As part of your preparation for The Central Role Workshop please complete the following steps and bring this document with you to the event.					
Step 1: Read through the introduction to the model document.					
Step 2: Consider your Performance and answer the following questions:					
a)	In 2-3 sentences, how would you describe your Performance				
b)	Ask a trusted colleague to write 2-3 sentences that describes your Performance				
c)	Ask a trusted friend to write 2-3 sentences that describes your Performance				
۹)	What strikes you about the differences or similarities in the descriptions				
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e)	Give an example of how you show your Energy. How do you think other people perceive your energy?				
f)	How would you describe your true personal intent when working on projects				

g)	Cre	eate a list of your skills and the tools you use during a change project		
Step 3: Consider the Dialogue behaviour and answer the following questions:				
	a)	Give an example of how you clarified a situation or position with someone. How do you know that you both had the same understanding		
	b)	Give an example of how you built a relationship through dialogue. How did that relationship evolve?		
	c)	Give an example of how you created new thinking when in dialogue with another person. How did the new thinking change their behaviour?		

Step 4: Consider the Characterisation behaviour and answer the following questions:			
a)	During change what is your primary method of providing Support to someone who is struggling with change? What do you think this says about you as a change manager?		
b)	What verbal or physical signs do you register when people are feeling unsafe? How do you usually respond?		
c)	Give an example of how you Challenged someone to be different during a change project. How do you think your approach was perceived?		
Step 5: Consider the Applause behaviour and answer the following questions:			
a)	What methods or techniques do you use to facilitate Decision making? On a scale of 1 to 10, how successful is your approach?		

b)	Provide an example of Consequence management that you, or someone else has enacted. What changes to others peoples behaviour or approach did you observe?
c)	What methods do you use to ensure that people are ready for the change.
Step 6	: consider the following questions
a)	Now that you have reflected on the behaviours and how you might express them, which behaviour most resonates with you?
b)	For each behaviour, consider how they contribute to your personal effectiveness. Rate on a scale of 1 to 10
c)	What behaviour or specific component would you like to work on?