

MANAGER MATERIAL™

podcast papers

EPISODE 2

HOW TO USE THIS GUIDE

I encourage you to print this out and write notes by hand. Why? Reinforcement helps us to better retain information. Without it, *The Forgetting Curve Theory* tells us that we lose 90% of we hear in a week if it's not reinforced. The odds are not in your favor to retain what your hear just by listening.

Listen to the Manager Material™ podcast and take notes as you go. Don't forget the Action Challenge section at the end.

Episode 2: Mental Health and Management with Walmart Connect's Ryan Moge

INTRO

How would you describe your own management journey: key milestones, challenges, learnings?

When you think about your own first 90 days, what did you hear that is similar to what you experienced or are experiencing? What was different for you?

Based on the conversation, what can happen when an external hire is chosen over an internal promotion? What do those internal candidates need when they don't get the promotion?

What did Ryan say was an early mistake he made? How would you or have you avoided the same mistake? Hint: Friends

Self-Awareness Check: What part does “people-pleasing” play in your experience? If none, what are you doing that might be helping avoid that?

Ryan mentioned a blend of _____ and _____ that he didn't get perfect up front. Have you experienced something similar? If so, describe it.

Ryan mentioned leaning on a mentor early on to solve “am I doing something wrong?” What did he learn in that experience?

Think about your resources for guidance and mentorship. Write them here:

Self-Awareness Check: Do you have anyone in your sphere these days that you may be outgrowing? Anyone that may be holding you back? Do you have areas where you need to add to your community?

Difference between a Boss and a Leader: _____ vs _____ - a huge part of getting buy-in from people.

How did Ryan recommend approaching this as a Leader versus a Boss? What can you do to ensure you are “directing” and not “dictating”?

Ryan mentions a “syndrome” that is actually pretty common among new leaders (and experienced leaders), what was it and how did he recommend approaching it?

How can you have a direct conversation that you might be avoiding knowing it should be about performance management and not how the person is “bad”?

In your experience, what happens when someone focuses solely on the negative?

What is Ryan's motto? Hint: LRA. _____

What are you not getting from your manager today? What is going really well?

What are you not getting from your manager today? What is going really well?

Ryan struggled working for management in the past who would _____ and _____.

As a manager you should _____ and _____.

It's not your job to go "_____". Instead, it's "look at what we did".

Winning is no longer about you it's about the _____. A win for you = _____ and win for your team = _____.

The foundation of Manager Material is YOU, your _____ health, _____ health, _____ health.

What is the “Grindset” Ryan talks about? Have you worked like that in the past? How do you set better work boundaries in terms of the number of hours worked?

What questions can you routinely ask your team to keep a pulse on their mental wellbeing without violating HIPAA? *HIPAA is a federal law that requires the creation of national standards to protect sensitive patient health information from being disclosed*

How can you ensure you aren't overburdening them expectation wise (expectations are greater than their bandwidth)?

If your team is working longer hours for a project or a holiday? Do you have a plan in place to balance things out? If not, what can you start doing?

The first thing every manager should learn, according to Ryan, is _____
_____.

When you charge ahead when your mental health is suffering, you are _____
_____ to your shoulders.

How are you doing? How is your mental and emotional health? What's something you can do to support it?

_____ is a process.

We can _____ all day.

When the company is affecting someone's mental health they often starting looking for the
_____.

What support resources does your company provide? If you don't know, who can you go ask?

Lies (from fear) managers believe that keep them in a toxic organization:

- 1.
- 2.
- 3.

Don't stay where you are not _____, _____, and _____.

Stay _____ with your team through regular 1x1s, building _____, asking how they are _____ on a consistent basis and being genuine about it.

Don't be afraid to _____ and don't be afraid to not know _____.

Ryan's #1 thing that makes you Manager Material: _____

The time you spend with your team is _____ they will never _____.

Make sure the time you spend with them they look back on _____.

notes

THE WRAP-UP

What did you learn? What were your lightbulb moments while listening?

How can you ensure that the time your team spends with you is valuable and something they will look fondly on when they look back on it?

ACTION CHALLENGE

1. Complete the Wellness Action Guides (found in “Action Guides” section)
2. Get to know the resources in your company to support your team and how to work with HR on it.
3. Look at your current connection points with your team. Are they consistent? If not, look to revamp.
4. Find one thing you can do today to make a change towards improving your overall health.