meeting. Agree on one change for the next meeting. Afterward, check whether it helped someone contribute or decide. A request becomes useful through an agreement and an attempt.

If your huddle chose a different style, use the same level of detail. Explain what happened when your contribution helped and when it became less useful. Avoid assigning a style to a person based on one response to Jeff's questions.

Workbook page 3 Completed example

The community event

Fictional plan using the session's 60 guests, six volunteers and \$600 budget

Our goal: Guests know where to go, feel welcome and have an opportunity to meet someone new. We will confirm the venue's capacity and access before choosing the arrangement.

Next actions: Two volunteers own the welcome process, two own refreshments, and two own the activity and room setup. Each pair confirms what it needs with the coordinator. The working budget assigns \$300 to refreshments, \$100 to welcome and signage, \$100 to activity supplies, and \$100 as a reserve. These are exercise assumptions, not price estimates.

After the change: With four volunteers and an indoor event, simplify to one activity area. One person welcomes guests, one handles refreshments and two cover setup and activity support. Ask the venue what furniture is already available. Keep the \$600 cap and revise purchases after checking what the indoor plan requires.

A request someone could act on

What happened: Our table changed the activity while two people were still planning supplies for the original idea.

Effect: They spent time on purchases we no longer needed and were unsure which plan to use.

Request: "Before we restart, would you summarize what changed and which tasks we should stop?"

Partner's response: "Yes. I also need everyone to pause long enough to hear the update." We agreed that the person proposing a change would confirm the revised assignments before work resumed.

What to examine

Did your group change the plan without explaining why? Who carried extra work after the change? The exercise is useful when you notice the interaction, not only whether you produced a plausible event plan.

Workbook page 4 Completed example

Your next 30 days

Fictional example / Alex's experiment

The insight I want to test: My early recommendation might make others feel the decision is finished before they have contributed.

Observable behavior: At the next two project meetings, I will ask the person responsible for implementation what information we need before I offer my recommendation. I will give them the decision question in advance when possible.

Feedback: I will ask that person, "Did you have enough room to explain your concern before we decided? What should I change next time?"

What would tell me it helped: They understood that input was welcome and had time to give it. I will record whether their information changed the plan, confirmed it or identified something to investigate. Agreement with my recommendation is not the measure.

First opportunity: The next project planning meeting. Mentor check-in: Within 30 days of the first attempt. I will put the actual dates in my calendar and share the check-in date with my partner.

Readiness: 3 out of 5. I expect to forget when we are rushed. What would make it easier: Put the question on the agenda and ask the meeting lead to give me a cue if I jump ahead.

Follow-up after an imperfect attempt

If I invite someone to speak and they feel put on the spot, I will ask how they prefer to prepare. I will try that adjustment at the second meeting and compare the responses. A disappointing first attempt gives me information about what needs to change.

Use the 30-day practice sheet to record your own experiment. Keep the behavior within your control and the scope narrow enough to repeat. Your mentorship partner helps you review the evidence.