



Pre-Debrief ?

Option: Invite client to review areas of the report in preparation for the debrief.

(Sections: Leadership Circle Profile, Written Comments, Graph Results)



Rapport Building ?

Build connection and rapport, and confirm confidentiality.



Agenda ?

Explain the flow of the debrief.



Context ?

Ask for a brief overview of their business context for the LCP.



Leadership Journey ?

Consider:

- **Recent years up to now:** Key moments/ events, people, lessons.
- **Career building:** Leaders, people, pivotal/ shaping experiences, lessons.
- **Formative years:** Influences, people, defining events, cultural influences.



Brief Orientation to the LCP Model ?

Utilize the interactive report description pages to walk through the Leadership Circle Profile model construct.

(Section: Description of the profile)



Comments ?

Invite perspective and reflection of comments



Graphs and Summary Results ?

Orientation continues with client graphs and summaries - Explore inner circle results and then the outer circle graph results. Orient clients to their summary report scales.

- Inner/Outer/Full Circle - Orient & inquire - What are you noticing?
- Summary Results - Integrate and orient Summary scales
- Reactive and Creative Dynamics - Begin exploration of full graph/ breakout graphs

(Sections: Written Comments, Graph Results, Report Summary)



Co-Exploration ?

Focus on enabling understanding, insight, and curiosity utilizing the full report.

Inquire

- What are they curious about now?
- What is challenging or frustrating?
- What do they want for their leadership and life?

Listen

- As possibilities emerge, ask questions for clarity and understanding.

- Name what is coming up in the session.

Explore

- Gaps between self and other perceptions.
- Reactive-Creative dynamics.
- Assumptions and impact - How is it getting you what you want? How might it be holding you back?

- Leadership brand. (self/others)
- What's at risk?
- What's opening up in a new way?

Share

- Your perspective and trust intuition.
- You are a co-explorer - not the expert about them.

(Sections: Full report, Data and Graphs by category, Sorts)



Deepening Awareness ?

Finish with the Awareness assignment.

