



Tall Trees

Grow Your Life

TTLP-REPORT • CONFIDENTIAL

Congratulations on choosing the Tall Trees Leadership Profile to explore your unique leadership style.

We trust that what you learn will be empowering and encouraging. The goal is for you to find your special place to shine and to learn the art of letting those around you do the same.

After all, leadership is the ability to know when to bow, when to stand tall and when to dance with others.

- The Tall Trees Team -

This test is not a psychometric evaluation. Please read the FAQ section for Practitioners on our webpage - www.talltreestraining.com.

Sample Teen Leadership



Teen TTLP

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Table of Contents

SECTION A: UNDERSTANDING THE TREE TYPES	3
SECTION B: THE VALUE OF FOUR PROFILES	5
SECTION C: YOUR UNIQUE TALL TREES SIGNATURE	7
SECTION C.1 • WORK PROFILE	8
FIELDS OF GREATNESS	9
FROSTBITE	11
SECTION C.2 • SOCIAL PROFILE	13
FOREST FIRES	14
SECTION C.3 • LIFE VIEW PROFILE	16
FAST FORWARD	17
SECTION C.4 • LEADERSHIP PROFILE	19
FORCES WITHIN	20
FERTILISER	22
SECTION D: APPRECIATION TREE	24

SECTION A: UNDERSTANDING THE TREE TYPES

1. Why am I called a tree?

A variety of labels and terms have been used to describe personality, temperament, leadership styles and other aspects of human uniqueness. Many people are wary of any kind of label, however it is impossible to talk about people without using labels. Father, employer, woman, cousin, teacher... all of these are helpful labels.

The Tree Type Profiles aim to make these inevitable labels positive and reflective of the diversity and beauty of every individual. Trees speak of potential growth, seasonal changes and variety. No two rose bushes are the same, in fact, there are many thousands of rose hybrids and cultivars. The same is true of palms that vary from tiny indoor varieties to the stately and tall palms that line the beaches of Florida. The same goes for pines and standard or Boxwood trees.

2. Why the specific four trees?

Hettie Brittz chose tree names that would capture some of the key characteristics of the four basic temperament types and that would be easy to remember:

The Rose Bushes:

Full of flowers that remind us of the rosettes worn by winners, as the Roses tend to be competitive participators. They can be a bit prickly, though, being so independent, frank and confident.

The Pine Trees:

As calm and refreshing as the fragrance we inhale when strolling through a pine forest, these peace-loving individuals also bring people together in the way we gather around the Christmas pine....

The Palm Trees:

Associated with sunny holiday destinations, these “trees” love the fun side of life.

The Boxwood Trees:

They represent those of us who are perfectly “pruned” and decorative – the shaped examples of the highest standard. Not a leaf or twig out of place...



3. Why am I a strange combination?

Our make-up as a person reflects what we were created for. Our Tree Type, therefore, will be as unique as our destiny. The four trees represent the four core types, each of which can be the one dominant type in an individual or combined two-two (for example Pine-Rose) or three-three (for example the Pine-Boxwood-Rose, which we call the Contra-Palm for being everything but Palm) and some individuals even have all four in their make-up.

4. How can I learn more about my “tree type” and that of others?

There are several ways to learn more:

1. Read a book. The first Tree Type Profile was developed as part of the book *Growing Kids with Character 2.0*. by Hettie Britz in order to help parents understand the role of the parent-child relationship. This top-seller has transformed families and marriages by bringing greater understanding about our different “dialects”, needs and strengths. The book is still a valuable resource of temperament information with separate chapters for adults and children.
2. Contact a Tall Trees Facilitator and attend a Tall Trees workshop. These workshops give an up-close-and-personal look at the main tree types, as well as the combinations. An added benefit of attending a workshop is the experiential learning with and from others, while having a lot of fun. Booking a workshop is as easy as clicking on the “book a workshop” tab and contacting your nearest facilitator. Invite those you wish to understand better or host it at your school.
3. Consider inviting others to do an online profile, too, and compare your results for helpful information. You might discover that your communication styles are so dissimilar that it is no wonder that you have regular misunderstandings, or you might find that you have a very compatible life view, explaining how effortlessly you can prioritise goals together.
4. Please visit www.evergreenparenting.co.za for more information on courses and for CD's, DVD's and related resources on the topic of temperament.

SECTION B: THE VALUE OF FOUR PROFILES

What is the difference between temperament, personality or leadership styles and character?

At Tall Trees Profiles, we embrace the fact that all of us were born with a certain temperament. It is simply the way in which you are wired. Your temperament characteristics portray your thoughts, emotions and behaviour and are needs-based.

Personality is derived from the Latin word *persona* which means mask. Personality is learned behaviour. It can then also be called a leadership profile – behaviour learnt to be able to cope in a certain environment / role / position, as is determined in your Tall Trees profiles. Therefore, your different leadership profiles are not the same as your temperament, although we believe that your TTLP is usually very indicative of your true temperament. Florence Littauer puts it this way: “My temperament is the real me; my personality is the dress I put on over me”. Personality is how you express yourself to others and is usually the basis on which first impressions are built.

Character is the way a person chooses to perform good or bad, right or wrong in their lives. It is the way people think about and handle right and wrong. Character is thus formed by influenced behaviour (parents, church, school, role models). Sources claim that 50% of a child's character already exists at age 5; whereas 70% of character is already formed at age 7. Robert Rohm describes it best when he says: “An individual's personality style does not determine if he is of good or bad character. His character determines how he handles his personality style.”

Have you ever felt that a personality or leadership profile could capture how you operate socially, but not at work or vice versa? Sometimes a test or profile forces you to choose one context – work or home. The report then becomes half a picture of a whole person, doesn't it? That is the challenge of any profile – profiles tend to be one-dimensional. The Tall Trees Leadership Profile endeavours to give a 3-dimensional perspective on you as a leader, taking into account how you function socially, at work and in your overall approach to life.

We acknowledge that leadership is not just a cap you wear along with a job title – leadership is an attitude towards life in which leaders are willing to give their best while inviting the best in others. Therefore, your leadership report will apply to every area of your life, not just to your work environment. After all, leaders lead projects, pick picnic spots, sing the first note of Happy Birthday to you at a toddler's party, or start riots in prison ... Leadership permeates all areas of our lives!



WORK PROFILE

The WORK PROFILE indicates how you would approach new tasks, which assignments you would prefer and which work environment would suit you best. Your level of ambition, perfectionism, originality, capacity for change and affinity for systems and procedures will come to light in this profile. It predicts the sources of stress that would affect you in the workplace, how you would get along with your team members and when and where you would prefer to take over...or take leave!



SOCIAL PROFILE

Your social profile gives clues to how you act among friends and family. It explores how you speak, socialise and handle emotions and conflict. It predicts whether you like small or big groups or prefer one-on-one relationships. It even tells about your style in front of an audience: colourful, emotional and loud or careful, factual and to the point



LIFE VIEW PROFILE

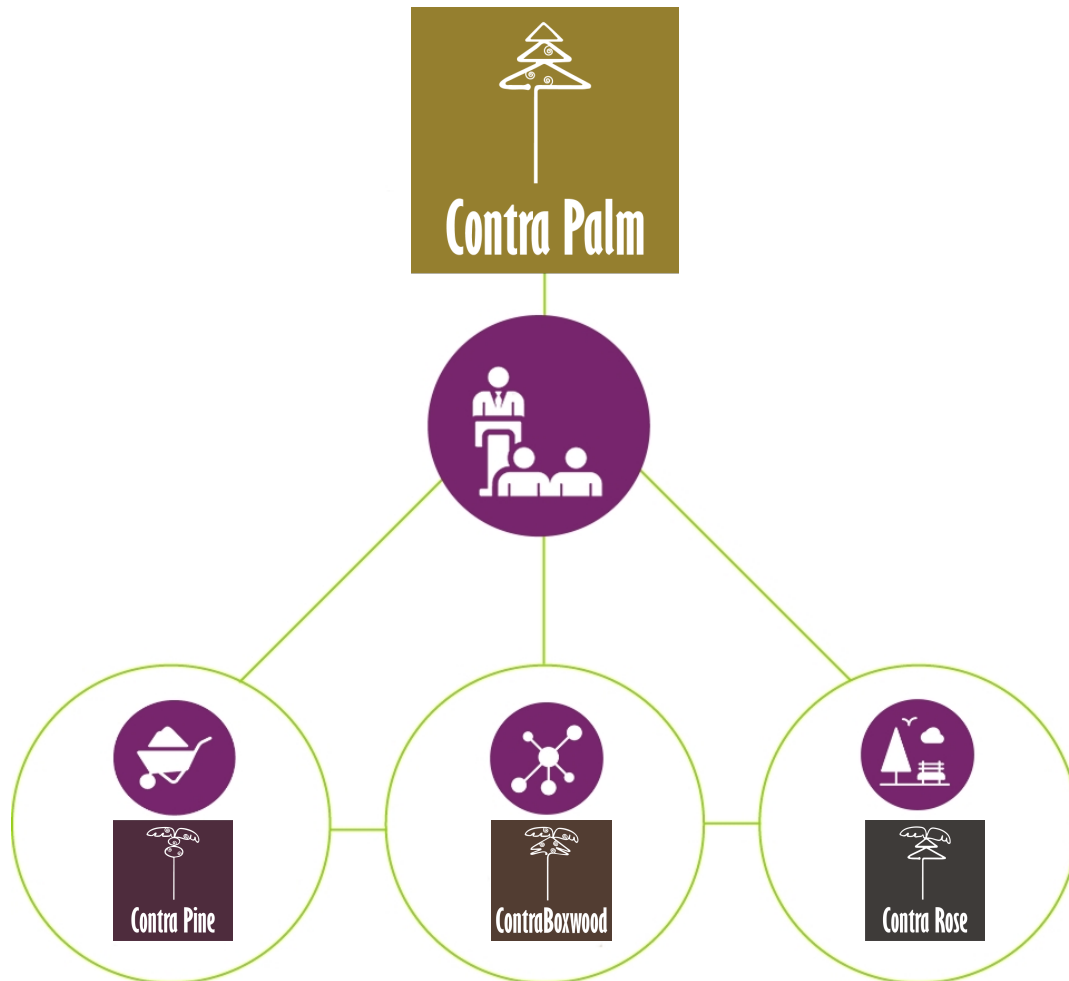
Your life view profile relates to life attitudes, handling change and how you measure success in life. It will reveal that you approach life as a challenge, and adventure, a test or an opportunity to grow. It shows whether you attack life enthusiastically, or stand and wait for life to happen to you. From this profile you will be able to identify where you need to grow in order to become a Tall Tree.



TALL TREES LEADERSHIP PROFILE

Your Tall Trees Leadership Profile is a combination of the other profiles and thus gives a broader view of you as leader. We use this profile to predict what you need to function at your best, as well as the unique strengths that you have been blessed with.

SECTION C: YOUR UNIQUE TALL TREES SIGNATURE



A thoroughbred Contra-Palm! Welcome to our Contra-Palm County. This section of the woods is home to the endangered species – we are complicated combinations of three different trees: Rose Bushes, Boxwood Trees and Pine Trees. We are all but Palm Trees, and therefore called Contra-Palms. You don't need to be super popular and you aren't out to please anyone. You can't stand being made fun of. You think more than you dream and you do more than you talk. You probably know the answer to the question, "How do you eat an elephant?" Yes, piece by piece. That is how you do things. You avoid nonsense. Perhaps you will disagree with Roald Dahl's idea: "A little nonsense now and then is cherished by the wisest men."

There are other trees in your forest, too – calm and good-natured Pine Trees, and loud and jolly Palms and a lot of other combination trees like Palm-Roses and Box-Pines. You are probably more complicated than them because your life is more complicated. We all are what we need to be.

Send your friends here so that you, together with them, can find out what species they are! If your friends or family have difficulty understanding you, show them this report without hesitation, because you should be proud to be who you are made to be!

Drop in now and then to share your ideas or experiences with other Contra-Palms on your own special page. Here your way is the normal way! <https://www.facebook.com/talltreestraining/>



SECTION C.1

WORK PROFILE

Your Work Profile shows how you study and work at home and at school.

It shows you situations where you can take the lead but also situations which do not suit you at all!

You have the work profile of a contra-pine. You have the ability to come up with creative plans and then to make them practical enough that they can actually be done. You really enjoy being involved from beginning to end in what your group is doing. You will be involved in the brainstorming and then you will work really hard until everything is finished and even join in the celebration. To you it is all about finishing and having something to show for all your hard work. Not many people can work harder than you can, you work hard, you work fast and you work forward and you work to make things better all the time. You don't want to work for nothing. You want to know that your work is important, that it is necessary and that it is going to make a difference when it is done.

And when it is done you want people to notice it and to give you either a reward or at least acknowledgement for what you have accomplished. This reward does not have to be money or a big medal, as long as it's proof of a job well done. Something like a good mark or a friendly note will do.



FIELDS OF GREATNESS

The tasks and situations which suit you the best.

This is where and when you should take the lead.

It's your sweet spot!

- Where you are allowed to rock the boat
- Where you are allowed to air strong opinions
- Where you may take chances and see to it that they work out
- A chance to be in the limelight
- Where a large group needs a leader who can predict the future
- An opportunity to tackle difficult challenges
- An opportunity to be very creative in reaching goals



EMBRACE YOUR
FIELDS OF
GREATNESS

Tick the tasks and situations that you feel you're good at.

If you are unsure, ask a friend: 'Do you think I am good at this?'



EXPLORE YOUR FIELDS OF GREATNESS

Look at one statement at a time. Now EXPLORE:

1. When was the last time you had success in this FIELD OF GREATNESS?
2. How does it fit with your FORCES WITHIN on page 20?
3. Who is your role model in this kind of situation? What can you learn from their example?
4. How does this help or hurt your work and friendships?
5. Do your subjects and other activities match well with these FIELDS OF GREATNESS?
6. Who do you have to work with often? Read their FIELDS OF GREATNESS so you can share tasks smartly.



EXPLAIN YOUR FIELDS OF GREATNESS

Look at one statement at a time. Now EXPLAIN:

1. Tell your friends, teachers and parents about the FIELDS OF GREATNESS where you want them to let you do things that suit you.
2. What should your friends know? Tell them.
3. What should your parents let you do to practice these skills? Ask them.
4. Which teacher(s) can help you build on these skills? Show them your FIELDS OF GREATNESS and ask for opportunities to do your thing.
5. Post your FIELDS OF GREATNESS on your Facebook, Twitter account or other social media and when you leave school, put it in your CV.



EXPAND YOUR FIELDS OF GREATNESS

Look at one statement at a time. Now EXPAND:

1. Whose biography, autobiography or quotes can you read for inspiration to do even better in this FIELD OF GREATNESS?
2. Which training, study or exercises can you do to improve your skills?
3. Where in your family life and friendships can these FIELDS OF GREATNESS be used more?
4. Which items on your FIELDS OF GREATNESS list did you NOT tick? Are some of these skills worth acquiring? They may come easy!
5. Which responsibilities can you give to other people whose FIELDS OF GREATNESS matches it better?



FROSTBITE

Keep as far away
as possible from
these
frustrations.

They drain you!

- Being bored
- Rigid regulations that seem without purpose
- When somebody else steals your ideas
- To have to run with a project you do not believe in
- Having a leader who doesn't trust you and to whom you have to 'please explain' all the time
- People who hardly talk to you and are slow to cooperate
- Somebody who is forever asking you for help
- To be told to shut up
- People who make decisions on your behalf
- To have to watch your mouth so as not to hurt anybody's feelings



EMBRACE YOUR
FROSTBITE

Tick the options about the things that really bother and frustrate you.

Be very honest.

We all have FROSTBITE!



EXPLORE YOUR FROSTBITE

Look at one statement at a time. Now EXPLORE:

1. How many of these unpleasant things are in your life now?
2. Pick one that you can avoid by ending a friendship, changing subjects, stopping an activity or making other big decisions? Will it be worth it? Be brave!
3. Where do your more difficult FROSTBITES occur - school, friendships, or maybe your home situation? Can you change some of it?
4. Who close to you causes you FROSTBITE? Do you think they mean to do it or do they hurt you without knowing?
5. Read the FROSTBITE list of people close to you. Do you see things there that you may be doing to them, too? Is it on purpose or an accident?
6. Count the things on the FERTILISER list that you get from life at the moment. Now count how many things on the FROSTBITE list are making life hard for you now. Compare that to the number of FERTILISER items. What do you learn from that?



EXPLAIN YOUR FROSTBITE

Look at one statement at a time. Now EXPLAIN:

1. Should you show your FROSTBITE list to someone near you who may be causing you FROSTBITE without meaning to?
2. Whose FROSTBITE list should you ask for, so that you don't cause them harm?
3. Do you owe anyone an apology for causing FROSTBITE in their lives?
4. Whose help can you ask to avoid getting depressed because of too little FERTILISER and too much FROSTBITE?



EXPAND YOUR FROSTBITE

Look at one statement at a time. Now EXPAND:

1. What plans can you make to avoid some of the things on your FROSTBITE list?
2. Which are unavoidable? How can you learn to accept them? If you can't, what is your way out?
3. Can you get help to deal with FROSTBITE issues? Are you willing to work on ways to handle it better?
4. Do you know of someone who shares your type of profile who has overcome some of this FROSTBITE? Learn from them!
5. Are you willing to protect family, friends and team mates from FROSTBITE by defending them in situations that are like FROSTBITE to them?



Your Social Profile is about how you speak, listen, fight, socialise and handle your emotions.

It teaches you about your Forest Fires.

You have a Contra-Boxwood's social profile. You are not a professional speaker, you would rather stick with the important things that need to be said, say them clearly and make your point. You stick to the key facts and make sure that people understand you. You decide what the message is that you want to convey and then you often leave out a lot of the details. When people tell you a story, you will also forget a lot of the details and just remember the bottom line. You are equally comfortable with one person or a large group – you enjoy people. You also care deeply for people, you tolerate all their nonsense, and you don't let them irritate you – even if they are very different from you. To be honest you enjoy the people who are so different, you watch them, smile about all their little issues and you may even tease them about it a little. You try not judge others, but rather to understand them. You are not too touchy so when people speak negatively about you, you'll ignore them as not important or you will accept what they say and try to do better next time – you don't take it personally.

You are kind to yourself and kind to others, nobody needs to be perfect in your world. You don't get upset easily or overly emotional, you stay calm and keep your wits about you. You can be very patient and tolerant, but one thing will make you explode and that is when people keep on and on about little things that you have already said are not important. You have a very strong will and you will not enjoy it when people try to manipulate you into doing something you don't want to. Because you don't listen to the finer details, but do pick up on the emotions of people, you will often ignore what they say when they are upset and just focus on their emotions. You don't believe that they are rational when they're upset so you will need them to calm down before they discuss anything else with you.



FOREST FIRES

**You are like this
as a speaker,
listener, friend
and fighter.**

Lets talk!

- You communicate strongly, convincingly and logically
- You like lively discussion but then there must be a purpose to it
- You give attention to the conclusion only, not to the detail of the message
- You find it boring to listen for too long
- You communicate aims and passion rather than information
- You do not complain easily because you ignore the mistakes
- You are not afraid of confronting somebody as long as you can clear the air
- You do not easily feel attacked and can control your temper
- You can take harsh words from someone because you hear the words in context



**EMBRACE YOUR
FOREST FIRES**

Read through the points about your emotional and communication characteristics.

Do you agree?

Tick the truths about you.



EXPLORE YOUR FOREST FIRES

Look at one statement at a time. Now EXPLORE:

1. Do you feel unhappy or ashamed about any of these points in your FOREST FIRES?
2. Have any of these things made your friendships or relationships with your parents, teachers or coaches difficult?
3. Who in your life has the opposite FOREST FIRES to yours? Are you willing to adapt your style to communicate better with them?
4. Which part of how you handle conflict or fights, will you say is a good thing, and why?
5. Does any part of your FOREST FIRES cause FROSTBITE to those close to you?
6. Put your FOREST FIRES list next to your parents' and friends' FERTILISER list and see how you can make things easier for them.
7. Which speaking skill or listening skill helps you the most in your relationships?



EXPLAIN YOUR FOREST FIRES

Look at one statement at a time. Now EXPLAIN:

1. Whose FOREST FIRES lists would you want to see?
2. Who should you apologise to for communicating in a way that may hurt them?
3. What type of communication do you like more: 'tell me straight up; don't hold back' or 'tell me gently and carefully; don't use strong words'?
4. Who should you thank for using the kind of communication style that works for you?
5. If you can choose, should people say it face to face or rather send you a message on your phone or with a written note? Why?
6. What about your emotions do you wish people understood better? Tell them in person, or write them a note about it.



EXPAND YOUR FOREST FIRES

Look at one statement at a time. Now EXPAND:

1. Should you discuss any problem with communication or emotions with a parent, teacher or helper?
2. Make a chart with the top two emotional and/or communication needs from the FOREST FIRES list of at least three important people in your life. Place this somewhere to remind you of how to speak to them.
3. Can you read a book or take part in a class or group discussion that can help you with communication and emotions?
4. List the two skills you want to work on in your communication style and ask someone to give feedback after a month about how you are doing.



SECTION C.3

LIFE VIEW PROFILE

Your Life View Profile is your attitude about life, how you handle change, and how you see success.

It shows you your Fast Forward growth pointers to become a better leader, friend and team member.

You look at life like a contra-rose, this makes you the exact opposite of the rosebush whose attitude is 'watch out here I come'. You do not go after every opportunity, you first have a careful look at something before you decide that it is for you. You weigh the pros and cons, you think about how it will affect others, you discuss it with a few good friends and family and only then you slowly and carefully make your decision. You don't just jump in, you sometimes lack the confidence to be that brave, don't you? It could be that this very careful approach has made you miss an opportunity or two, but with enough patience, which you have a lot of, you will wait for the opportunity to come by again. When you are faced with something brand new and when everything around you is about to change, you will cling to your friends for support, they will be your rock when your circumstances are difficult. Another coping mechanism will be to write lists, to make plans and to think ahead about situations that may come up.

It will help you if you are allowed to ask a lot of questions and to get all the information that you need to prepare yourself for the change. If you have to move for instance, you would want to know about the new school. If you had to start a new sport, you would want to get everything you need and plan for it. As long as people stand by you through these changes you will feel up to them, you just don't want to try something new all by yourself without support. Instead of trying new things all the time, you will rather stick with what you are good at already and become even better at it. It will be more important for you to do well in one or two things that you are really into, then to necessarily participate in absolutely everything that is on offer. The marks in the subjects you are not interested in, will not bother you very much. You will want to do well in your favorites.

You don't need to compete all the time, you feel that balance in your life is about good friends, good schoolwork, activities that you enjoy and not about being busy. What makes you feel down in the dumps is people who are impatient, critical and unnecessarily hard on you. You want to help and to cooperate with others, but when they just shunt you around and make life difficult for you, you can become stubborn. You will lose heart if the important people in your life, who matters most are disappointed in you. Life will be if those closest to you will let you go on peacefully with your work, to discover what you want to do with your life one day and to work on your future without pressure. The characteristics that you would like to see in a grown-up and in yourself once you are mature are things like: friendliness, thoughtfulness, self-control, contentment and the ability to get along with others without the need to compete and to win.



FAST FORWARD

Here you can choose to do better work and have better relationships.

Are you ready to go forward fast?

- Try and do more things yourself
- Look for something you like and run with it as far as you can - only then will you tackle difficult challenges
- Give yourself the opportunity to develop your leadership by taking the lead amongst people you know well in a safe environment
- Get help with time planning if that gives you problems
- You have 'a second mile' in you, just push yourself a little harder
- Be careful whom you trust (because you like people and easily believe them)



EMBRACE YOUR FAST FORWARD

NB: If there is a big difference between your Life View Profile and your other profiles, you may not see yourself in the bullet points under the FAST FORWARD heading!

They are based on the belief that your life view will drive your strongest behaviours and that you may have to work on these habits in order to grow.

Tick only those you agree with.



EXPLORE YOUR FAST FORWARD

Look at one statement at a time. Now EXPLORE:

1. Are they very few? Perhaps your Life View Profile differs from your Work and Social Profiles because you were raised to look at life in a certain way, in spite of your personality?
2. If so, do you feel it is a good thing that you were raised this way, or do you feel you have lost a bit of yourself in the process?
3. Have you been through tough times that changed your Life View?
4. Are you more mature than most of your friends and have you perhaps already grown in many of these areas?
5. Which two areas (if any) would you like to grow in the most? Why?



EXPLAIN YOUR FAST FORWARD

Look at one statement at a time. Now EXPLAIN:

1. Do you have the courage to ask someone which areas they would like to see you grow in? Ask them to tell you honestly if you are growing.
2. Who may have been hurt by the things on your FAST FORWARD list?
3. Would you like to thank someone for helping you grow in these areas already?
4. Whose FAST FORWARD would you like to see? Will you encourage them on their FAST FORWARD path without criticising them?
5. Will you consider asking God to change you from the inside out?



EXPAND YOUR FAST FORWARD

Look at one statement at a time. Now EXPAND:

1. Who will be the happiest when you grow in these areas?
2. Which workshops or activities can you do to practice these new skills?
3. Who will you be 5 years from now if you follow this growth plan successfully?
4. What will the effect be on your schoolwork, friendships and family life?



SECTION C.4

LEADERSHIP PROFILE

The Tall Trees Leadership Profile shows the type of leader you will be.

It gives you your natural strengths and what you need to function at your very best.

A contra-palm like you enjoys being the leader in an important task and you hope that people will follow. You refuse to be the celebrity and to act like it in order to get people on your side. If they don't want to follow you, then they can leave it or they can join a different team. If they have chosen you as their leader it's because they believe in you and then you don't need to convince them, do you? Your leadership style is to work hard, make good plans, think them through and push them through – no matter what. You hope your team will watch how you do it, follow and work just as hard as you do. You hope this will happen without you acting like a cheer-leader egging them on, because this is just not your style. You know that your success as a leader depends on the type of people in your team. So if you can pick them you will do this very carefully. You are not going to take chances on people who just want to come along for the ride, because it is -fun, your team will have to be people who want to work hard. You choose them based on what they are good at and you keep them focused throughout the task. You will not let the chit-chat or emotions of your team members distract you from where you are headed. You can easily ignore their moods and problems. When they are confused or bored you are the one to bring them back to task and to remind them what it is really about, you do this with a few words and no emotion and if they don't agree with you, you will bring up one or two arguments to convince them, give them proof and then go on with who-ever wants to follow. You don't enjoy steering a team through high risks, because you are not a chancer or a schemer. You will want to find a proven and tested plan that has worked, you will not risk your team's efforts on something you have never tried before. Because you don't like to work with people and their emotions and you don't go walking around all day nursing and encouraging people it can be difficult for you to build a positive team spirit. Those who become negative you will let go, rather than putting in the time to listen to them and to cheer them up. You don't need them to like you and stay with you till the end. You just need to get the job done, the popularity vote is not important to you.

If something seems to be going in the wrong direction, you will talk to one person at a time on the team, until you can correct all the different parts of the task that might have been a problem. The best thing about the way you lead is that you stick to your course that you are dependable, that you don't change your story half-way through and you keep the trust of your team by being so goal directed. You are the type of leader who can be counted on from the beginning to the end of any task.



FORCES WITHIN

You make the world a better place by using these natural gifts.

It's your thing!

- It is not important to you that others should find you cool
- You can think ahead and predict short-term and long-term outcomes
- You take responsibility for people and tasks
- You keep your promises
- You can focus on the aim, process and people all at the same time
- Your thinking is systematic and precise
- You can wait for your turn patiently and then go full throttle
- You do not find it difficult to put work before play



**EMBRACE YOUR
FORCES WITHIN**

Read through one bullet point at a time. Which are true about you? Embrace them by ticking the item.

Your FORCES WITHIN are a gift that not everybody has. Everybody has their own.

Be humble but grateful for what you have!



EXPLORE YOUR FORCES WITHIN

Look at one statement at a time. Now EXPLORE:

1. How do you feel about having this characteristic?
2. Who do you know that also has this strength?
3. How do they use it for good?
4. Can you do good to others with this gift?
5. Can it sometimes hurt people if you take it too far?
6. Whose FORCES WITHIN would you like to know so that you can work together even better?



EXPLAIN YOUR FORCES WITHIN

Look at one statement at a time. Now EXPLAIN:

1. Who should know that you have this gift, so that they can let you use it to do good?
2. How can you tell others about this talent without bragging?
3. Has anyone told you that you are good at this? Ask them to help you become even better.
4. Whose FORCES WITHIN will you read so that you can encourage them when they do well?
5. Are you willing to tell people about each other's talents when they are too shy to say what they're good at?



EXPAND YOUR FORCES WITHIN

Look at one statement at a time. Now EXPAND:

1. Look at the points you DID NOT select. Are you willing to pick one to work on?
2. Which of the ones you DID select are you not using yet? Where, when and how can you use it more?
3. Look at any points you did not like, but DID select. Read more about it or discuss it with a mentor until you know how to turn it into a good thing.
4. Do you like yourself? Can it be because you know and use your talents and others appreciate that, or because you are not using them and not getting appreciation and encouragement?



FERTILISER

Make sure you have plenty of this in your life.

It gives you life, smiles and extra miles!

- The opportunity to explore new ideas
- Silence and isolation when you feel bad
- Competent team members who do their part
- The right to do things your own way
- Projects that will benefit you and others in the long run
- Appreciation for good work done on time
- Double success: your work having good results and satisfying your boss
- Constant, sustainable growth
- To be sure of your task so that you can plan for the future
- Order and silence



EMBRACE YOUR FERTILISER

Read through one bullet point at a time.

Is it true for you?

Tick it.

Skip the ones you don't agree with.



EXPLORE YOUR FERTILISER

Look at one statement at a time. Now EXPLORE:

1. Have people ever made you feel ashamed for needing this FERTILISER?
2. How many of the circled needs do you have enough of at the moment?
3. Are any of these needs important to you but you never have it?
4. How 'full' or 'empty' do you feel today? Is it because of enough or too little FERTILISER?
5. Who or which situations give you the most FERTILISER?
6. What can YOU do to get more FERTILISER even if your situation and the people around you DO NOT change?
7. Whose FERTILISER are you willing to look at so that you can help them be their best?



EXPLAIN YOUR FERTILISER

Look at one statement at a time. Now EXPLAIN:

1. Who should see this FERTILISER list in order to understand your needs better?
2. Which two items of FERTILISER do you need the most? Whom can you ask to help you get it?
3. Look at a friend's FERTILISER needs. Ask them which needs are the most important. Will you try to help them get those needs met?
4. Who is trying to give you FERTILISER but keeps doing it wrong? Will you gently give them ideas to do it better?
5. Are you willing to ask members of your family: 'How can I do better at meeting your FERTILISER needs?'
6. Is there anyone you should thank today for helping to meet your needs?



EXPAND YOUR FERTILISER

Look at one statement at a time. Now EXPAND:

1. Are there hobbies or volunteer work that could provide some FERTILISER that is missing from your life?
2. Could you perhaps by giving someone else their FERTILISER first, create a relationship that meets your needs as well? We dare you to try!
3. When you get too little FERTILISER, and you feel unloved, people and things can easily trap and trick you with false promises, if you're not careful. Has this happened to you or someone you know? How can you protect yourself and your friends?
4. Give your opinion: Can people get some of their Fertiliser from God?
5. Can you mark some points that you think you can be OK without, now that you are growing up more?
6. How will things change if you expect less FERTILISER from others and take more responsibility to get it for yourself?

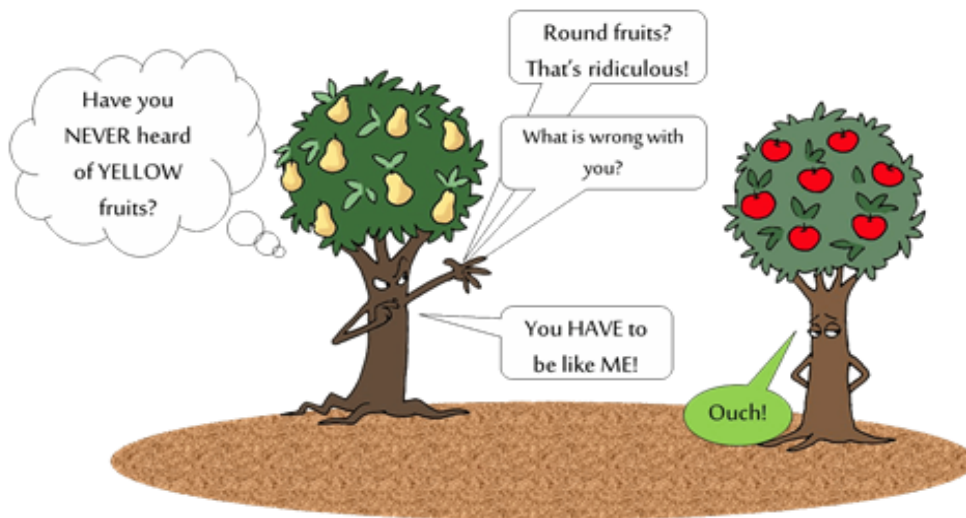
SECTION D: APPRECIATION TREE

The fruit of the Appreciation Tree

The Appreciation Tree** is an important exercise. Be honest, you don't get along with everybody! How are things with your teammates, brothers, sisters, teachers and parents? Imagine how amazing it could be to understand and really learn to like them all! You can choose to try. Working on better relationships is always worth it, because 'all trees are tall trees'. That means every person is important.

Look at each comic picture in the series. Who are the people that you have a bit of an issue with? Don't be shy to write down their names next to the picture that shows how you get along. Use initials, a drawing or code, if you want to keep it a secret.

Remember this if you feel like skipping this step: If you don't face it, how can you 'ace' it?!

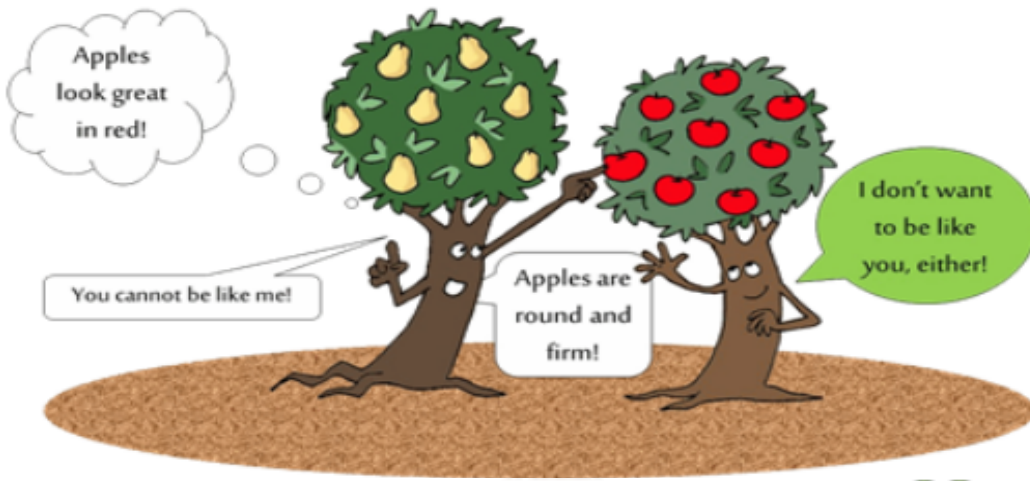


JUDGE



KNOW

** Adapted from the Valuing Learner of DISC by Inscape Publishing, with permission



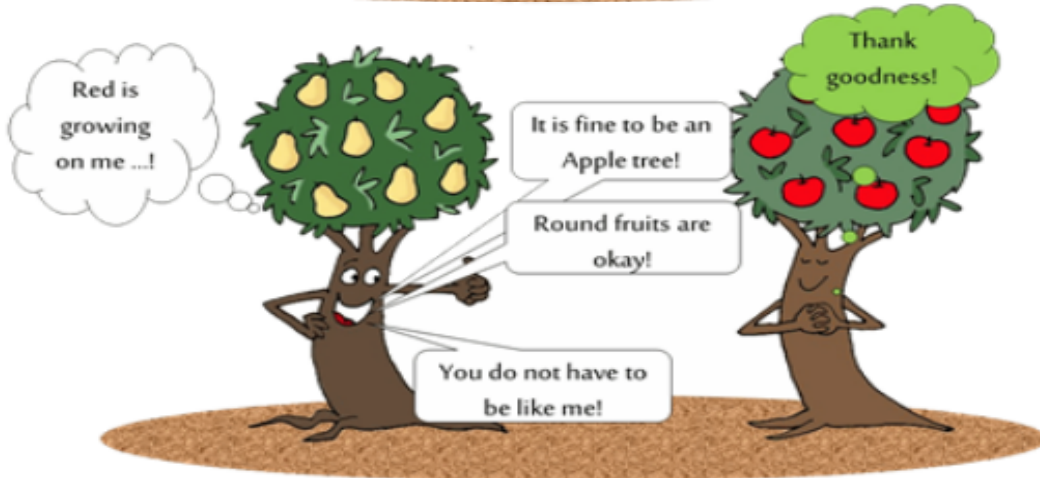
Apples look great in red!

You cannot be like me!

Apples are round and firm!

I don't want to be like you, either!

UNDERSTAND



Red is growing on me ...!

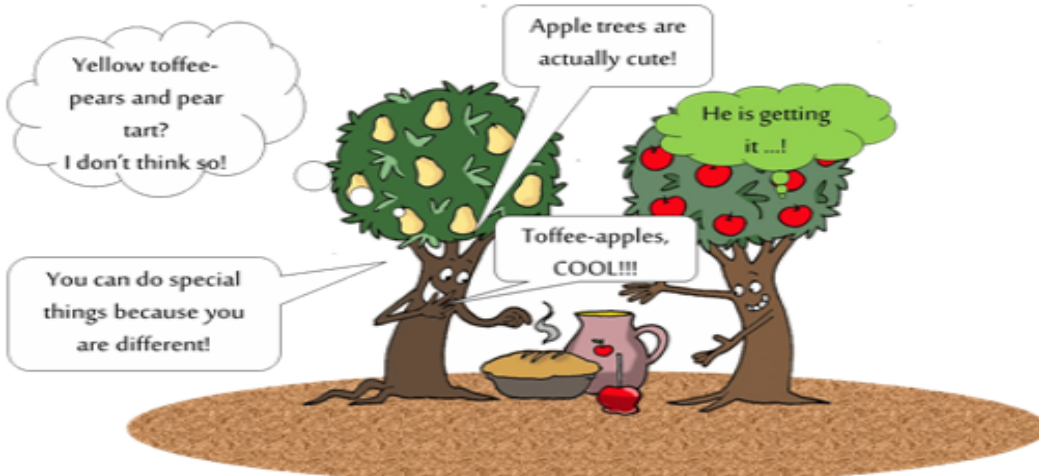
It is fine to be an Apple tree!

Round fruits are okay!

You do not have to be like me!

Thank goodness!

RESPECT



Yellow toffee-pears and pear tart? I don't think so!

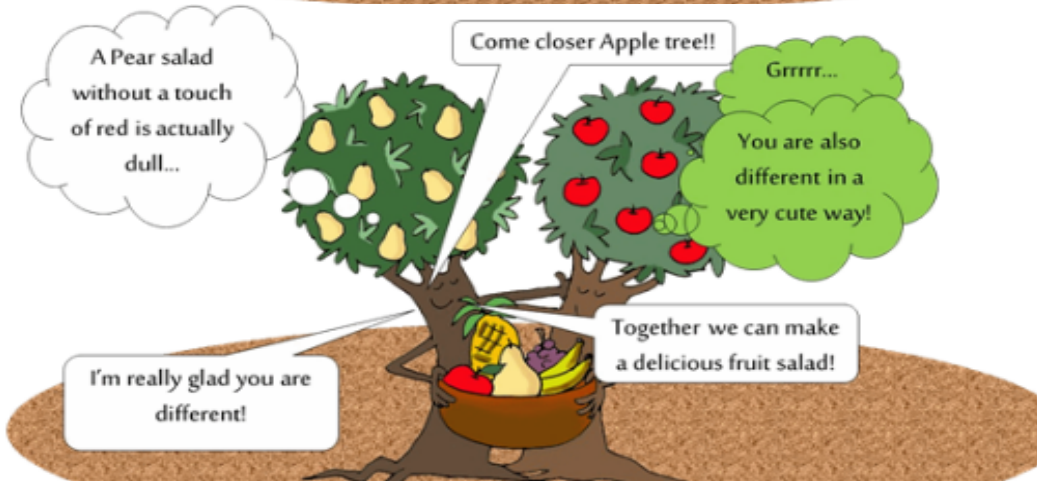
Apple trees are actually cute!

He is getting it ...!

Toffee-apples, COOL!!!

You can do special things because you are different!

ACCEPT



A Pear salad without a touch of red is actually dull...

Come closer Apple tree!!

Grrrrr...
You are also different in a very cute way!

I'm really glad you are different!

Together we can make a delicious fruit salad!

APPRECIATE

Come back to this page every year on your birthday. Are your relationships becoming better as you are becoming more mature?

Judging <ul style="list-style-type: none">• What is wrong with you?		
Knowing <ul style="list-style-type: none">• Oh, I see you are different!		
Understanding <ul style="list-style-type: none">• I understand why you are different ...		
Respecting <ul style="list-style-type: none">• You are allowed to be different.		
Accepting <p>Your uniqueness is valuable.</p>		
Appreciating <ul style="list-style-type: none">• Your uniqueness complements me.		

Thank you for taking the Tall Trees Leadership journey with us.

We trust that this information helped you to grow by embracing, exploring, explaining and expanding your unique leadership qualities.

If you have any questions or need some advice, please contact your facilitator or send us an email at office@talltreestraining.com.

Enjoy your leadership!

Best wishes,

The Tall Trees Team

