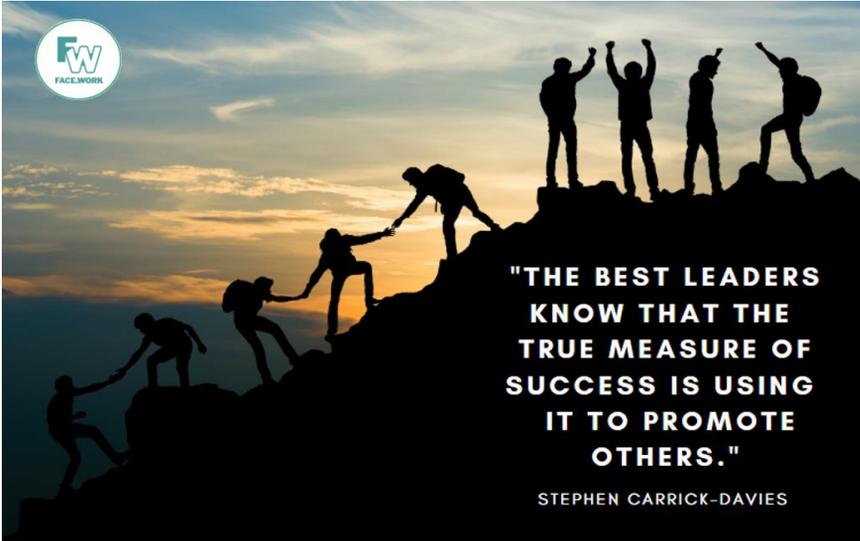


PROMOTING OTHERS



WHAT IS THIS SKILL?

It may seem strange to identify Promoting Others as a skill for the modern workplace. Surely we should be promoting ourselves! To the contrary, modern businesses thrive when every member of the work team is playing to their strengths. Increasingly modern companies are looking for staff who can work well in a team and promote other people within the team. They need staff who think WE not ME!

This skill is hard to acquire if you are someone who feels that you have not been given the opportunity others have. Why should you be promoting other people, when no-one is promoting you ? However if you are generous in your praise for others, work in a collaborative, non competitive manner and promote your colleagues there can be enormous rewards. Indeed true leadership in the workplace involves looking out for opportunities to support and promote others. Indeed if you want to be a good manager in the future you will need to develop this skill of promoting others.

Before you start this Challenge rate yourself on your current ability to promote others.

TEAM WORKING
Rate yourself

1
Not great

2
Need help

3
OK

4
Improving

5
Mastering

Promoting Others

ARE YOU UP FOR THE CHALLENGE TO IMPROVE ?





WHY IS THIS SKILL VITAL IN THE WORK PLACE?

One way to understand why this skill is important is to talk to people who run businesses. Here is a short Facework interview from the boss of a leading UK computer training company Listen to what he says about what he is looking for when he is recruiting new staff. (57 seconds into the recording).



“So when we interview people [for a job] we never interview them on their own, we always bring them in as a group. And the person we are looking for is the one that makes someone else look good, not makes themselves look good.”



Attitude is king

from Facework India PLUS 5 years ago

Henry Stewart CEO from Happy Computers talks about the importance of a positive attitude in work.

<https://vimeo.com/109248574>

What do you think of this strategy ?

Why does this boss want staff who make other people look good?

If you were in a group interview what could you say or do which would show a prospective employer that you are someone who can promote other people?

If you went for a job interview and didn't get the job because the boss didn't appreciate your actions or attitudes in promoting other people in the interview, do you think you would still want to work for a boss like this?

Of course there is a balance to take, it's vital in an interview that you do show your strengths and promote your skills but if it is for a job in a team make sure you don't come across as arrogant, or selfish.

Some companies are developing Job Descriptions for Teams as well as for individuals. What could you bring to a team ?



THE FACEWORK SKILL CHALLENGE



The Facework Challenge for this skill is to help you think about how you would go about promoting others team members.

You have been asked by your teacher to produce a project about the environment with three class mates.

Your teacher is looking to see how you work collaboratively and will be assessing your team work skills.

One of your group members is reluctant to share their ideas. They privately share with you that they don't feel confident and have had their ideas stolen before and don't feel they are taken seriously by others.



"There is nothing more beautiful than someone who goes out of their way to make life beautiful for others."

Mandy Hale:

How would you encourage this team member and promote the skills they have so that they do feel more confident to speak up and contribute their ideas and feel valued?

.....

Finding one genuine thing about someone.

One exercise which you can do is think carefully about someone you know well and find a way of praising them on one of their qualities. In praising them you can be intentional about it here's an example

"I've been noticing something about you, can I compliment you on the way you, seriously it is really special quality, can I ask how did you get good at doing that?"

Is there someone you can praise in this way ?

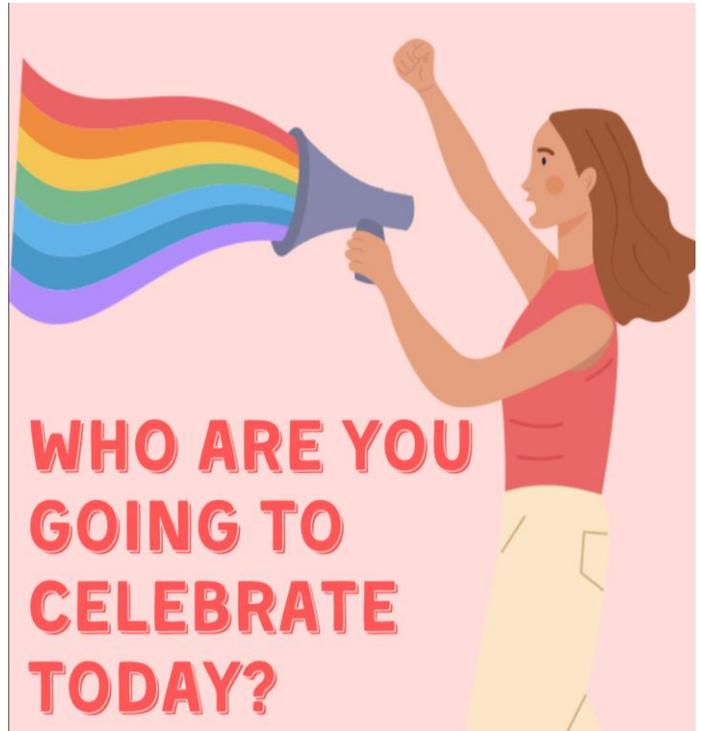
Who are you going to promote today ?

Finally, when you think about promoting other people it's important to remember that there are some groups in our society who are excluded and face discrimination and barriers. It is therefore really important that as well as promoting individuals, we promote groups and causes which seek to promote equality and fairness.

In today's world, employers are realising that they need policies in place to protect groups of workers and customers who may face discrimination. Trade Unions work hard to fight for the rights of workers, including those who face discrimination.

When you have an opportunity to start working with others, think about what sort of company or employer you would like to work for. Is it a company where;

- Everyone seems to have similar attitudes and outlook and is unwelcoming and unfriendly to people who appear different. Or
- A company where it is clear that everyone is welcome and there is a strong commitment from the leaders that everyone is treated fairly with respect and the issue of equal rights is championed.

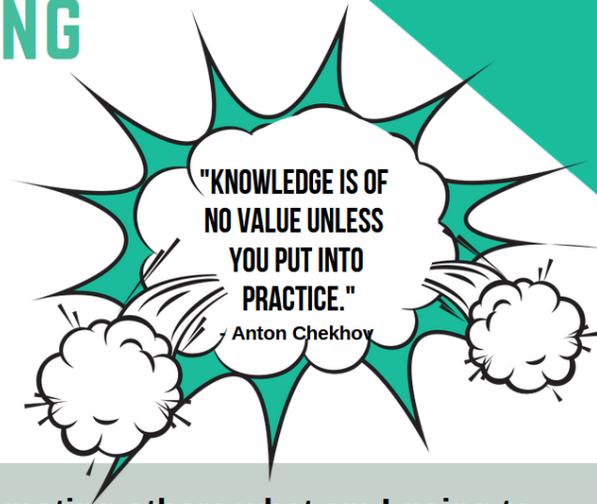


As you have concluded this Challenge sheet how would you now rate yourself on your ability to promote others?

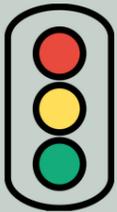
T TEAM WORKING Rate yourself					
	1	2	3	4	5
Promoting Others	Not great	Need help	OK	Improving	Mastering
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



LEARNING BY DOING



1. To continue being better at promoting others what am I going to



stop doing?

continue doing?

start doing?

2. Who is going to help me keep on track?

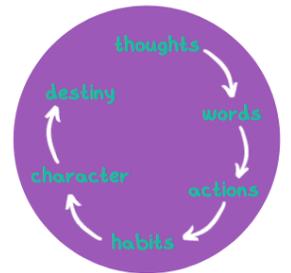
.....

3. How will I see the difference?

one week

one month

one year.....



4. Who will I share my knowledge of this skill with?



.....



5. Which Character Strengths will I need? Highlight them below!

Appreciating Others	Bravery	Creativity	Curiosity	Fairness	Forgiveness	Gratitude	Honesty
Hope	Humility	Humour	Judgement	Kindness	Leadership	Love	Love of Learning
Perseverance	Perspective	Prudence	Self Regulation	Social Intelligence	Spirituality	Teamwork	Zest

Learn more about Character Strengths at www.facework.online

6. What would you change, add or remove to improve this worksheet ?

send suggestions to info@facework.online