PEOPLE SCHOOL
MASTER YOUR PEOPLE SKILLS

Vanessa Van Edwards
ScienceofPeople.com
Welcome to People School! I’m so thrilled to have you here. In People School you will learn my framework for successfully interacting with people. These are my advanced tips for highly ambitious people like you! This workbook has all of the exercises along with each skill video. Be sure to fill this out as you watch. You can also log-in to our private members network to ask questions at any time.

Let’s do this!

Vanessa
ORIENTATION

YOUR CAREER DEVELOPMENT PLAN
<table>
<thead>
<tr>
<th>MORNING TASKS</th>
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<td>AFTERNOON TASKS</td>
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<td>AFTER WORK</td>
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<tr>
<td>PROFESSIONAL DEVELOPMENT</td>
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<td>WEEKLY PROJECTS</td>
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<td>MONTHLY PROJECTS</td>
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<td>ANNUAL PROJECTS</td>
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<td>SPECIAL DEVELOPMENT</td>
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WHERE DO YOU WANT TO BE IN 1 YEAR?
TECHNICAL RESOURCES NEEDED:

- 
- 
- 

PEOPLE SKILLS NEEDED:

- 
- 
- 

HIP: ____________
WHERE DO YOU WANT TO BE IN 5 YEARS?
TECHNICAL RESOURCES NEEDED:
•
•

PEOPLE SKILLS NEEDED:
•
•

HIP: _______________
WHERE DO YOU WANT TO BE IN 20 YEARS?
TECHNICAL RESOURCES NEEDED:

- 
- 
- 

PEOPLE SKILLS NEEDED:

- 
- 
- 

HIP: ____________
WHAT IS YOUR ONE **GOAL FOR PEOPLE SCHOOL?**
WHAT WAS YOUR BIGGEST AHA MOMENT?
INTRODUCTION

WELCOME!
PEOPLE PROBLEMS:
PEOPLE GOALS:
<table>
<thead>
<tr>
<th>Skill #1</th>
<th>Current Ratings</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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<td>Current Ratings</td>
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1. WATCH THE ORIENTATION

2. FINALIZE YOUR CAREER DEVELOPMENT PLAN & CHOOSE YOUR HIPS

3. FILM YOUR ANSWER: WHAT DO YOU DO?

*BONUS: TAKE YOUR BEFORE SCREENSHOTS
SKILL #1
FIND YOUR CHARISMA
A. I AM KNOWN FOR MY KINDNESS
B. I AM KNOWN FOR MY SKILLS
Pair #2:

A. I am considered a great team player
B. I am considered a great team leader
Pair #3:

A. PEOPLE SOMETIMES INTERRUPT ME
B. PEOPLE SOMETIMES TELL ME I AM HARD TO TALK TO
Pair #4:

A. I AM COMPASSIONATE
B. I AM IMPRESSIVE
Pair #5:

A. I AM PATIENT

B. I AM EFFICIENT
Pair #6:

A. PEOPLE THINK OF ME AS A CARETAKER
B. PEOPLE THINK OF ME AS AN EXPERT
Pair #7:

A. I AM VERY EXPRESSIVE
B. I CAN CONCEAL MY EMOTIONS
A. I CAN BE SEEN AS A PUSHOVER
B. I CAN BE SEEN AS INTIMIDATING
Pair #9:

A. PEOPLE WOULD CONSIDER ME WARM
B. PEOPLE WOULD CONSIDER ME COMPETENT
Pair #10:

A. PEOPLE CONSIDER ME VERY FRIENDLY
B. PEOPLE CONSIDER ME VERY SMART
PATTERNS

+ WHAT YOU ALREADY DO
- WHAT YOU DO NOT DO
? NOT SURE
WARM LEADERS & MANAGERS

• ___ ENCOURAGE TEAMMATES
• ___ INSPIRE COLLEAGUES AND KEEP UP MORALE
• ___ SUPPORT AND CHEERLEAD
WARM COMMUNICATORS

• __ ARE GOOD AT GETTING PEOPLE TO OPEN UP

• __ HAVE EXCEPTIONAL BONDING ABILITIES

• __ TEND TO BE WELL-LIKED AMONGST BOTH COLLEAGUES AND CLIENTS
WARM COLLABORATORS

• ___ GET TEAMS TO WORK TOGETHER EVEN ACROSS DEPARTMENTS

• ___ MAKE GOOD MEDIATORS & SERVE WELL AS NEUTRAL THIRD PARTIES

• ___ HELP EVERYONE FEEL HEARD & VALUED
WARM SALES & CLIENT LIAISONS

•__ SPECIALIZE IN BUILDING RAPPORT WITH CLIENTS

•__ CAN QUICKLY WARM UP COLD LEADS

•__ HAVE A LARGE AND ROBUST NETWORK TO PITCH
COMPETENT LEADERS & MANAGERS

• ___ PITCH IDEAS
• ___ GET BUY IN
• ___ INFLUENCE TEAM MEMBERS
• ___ HAVE A STRONG REPUTATION THAT PRECEDES THEM
COMPETENT COMMUNICATORS

• __ RUN MEETINGS AND KEEP ON AGENDA
• __ PERSUADE PEOPLE TO THEIR POINT OF VIEW
• __ STRATEGIC ABOUT RELATIONSHIP BUILDING
• __ LEVERAGE STRENGTHS ACROSS TEAMS AND TEAM MEMBERS

• __ ASSESS WEAKNESSES AND CONFLICT RESOLUTION IF NEEDED

• __ ALWAYS HUNT THE ACTION STEP DURING DISCUSSIONS
COMPETENT SALES & CLIENT LIAISONS

•__ GUIDE CLIENTS THROUGH A PROJECT

•__ GIVE VERY DIRECT, POWERFUL SALES PITCHES TO GET A YES

•__ ARE WELL KNOWN IN THE INDUSTRY
<table>
<thead>
<tr>
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<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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1. PICK YOUR TOP 3 + TO PRACTICE
2. PICK YOUR TOP 3 - TO TARGET
3. PICK YOUR TOP 3 ? TO EXPERIMENT

*BONUS: ARE YOUR PEOPLE WARM OR COMPETENT?

*BONUS: SEND THE CHARISMA QUIZ TO AN UNKNOWN
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #1?

@VVANEDWARDS
SKILL #2
PRIME PERFORMANCE
Which President Smiled the Most?

a) Bill Clinton
b) Jimmy Carter
c) George Bush Sr.
d) Barack Obama
Who had the longest speech?

a) Ronald Reagan
b) Harry Truman
c) Donald Trump
d) Bill Clinton
What is the most popular tie color?

a) Blue
b) Red
c) Grey
d) There was a tie between red and blue
Which President used the most emotional language?

a) John F. Kennedy
b) Donald Trump
c) Jimmy Carter
d) George W. Bush
Which President used the most negative language?

a) George Bush Sr.
b) Donald Trump
c) Richard Nixon
d) John F. Kennedy
Which President used the most positive language?

a) Jimmy Carter  
b) Ronald Reagan  
c) Lyndon B. Johnson  
d) Dwight D. Eisenhower
Which party uses more “I” language versus “We” language?

a) Democrats
b) Republicans
c) It’s about the same
Are You Excited?

Across
4. Content
5. Credible
6. Arousal

Down
1. Productive
2. Intelligent
3. Likable
WARM WORDS:

- HI FRIEND!
- LET’S CONNECT
- CHEERS,
- I’M OPEN
- TOGETHER
- EXCITED
- COLLABORATE
- HAPPY TO BE HERE
- BEST
- BOTH
COMPETENT WORDS:

- PRODUCTIVE
- LET’S BRAINSTORM
- EFFECTIVE
- GET READY
- WE’LL POWER THROUGH
- EFFICIENT
- LEAD
- KNOWLEDGE
- STREAMLINED
WARM  CHARISMATIC  COMPETENT

• EMAILS
• CANNED RESPONSES
• SOCIAL PROFILES
• CALENDAR INVITES
• MARKETING MATERIALS
• INTRODUCTIONS
• WEBSITE / PDF
• BIO / LINKEDIN
• GAMES / WARM-UPS
1. Open your sent email folder
2. Pull up a recent important message
3. Mark it up!
   • Underline positive words
   • Circle In-group Pronouns
   • Rate your opener
4. Check canned responses
<table>
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<th>Skill #2:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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1. DO A PRIMING AUDIT
   __ MARKETING MATERIALS
   __ SLIDES
   __ EMAILS + CANNED RESPONSES
   __ CALENDAR INVITES
   __ WEBSITE / PDF
   __ LINKEDIN / SOCIAL PROFILES

2. WHAT IS YOUR HIGHEST IMPACT PRIMING AREA?

3. PRIME WITH WORDS: ALL EMAILS & CALLS TODAY
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #2?

@VVANEDWARDS
SKILL #3
BE ENGAGING
WHAT'S YOUR DEFAULT GAZE ZONE?
PRIORITIZE WHICH AREA COULD USE MORE PURPOSEFUL GAZING:

___ DECODING A NEW CLIENT
___ STRENGTHENING YOUR FIRST IMPRESSION
___ ASSESSING HOW A COLLEAGUE REALLY FEELS ABOUT A MANAGER
___ FIGURING OUT A TEAM’S RELATIONSHIPS
___ PERSUADING SOMEONE TO YOUR IDEAS IN A MEETING
___ GETTING SOMEONE TO OPEN UP
___ BUILDING RAPPORT
___ BUILDING RESPECT
<table>
<thead>
<tr>
<th>Skill #3:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
</tr>
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1. FIND YOUR DEFAULT GAZE ZONE

2. USE THE CHARISMA SCALE TO BE PURPOSEFUL WITH YOUR GAZE

3. PRACTICE ALL 3 AND SEE WHICH FEELS NATURAL
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #3?

@VVANEDWARDS
SKILL #4
CAPTURE ATTENTION
WARM-UP

Unscramble the Following Words

PAPYH
MISTOIMP
THAINMSMUEH
RAVE

Write a practice introduction for the colleague you work with the most:
RAVE

Write a practice introduction for the colleague you work with the least:
I AM A ______.
I AM A ______.

WHO HELPS ____.
I AM A ______________.
WHO HELPS ____________.
BECAUSE ____________.
# PEOPLE DEVELOPMENT PLAN

<table>
<thead>
<tr>
<th>Skill #4:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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1. CREATE YOUR LOGLINE: I AM A __ WHO HELPS __ BECAUSE __.

2. WHAT’S YOUR GO-TO OPENER?

3. HOW CAN YOU GET MORE ATTENTION ON YOUR OPENERS?
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #4?

@VVANEDWARDS
SKILL #5
BUILD TRUST
WHAT GESTURES COULD YOU USE?

• LISTING AND NUMBERS
• SIZING
• INCLUSIVITY
• FROM THE HEART
• LEVELS AND PHASES
• YOU VS ME
• GROWTH
• 2 CONCEPTS
• TOGETHERNESS
WHAT MODES COULD YOU USE?

- Hand Gestures
- Slides
- Videos
- Photos
- Activities
- Recordings
- Demos
- Examples
- Case Studies
<table>
<thead>
<tr>
<th></th>
<th>Hearing</th>
<th>Reading</th>
<th>Watching</th>
<th>Interacting</th>
</tr>
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<tbody>
<tr>
<td><strong>Email</strong></td>
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<td><strong>In-Person</strong></td>
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<td><strong>Presenting</strong></td>
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HOW CAN YOU SOUND DIFFERENT, LOOK DIFFERENT, AND ACT DIFFERENTLY?
## PEOPLE DEVELOPMENT PLAN

<table>
<thead>
<tr>
<th>Skill #5:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
</tr>
</thead>
</table>


1. Activate your hands — keep them visible and/or explanatory

2. Always start & end on a handshake

3. Where can you add more visual hooks, modes or pattern interrupts?
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #5?

@VVANEDWARDS
SKILL #6
HARNESS POWER
What face am I making?

__ Smile
__ Frown
__ Neutral
__ Power Posing
DO YOU GET INTO ANY OF THESE VOCAL FUNKS?

___ SOUNDING MEMORIZED
___ USING SCRIPTS
___ SOUNDING BORED
___ OVER APOLOGIZING
___ NOT SMILING
___ BEING TOO SERIOUS
___ HAVING YOUR BAD MOOD INFECT YOUR TONE
Circle Areas You Should Add:

**WARMTH**
- STORIES
- PASSION
- SMILING
- MATCHING

**COMPETENCE**
- LOW TONE
- NO QUESTION INFLECTION
- PATTERN INTERRUPT
## People Development Plan

<table>
<thead>
<tr>
<th>Skill #6:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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1. RECORD YOUR NEXT PHONE CONVERSATION

2. CORRECT YOUR VOICEMAIL

3. PRACTICE EACH ASPECT OF VOCAL POWER IN A LOW-PRESSURE SITUATION

**BONUS:** GET PROFESSIONAL HELP
Want to work with one of our trainers?
Email: manager@scienceofpeople.com
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #6?

@VVANEDWARDS
SKILL #7
INCREASE LIKABILITY
WHICH DO YOU USE?

___ WAVE HELLO AND SMILE
___ INVITE PEOPLE TO COME SIT WITH YOU
___ MAKE EYE CONTACT
___ USE POSITIVE OPENERS
___ TURN YOUR ENTIRE BODY TOWARDS SOMEONE AS THEY SPEAK
___ LEAN IN WHEN YOU AGREE WITH SOMEONE
Outer Circle: ________________________________
______________________________
______________________________
______________________________
______________________________

Inner Circle: ________________________________
______________________________
______________________________
______________________________
______________________________

HIPs: __________________
LEVEL 1: GALLUP RECOGNITION INTERVIEW

1. By what name do you like to be called?
2. What are your hobbies or interests that you like to talk about a lot?
3. What increases your positive emotions or fills your bucket the most?
4. From whom do you most like to receive recognition or praise?
5. What type of recognition or praise do you like best? Do you like public, private, written, verbal, or other kinds of recognition?
6. What form of recognition motivates you the most? Do you like gift certificates, a title for winning a competition, a meaningful note or e-mail, or something else?
7. What is the greatest recognition you have ever received?

* (Openers / Loglines)
10. **If you could change anything about the way you were raised,** what would it be?
13. **If a crystal ball could tell you the truth about yourself, your life, the future or anything else,** what would you want to know?
14. **Is there something that you’ve dreamt of doing for a long time?** Why haven’t you done it?
17. **What is your most treasured memory?**
25. **Make three true “we” statements each.** For instance, “we are both in this room feeling…”
33. **If you were to die this evening with no opportunity to communicate with anyone,** what would you most regret not having told someone? Why haven’t you told them yet?
LEVEL 3: SELF-NARRATIVE IDENTIFICATION

1. IF YOU HAD TO COMPARE YOUR LIFE TO ANY BOOK OR MOVIE CHARACTER, WHO WOULD BE MOST SIMILAR?
2. WHAT’S YOUR STORY?
3. WHAT MADE YOU WHO YOU ARE?
4. WHAT’S SOMETHING YOU USED TO KNOW, BUT NO LONGER BELIEVE?
5. WHAT FORCES SHAPED YOUR PERSONALITY?
<table>
<thead>
<tr>
<th>Skill #7:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
</tr>
</thead>
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PEOPLE DEVELOPMENT PLAN
1. FIND YOUR FAVORITE LIKING NONVERBAL

2. WHAT LEVEL OF INTIMACY ARE YOU WITH YOUR HIPS? CAN YOU USE ME TOO’S TO LEVEL UP?

3. DO ALL 3 LEVELS OF QUESTIONS WITH SOMEONE IN YOUR LIFE
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #7?

@VVANEDWARDS
SKILL #8
DECODE EMOTIONS

PEOPLE SCHOOL
This face is:

I have seen this face in the past:

- 
- 
- 

I might see this face in the future:

- 
- 
- 
This face is:

I have seen this face in the past:

-  
-  
-  

I might see this face in the future:

-  
-  
-  
This face is: 

I have seen this face in the past: 

•
•
•

I might see this face in the future: 

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•
This face is:

____________________

I have seen this face in the past:

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I might see this face in the future:

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This face is:

I have seen this face in the past:

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I might see this face in the future:

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This face is:

___________

I have seen this face in the past:

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I might see this face in the future:

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This face is:

_____________________

I have seen this face in the past:

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•

•

I might see this face in the future:

•

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# PEOPLE DEVELOPMENT PLAN

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1. PRACTICE SPOTTING EACH MICROEXPRESSION

2. THINK & PLAN AHEAD WHEN YOU MIGHT SEE EACH

3. DO AN EMAIL EMOTIONAL ANALYSIS

BONUS: LIE DETECTION COURSE!
Lie Detection
THE COURSE

Coupon Code: 15% off
with code ‘pschool’
www.scienceofpeople.com/TRUTH
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #8?

@VVANEDWARDS
SKILL #9
CAPITALIZE ON YOUR RELATIONSHIPS
PET PROJECT

• WHAT DO YOU DAYDREAM ABOUT?
• DO YOU HAVE A SECRET SIDE-HUSTLE?
• WHAT IDEA / PROJECT / THING DO YOU RUN HOME TO?
• WHAT PERSONAL PASSION PROJECT ARE YOU WORKING ON?
• IF YOU HAD TO SWITCH CAREERS WHAT WOULD YOU DO?
PEST PROJECT

- [DECODE EMOTIONS]
- WHAT KEEPS YOU UP AT NIGHT?
- DO YOU HAVE ANY SECRET FEARS?
- WHAT’S YOUR BIGGEST PET PEEVE?
- IF YOU COULD CHANGE ONE THING ABOUT YOURSELF WHAT WOULD IT BE?
CIRCLE WHICH NONVERBAL CAPITALIZATION YOU USE:

NODDING
TILTING
FRONTING
OPEN BODY
SMILING
OPTIMIZING SPACE
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<th>Skill #9:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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1. WHAT’S YOUR PET AND PEST PROJECT?

2. HOW ABOUT THE PEOPLE IN YOUR LIFE?
   • WHO ARE YOU MOST CURIOUS ABOUT?

3. WHAT ARE YOUR SPATIAL NEEDS?
   • WHAT ZONE DO YOU LIKE BEST?
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #9?

@VVANEDWARDS
SKILL #10
ASSERT YOURSELF
IT’S BETTER TO BE A PASSENGER WHEN:

I DON’T KNOW ANYONE
I’M IN A NEW CONTEXT
I FEEL INTROVERTED
I WANT TO LEARN HOW TO RIDE
*THERE IS ALREADY A DRIVER

IT’S BETTER TO BE A DRIVER WHEN:

I KNOW THE MOST PEOPLE
I’M IN A COMFORTABLE CONTEXT
I FEEL EXTROVERTED
I WANT TO LEARN TO DRIVE
*THERE ARE NO DRIVERS
BAD DRIVERS:
TALK THE MOST
USE AUTOPILOT
INTERRUPT
FORCE CONVERSATION

CONVERSATIONAL DRIVERS:
GET OFF AUTOPILOT
INCLUDE EVERYONE
CAPITALIZE ON EXCITEMENT
ENCOURAGE RECIPROCITY
Do you prefer to drive or ride?

What role do you usually play?
## PEOPLE DEVELOPMENT PLAN

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1. Do you typically like to be driver or passenger? Try both today.

2. How could this have helped previous awkward conversations?

3. What role should you play with your hips?
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #10?

@VVANEDWARDS
SKILL #11
WIELD INFLUENCE
1. **BE BROAD**
WHEN CAN YOU STAND LIKE A WINNER?

2. **DON’T BLOCK**
WHEN CAN YOU BE MORE OPEN?

3. **DON’T SOOTHE**
WHEN DO YOU SELF-SOOOTHE?
CONSTRUCTIVE VS DESTRUCTIVE LANGUAGE

- My reasoning is
- Specifically
- To summarize
- It would be good to
- Thank you for
- I appreciate the
- I like
- Please
- We’ll succeed if we
- I understand why
- The goal
- Our mission
- Let’s break this down
- Yes, and…

- I’m not sure but
- Maybe
- Just
- Um
- You know
- I’m not good at
- Kinda
- You don’t understand
- What’s the point?
- Don’t go there
- Listen to me
- He doesn’t get it
- Don’t start on that
- Probably
# PEOPLE DEVELOPMENT PLAN

<table>
<thead>
<tr>
<th>Skill #11:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
</tr>
</thead>
</table>

1. PRACTICE INFLUENCE NONVERBAL (ON THE PHONE IN YOUR + AREAS)

2. DECODE BLOCKING, SELF-Soothing & DEFEAT IN OTHERS

3. CHECK YOUR EMAIL VERBAL ACUITY
   • UPDATE YOUR CANNED RESPONSES
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #11?

@VVANEDWARDS
SKILL #12
STRENGTHEN CONNECTIONS
DO YOU HAVE ENOUGH:

1. PSYCHOLOGICAL SAFETY

2. DEPENDABILITY

3. STRUCTURE & CLARITY

4. MEANING OF WORK

5. IMPACT OF WORK
WHICH TYPE OF MEANING DO YOU HAVE?

___ Social Meaning
___ Mission Meaning
___ Incentive Meaning
TEAM WORKFLOW

Outer Circle:

Inner Circle:

TEAM WORKFLOW
GROUP DEVELOPMENT PLAN

WHAT ARE YOUR TEAM GOALS?
GROUP DEVELOPMENT PLAN

WHAT RESOURCES DOES THE TEAM NEED?
GROUP DEVELOPMENT PLAN

WHAT PEOPLE SKILLS DOES THE TEAM NEED?
POSITIVE IMPACT TEST

___ I HAVE HELPED SOMEONE IN THE LAST 24 HOURS
___ IN THE LAST WEEK, I HAVE LISTENED TO SOMEONE TALK THROUGH HIS OR HER GOALS AND AMBITIONS
___ I MAKE UNHAPPY PEOPLE LAUGH
___ I NOTICE WHAT MY COLLEAGUES DO AT A LEVEL OF EXCELLENCE
___ I STARTED & ENDED MY MEETINGS ON A HANDSHAKE
___ I MADE PURPOSEFUL EYE CONTACT WITH EVERYONE I SPOKE WITH TODAY
___ I LISTENED ASSERTIVELY TODAY
<table>
<thead>
<tr>
<th>Skill #12:</th>
<th>Current Rating</th>
<th>HIPs</th>
<th>Goals</th>
<th>Action Steps</th>
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</thead>
<tbody>
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</tbody>
</table>
1. HOW CAN YOU CREATE MORE SAFETY?

2. HOW CAN YOU CREATE MORE ACCOUNTABILITY?

3. HOW CAN YOU CREATE MORE STRUCTURE & CLARITY?

4. HOW CAN YOU CREATE MORE MEANING?

5. HOW CAN YOU INCREASE THE IMPACT?
WHAT WAS YOUR BIGGEST AHA MOMENT IN SKILL #12?

@VVANEDWARDS
NEXT STEPS

ACTIVATE YOUR PEOPLE SKILLS
### 3 HIGHEST IMPACT AREAS:

<table>
<thead>
<tr>
<th>Skill #___:</th>
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<td>Skill #___:</td>
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<td>Skill #___:</td>
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</table>
OPEN YOUR CALENDAR

EVERY MONDAY: ADD 3 MORE HIP MEETINGS

ANY POTENTIAL PRACTICE EVENTS?
<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>__</td>
<td>SET YOUR CHARISMA GOALS</td>
</tr>
<tr>
<td>__</td>
<td>ARE YOU PRIMING?</td>
</tr>
<tr>
<td>__</td>
<td>PURPOSEFUL GAZE</td>
</tr>
<tr>
<td>__</td>
<td>USE A POSITIVE OPENER</td>
</tr>
<tr>
<td>__</td>
<td>START WITH A HANDSHAKE</td>
</tr>
<tr>
<td>__</td>
<td>RAVE</td>
</tr>
<tr>
<td>__</td>
<td>USE A LOGLINE + HAND GESTURES</td>
</tr>
<tr>
<td>__</td>
<td>VISUAL HOOKS / INTERRUPTS</td>
</tr>
<tr>
<td>__</td>
<td>USE VOCAL POWER</td>
</tr>
<tr>
<td>__</td>
<td>SHOW LIKING</td>
</tr>
</tbody>
</table>
__ FIND 3 LEVELS OF ME TOO’S
__ DECODE EMOTIONS
__ REMAIN EMOTIONALLY OPEN
__ FIND A PET OR PEST PROJECT
__ BE BROAD & OPEN
__ USE VERBAL ACUITY
__ IS THERE SAFETY?
__ IS THERE DEPENDABILITY?
__ IS THERE CLEAR STRUCTURE?
__ WHAT IS OUR WHY?
__ WHAT IS THE IMPACT?
LEARN TO DETECT LIES:

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BECOME A SCIENCE OF PEOPLE TRAINER:

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*Or find one near you!
1. IDENTIFY YOUR 3 HIGHEST IMPACT SKILLS

2. IDENTIFY YOUR 3 HIGHEST IMPACT GOALS

3. IDENTIFY YOUR FIRST 3 ACTION STEPS

4. DO THE COMPLETION TEST
WHAT WAS YOUR BIGGEST AHA MOMENT IN THIS ENTIRE COURSE?

@VVANEDWARDS
Thank You!

I want to hear about your progress. Let me know when you hit your goal. Tell me about your triumphs.

vanessa@scienceofpeople.com
CITATIONS


