5 VOICES
· QUICK START GUIDE ·

From Steve Cockram & Jeremie Kubicek · Authors of 5 Voices · Co-Founders, GiANT Worldwide
If you’ve taken the 5 Voices Assessment, you know your leadership voice. At GiANT Worldwide, we’re on a mission to help every individual discover their leadership voice and be empowered to use it effectively.

This Quick Start Guide is designed to help you understand your leadership voice better, and begin to identify the voices of those around you.

We believe teams and whole organizations can be transformed when contributions from each foundational voice are sought and acted upon. Thanks for joining us!

PURCHASE 5 VOICES and get the free Audio Course.

Purchase the 5 Voices book and email your receipt to 5voices@giantworldwide.com.

You will receive the 5 Leadership Voices Audio Course to accompany you on this journey.

TO BUY THE 5 VOICES BOOK » www.5voices.com
IMPORTANT REMINDERS

Keep these assumptions in mind as you continue learning about the leadership voices.

› Your leadership “Voice” is made up of all 5 Voices.

› Some voices are more natural to us than others

› Maturity allows us to value the contribution each voice brings.

› Nature, Nurture and Choice have all played a part.

› Don’t assume you know what someone else’s foundational leadership voice is. Behavior doesn’t always imply personality.

› Don’t assume you know what each word (Pioneer, Creative, etc.) means

The next 5 pages give a snapshot of each leadership voice by looking at the positives and potential negatives associated with each type.
SNAPSHOT OF A NURTURER

‣ STRENGTHS

 › They intuitively feel how an organization will react to a new idea
 › They defend values, people will always come before profit
 › They function as the relational oil inside the teams and organizations
 › They are pragmatic realists who ask - "has this really been thought through?"
 › They take genuine delight in celebrating the achievements of others and are natural team players.

‣ POTENTIAL NEGATIVE IMPACT

 › They can become overly resistant to change & demonstrate passive aggressive tendencies
 › They rarely fully value the contribution they make.

‣ CHAMPION OF...

 › Champion of Relational Harmony, Values, and People
SNAPSHOT OF A
CREATIVE

‣ STRENGTHS

‣ They are the Conceptual Architects and love to think outside the box.

‣ They function as an “early warning radar system” for teams, often seeing the opportunities and dangers long before everyone else.

‣ They are never satisfied with the status quo - they inherently believe things can always be better.

‣ If the vision is compelling the word “can’t” is not in their vocabulary.

‣ They exhibit a strong social conscience and desire for personal and organizational integrity

‣ POTENTIAL NEGATIVE IMPACT

‣ They often struggle with the fact that, "people never seem to fully understand my ideas”

‣ Being internal perfectionists they can often fail to celebrate the 90% that has been achieved, focusing instead on the 10% that hasn’t!

‣ CHAMPION OF...

‣ Champion of Future ideas, Organizational Integrity, and Social Conscience
SNAPSHOT OF A GUARDIAN

‣ STRENGTHS

‣ They have a relentless commitment to ask the difficult questions.

‣ They will always seek to honor the past as teams look towards the future

‣ They accept as personal the commitment to deliver projects on time and on budget.

‣ They have the ability to detach decision-making from personal sentiments.

‣ They are naturally risk averse asking, "Is it worth the risk and investment?"

‣ They respect and value logic, order, systems and repeatable processes.

‣ POTENTIAL NEGATIVE IMPACT

‣ Their desire for truth & right decisions can sometimes override the feelings of others.

‣ Inability to compromise when they have a strongly held opinion.

‣ CHAMPION OF…

‣ Champion of Truth, Stewardship of Money and Systems
SNAPSHOT OF A CONNECTOR

**STRENGTHS**

- They are persuasive and inspirational communicators - rallying people to causes and things they believe in.
- They are incredibly resourceful - “Whatever we need, I can get it or I have a source.”
- They have the capacity to maintain a large number of relationships
- They know how to connect with people & their aspirations.
- They need appreciation and credit for making key connections - “Are you aware of what I’ve done?”

**POTENTIAL NEGATIVE IMPACT**

- Their people pleasing tendencies means they often struggle to bring effective challenge.
- They often struggle to hear or engage fully with critical feedback.

**CHAMPION OF…**

- Champion of Relational Networks, Branding and Messaging, and Internal Collaboration.
SNAPSHOT OF A PIONEER

‣ **STRENGTHS**

 › They approach life with an “anything is possible!” attitude.

 › Visioning and shaping a scaleable future is always the highest priority.

 › Their strategic military thinking makes them incredibly effective at aligning people, systems and resources.

 › Winning is a massive driver, they hate to give up and will drive their team long after others would have given up.

 › They are powerful communicators, using logic and rationality to provide an attractive and compelling vision of the future.

‣ **POTENTIAL NEGATIVE IMPACT**

 › The immature Pioneer can often appear very arrogant with a “Me Focused” Agenda

 › They quickly dismiss the contributions of those they don’t believe to be competent or experienced.

‣ **CHAMPION OF…**

 › Champion of Strategic Vision, Tough Decisions, and Problem-solving.
5 LEADERSHIP VOICES
TAKE THE NEXT STEP

INDIVIDUAL STUDY

Get your copy of 5 Voices today: Click Here »

TEAM DEVELOPMENT

Experience the 5 Voices 60-Day Team Challenge: See Next Page »

Questions? Contact Jordan Mitchell · Relationship Manager

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A 60-DAY TRANSFORMATIONAL JOURNEY FOR YOUR ORGANIZATION

5 VOICES: 60 DAY TEAM CHALLENGE

Everyone in your organization has a leadership voice. Help them discover it with the 5 Leadership Voices Team Challenge.

WHEN PEOPLE INSIDE YOUR ORGANIZATION DON’T USE THEIR LEADERSHIP VOICE, IT LEADS TO:

- Meetings seem to go no where
- Wasted time, money, and resources
- Misaligned teams that are ineffective or unhealthy
- Toxic work environment filled with drama and gossip
- People in the wrong role or position
- Disagreements that divide instead of unite

THIS EXPERIENCE IS DESIGNED TO HELP YOUR TEAM MEMBERS IN THE FOLLOWING WAYS:

- Greater Self-Awareness
  Learn their voice and understand what it’s like to be on the other side of their leadership.
- Better Alignment
  Discover their sweet spot on the team, get better aligned, and reach higher levels of performance.
- Clear Communication
  Communicate what they mean without people taking it the wrong way and getting offended.
- Effective Delegation
  Delegate more effectively to save time and increase productivity.
- High Performance
  Confidently build high-performing teams, rather than taking shots in the dark and hoping people do their jobs well.
- Quicker Decisions
  Learn how to listen better, ask helpful questions, and make quicker decisions.

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5 VOICES

TEAM CHALLENGE OVERVIEW

**DAY 1: TEAM DIAGNOSTIC**
The program will kickoff with a diagnostic that will benchmark the team's current reality in Relationship, Communication, Capacity, Synergy, Alignment, and Execution.

**DAY 7: 5 LEADERSHIP VOICES TEAM RETREAT**
During this 1-day event, we will share the 5 Voices Accelerator to discover all of the leadership voices of everyone on the team.

**DAY 8 - 59: CORE GROUPS EVERY 2 WEEKS**
CORE Group will include all team members with 1 GiANT Leader. This will serve as the primary learning and application vehicle for the program. These 90-minute meetings will occur twice per month.

**DAY 8 - 59: MONTHLY 1:1 COACHING**
These 1:1 sessions will give each participant a regular time to process their own personal leadership development and ensure progress is being made.

**DAY 60: 5 LEADERSHIP VOICES FINALE**
For this 1-day finale, invite everyone in your organization for an Accelerator experience. We will wrap up and discuss the next steps.

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Questions? Ready to Get Started?
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