



MONDAYS

with Mike

Are you a People Whisperer?

I am sure that when you saw today's title, you quickly thought of the concept of being a horse whisperer, given the movie by that name. The term is a metaphor for possessing a deep understanding of behavior and communication, be that with horses or people.

Let's see how our people whispering skills are by taking the following assessment, which was developed by Jeremie Kubicek and Steve Cockram. After each statement, choose your level of agreement in this way: 1 is that you strongly disagree with the statement and 5 would mean that you strongly agree. You can use scores of 1, 2, 3, 4, or 5.

- I am a good listener and pay close attention to what others say. ____
- I can pick up on subtle changes in tone of voice and body language. ____
- I am skilled at anticipating how others might react in different situations based on their personality. ____
- I can adjust my communication style to meet the needs of different people. ____
- I am able to build strong relationships based on trust and mutual understanding. ____
- I can navigate complex interpersonal dynamics and resolve conflicts effectively. ____
- I am able to inspire and motivate others to achieve common goals. ____
- I can provide constructive feedback and coaching that helps people grow and develop. ____
- I am able to lead by example and set a positive tone for the team or organization. ____
- I am committed to continuous learning and growth as a leader. ____

Let's see how we did:

- 1-10 You may not possess the skills to be a people whisperer. Consider improving your listening skills and learning more about personality types and communication styles.
- 11-20 You have some of the foundational skills needed to be a people whisperer, but may need to work on building stronger relationships and developing better conflict resolution skills.
- 21-30 You have many critical skills needed to be a people whisperer and likely have some experience building strong relationships and leading others effectively.
- 31-50 You have the skills and experience to be a highly effective people whisperer and likely have a track record of success in building and leading high-performing teams.

Let's all continue to polish our people whispering skills as we begin the week!