

HUDDLE UP: 3 STEPS FOR WIG SESSIONS

Accountability Partners can help us to reflect on our progress and achieve our Wildly Important Goals® (WIGs®) with these three steps!

3 Steps for WIG Sessions	Looks Like	Sounds Like
Question 	• Eyes on your partner(s). • Focused on your partner's voice. • Seeking first to understand, then to be understood. • Reflecting, possibly using a Plus/Delta T-Chart. • Partner's Leadership Portfolio is open as a tool, if needed.	• Checking in: – “How are things going with your WIG?” – “What did you do to get closer to your goal?” – “What did you do that did not get you closer to your goal?” • Partner is discussing goals and progress. • Making updates to scoreboards. • Low volume.
Encourage 	• Eyes on your partner(s). • Making appropriate gestures and facial expressions. • Making an Emotional Bank Account deposit. • Partner's Leadership Portfolio is open as a tool, if needed.	• Helpful tips: – “I can see that this goal is important to you.” “I can see that you have been practicing!” – “I can see that you have been working on your goal.” – “I can see how much effort you have been making!” • Sharing celebrations. • Giving positive feedback.
Suggest 	• Eyes on your partner(s). • In synergy with your partner(s). • Partner's Leadership Portfolio is open as a tool, if needed.	• Reflection: – “Are your strategies working?” – “How do you know?” – “What do you think you should do differently next week?” – “What additional support do you want or need?” • One voice at a time. • Challenging your Accountability Partner(s), as needed.

Ask Yourself:

- Did I make this time a **Win-Win** by reflecting on my WIGs and my partner's WIGs?
- Did I **Seek First to Understand** by listening to my Accountability Partner(s)?
- Did I **Synergize** with my Accountability Partner(s) to complete all three steps?