

NEXTGEN / COEUR D'ALENE

Human First leadership

How you work. How other people experience you.

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NEXTGEN Coeur d'Alene / Class of 2027

0-2 min Welcome



Our 90 minutes

00–7 min	Welcome	45–60 min	Working together
07–20 min	Your report and four behaviors	60–72 min	A better conversation
20–30 min	What would you do?	72–85 min	Mentor conversation
30–45 min	Style huddles	85–90 min	Close

Room for an honest conversation

You choose what to share. Passing is welcome.

Describe your own experience. Ask before interpreting someone else.

Keep personal examples within this session.

Trailblazer

Prefers direct conversation, decisive action, and ownership of results.

Helps: A meaningful challenge, a clear result, and authority to choose the approach.

Frustrates: Close supervision, unnecessary approvals, or responsibility without authority.

Communicate: Lead with the decision or outcome. Agree on the deadline and which decisions belong to them.

Try: “Here is the outcome we need by Friday. Which approach would you take?”

Connector

Prefers conversation, shared possibilities, and getting people involved.

Helps: Interaction, variety, opportunities to share ideas, and specific appreciation.

Frustrates: Isolation, dismissed ideas, or repetitive detail with no clear purpose.

Communicate: Start with connection. Discuss how the idea affects people, then confirm decisions and commitments in writing.

Try: “Talk me through your idea. Then let’s agree on who will do what.”

Anchor

Prefers a steady pace, dependable relationships, and time to adjust.

Helps: Trust, a sense of belonging, clear expectations, and preparation for change.

Frustrates: Repeated surprises, unexplained changes, or public pressure to respond immediately.

Communicate: Explain changes early and calmly. Give time to think, invite their view, and follow through on what you agree.

Try: “Here is what is changing and why. What do you need to make it work?”

Architect

Prefers accurate information, thoughtful preparation, and clear standards.

Helps: Challenging work, reliable information, room to analyze, and recognition of quality.

Frustrates: Unsupported claims, artificial urgency, or changing the definition of success.

Communicate: Share the facts and reasoning. Define what good work looks like and allow time for questions.

Try: “These are the requirements. What information would change your recommendation?”

Preference and practice

Working style: the approach that feels familiar.

Leadership habits: what you report doing in everyday situations.

A preference gives you a starting point. Habits give you something to practice.

Your report deserves a pencil

Mark a passage that fits a real experience.

Question a passage that feels incomplete or wrong.

Choose one idea you want to test.



A more accurate picture

What happened in the example you chose?

How would someone else describe your part in it?

We're going on a road trip. What's your job?

Think quietly for 30 seconds.

Tell your partner what you would naturally take on.

Ask: "What made that feel like your job?"

20-24 min What would you do?



Pizza, plans, and surprises

Choose one question with your partner.

How would you decide what pizza to order for the group?

Someone says, "I have a surprise for you!" What's your first reaction?

What mattered in your answer?

What were you trying to make happen?

What did your partner notice that you had missed?

Your style huddle

1

Choose the approach that feels most familiar today.

3

Stay seated if you prefer. We'll bring the group to you.

2

A tie or close score gives you a choice.

What helps you do good work?

Name a contribution this approach brings.

Describe a situation where that strength gets overused.

Write one request that would help others work with you.

What we want you to understand

Each style has 45 seconds.

Share the contribution and your practical request.

Include one way your group members differed.

The community event

Your team is hosting a free Saturday event for 60 neighbors.

You have six volunteers and a \$600 planning budget.

The venue is ready. Your team needs a workable plan.

45–48 min Working together



A plan everyone understands

Agree on what a good event will achieve.

Decide how guests will know where to go.

Name the next actions and who will handle them.

The plan changes

Two volunteers are unavailable.

Rain means everything must move indoors.

You have three minutes to revise the plan.

What happened between you?

Which contribution helped the group?

Where did your approach make the work harder?

Whose information changed the plan?

A request someone could act on

“We changed the plan twice after people had started.”

“That made it hard to know which version to follow.”

“Would you send one written update before we restart?”

Two rounds with a partner

Choose a small, everyday misunderstanding.

Make a specific request without assigning a motive.

Listener: explain what you heard and what would help you respond.

Did the request land?

What did your partner understand?

What changed when you adjusted your wording or pace?

Your mentor conversation

Share one report insight you want to test.

Ask for an example that supports or challenges it.

Agree on where you will practice next.



One behavior for the next 30 days

In this situation, I will...

I'll ask this person what they noticed...

I'll know it helped when...

A date makes the follow-up real

First opportunity to practice: _____

Person who will give feedback: _____

Mentor check-in date: _____

What will you do differently?

Share the behavior you chose with one person.

Keep the report where you'll return to it.

Bring an example to your next mentor conversation.

