

MANAGER MATERIAL™

podcast papers

EPISODE 5

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 5: The Non-Linear Path in Management with Allison Terrell

INTRO

1. In Allison's new role, the first thing she mentions in terms of making her successful is being _____.
2. When Alison talks about getting into management in tech, she shared that she helped to _____ & _____ those around her and was ultimately recognized and made a team lead.
3. As a manager Allison shares that delivering results looks a bit different, it looks like "delivering _____."
4. When Allison talks about a "non linear" career history, she shares the key is always be _____.
5. When becoming a new manager, in thinking about what makes you successful, Allison shares that _____ your team and learning your team's _____ is key. Her number one tip is learning how to _____ to their _____.
6. What is the number one thing that makes you manager material?
A: _____

7. You need to be confident in three areas. What are they?

- a. _____
- b. _____
- c. _____

Check in: *Where are you lacking confidence? How does that show up for you? What are some resources you could lean on to improve that confidence?*

8. Book recommendation: Erin mentions the book _____

THE WRAP-UP

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

How can you better identify and understand your team's various strengths so you can delegate and develop accordingly?

ACTION CHALLENGE

1. Review videos and guides on effective 1x1s with your team (Action Guides & Mini Drops sections)
2. Get to know the resources in your company to support your team and how to work with HR on it. (See Mini Drop video on "Why an HR Partnership Matters")
3. Find one team member you can better understand in regards to strengths and have a 1x1.