

How to Work, Live & Lead for the Common Good: **An Explanation of Each Power Point Slide**

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Slide 2: This is the agenda which provides a model for exploring Common Good options. The program begins with several exercises designed to help you put specifics around the question of why you might be interested in working for the Common Good. You are then referred to two slides that discuss how to lead a resilient and peak performing life so that you can have the biggest impact in any Common Good role you take. You then are provided with resources for finding Common Good jobs and suggestions about how to approach and interview effectively for jobs or at employers you have found through your research. The program finishes with a section on how to lead for the Common Good drawing from three experts who have written extensively on this topic, followed by suggestions on how to create an Action Plan if you are at a point of exploration where that would make sense.

Slide 4: This slide provides the definition that is used throughout the workshop to describe Common Good, along with two illustrations of Common Good behavior.

Slide 5: Your John Holland Occupational Theme: What Work Environment Reflects Your Personality? A Planning Guide Exercise

I have used John Holland's material with hundreds of people to help them gain clarity about the kind of work they would like to be doing. If you are already very clear on that you can pass this by, although it is a quick, fun way to find out about yourself in this way. The book he wrote on this theory is titled, *Making Vocational Choices: A Theory of Careers* (Englewood Cliffs: Prentice-Hall, 1973).

Slide 6: What Types of Common Good Employers Interest You? A Planning Guide Exercise

This list provides some, but not all, of the types of employers who have as a mission helping the Common Good. I encourage you to go through this and see if

any insights come out of that reflection regarding where you would *really* like to explore working.

Slide 7: What Types of Jobs Interest You? A Planning Guide Exercise

The positive news is that Common Good employers and Common Good actions on your part are spread over almost every employment sector. You can take whatever types of jobs you can do and possibly find them in a Common Good employer unless they are very technical and focused in a singular way on one industry.

Slides 9: Leading a Resilient & Peak-Performing Life that Supports the Common Good

I have included this slide because I feel it is very important that people create new habits or sustain habits they already have in order to have the most positive impact through their Common Good efforts.

I provided a significant amount of information on the bullets on slide #9 in a free power point, planning guide and slide descriptions handout on the Home Page of the website www.workforthecommongood.com where you found this program.

Slide 11: Resources for Finding Common Good Jobs

There are links on this slide to resources designed to help you identify jobs that serve the Common Good. I suggest you create an electronic or paper file where you start to put jobs that seem of interest. This is a valuable exercise even if you are not currently looking. Usually individuals find jobs listed in these sources that they never had thought of before and filing them away for future reference can be a valuable career exploration exercise.

I encourage you to take time to scroll through these websites as you determine which seem most valuable regarding your career focus.

Slide 13: Seven Keys to Successfully Approaching Employers: A Planning Guide Exercise

I *strongly* suggest getting very familiar with the sites www.job-hunt.org and www.commongoodcareers.org. Of the thousands of career exploration and job search websites that are available to you, these are two of the best and are excellent places to start finding articles that help you understand the best way to approach Common Good employers. Completing the planning guide sheet attached to this slide will help you create a job search strategy that builds off those activities on the list that you are and are not doing.

Slide 14: Interviewing at Common Good Organizations

I suggest using job-hunt.org and commongoodcareers.org as I did in the previous slide description as it relates to preparing for interviews.

Commongoodcareers.org is particularly helpful since they provide extremely specific suggestions regarding the difference between interviewing at for-profit versus non-profit organizations.

Slides 15-17: Being a Successful Common Good Leader: Jim Collins' Level 5 Leadership Model: A Planning Guide Exercise

Jim Collins is one of the most important and influential researchers and writers on leadership alive today. If you are interested in being an outstanding leader I encourage you to take a five-minute look at the Planning Guide exercise attached to slide #17 and get a sense of where you are on his five-level leadership model. If you find this information helpful I suggest you purchase his monograph *Good to Great and the Social Sectors: A Monograph to Accompany Good to Great*. It is only 36 pages and pricey but well worth it since he adjusts his best-selling Good to Great model to the social sectors. I have used this with leaders in dozens of social sector workshops and it has been very well received.

Slides 18-19: Being a Successful Common Good Leader: The Hay Group/Dan Goleman Emotionally Intelligent Leader: A Planning Guide exercise

If you are interested in being a successful leader and are not familiar with Goleman's writing and research on emotional intelligence I encourage you to purchase his book *Working with Emotional Intelligence* and to read his Harvard Business Review article "Leadership That Gets Results," both in the Relevant Resources slide in the power point. He uses the resources of Korn Ferry Hay Group, a global consultancy, to identify how leaders in any sector need to behave as successful leaders. Evaluating yourself in the Planning Guide regarding your areas of emotional intelligence strength and weakness is an exercise I have gone through with hundreds of leaders in Common Good sectors.

Slide 20: How do you Prefer to Lead and Influence?

It is important to understand how you are motivated to use power in a leadership role. I encourage you to be honest with yourself again regarding what is written on slide 20 regarding your predisposition toward influencing. The Harvard Business Review article "Leadership Run Amok" expands on that concept.

Slide 22: Pulling Together all we Have Discussed: Creating an Action Plan: A Planning Guide Exercise

This exercise is designed to pull together what we have covered in this program so that you can begin to create a strategy from this information if you are at a point in your career where that would be an activity that makes sense.

Slide 23: Relevant Resources

These are key resources on the topic of this program, supported by additional resources available on the website www.workforthecommongood.com.