



## 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 -

## Sample Adult Leadership

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# 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 lollipop trees.

## 2. Why the specific four trees?

Hettie Britz 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 Lollipop 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-Lolli-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 workplace.
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](http://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

The SOCIAL PROFILE gives clues as to how you act amongst friends and family and in social settings at work. It explores your communication style and your approach to conflict. It reveals how you might experience and express emotions, and how you would approach relationships in general. It predicts whether you would prefer large groups, small groups or solitude. It even tells about your style in front of an audience: colourful, emotional and loud, or careful, factual and to the point. It predicts the type of people who would make you feel as though someone is chipping away at you with an axe!



## LIFE VIEW PROFILE

The LIFE VIEW PROFILE will reveal that you approach life as a challenge, an 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. Which values and priorities are so central to you that they can even lead you to act contrary to your natural temperament? Your experiences, beliefs and even pain from the past will affect this profile. From this profile you will be able to identify your points of growth (called Fast Forward). To take these points as a challenge to grow, will set you apart as a true Tall Tree.

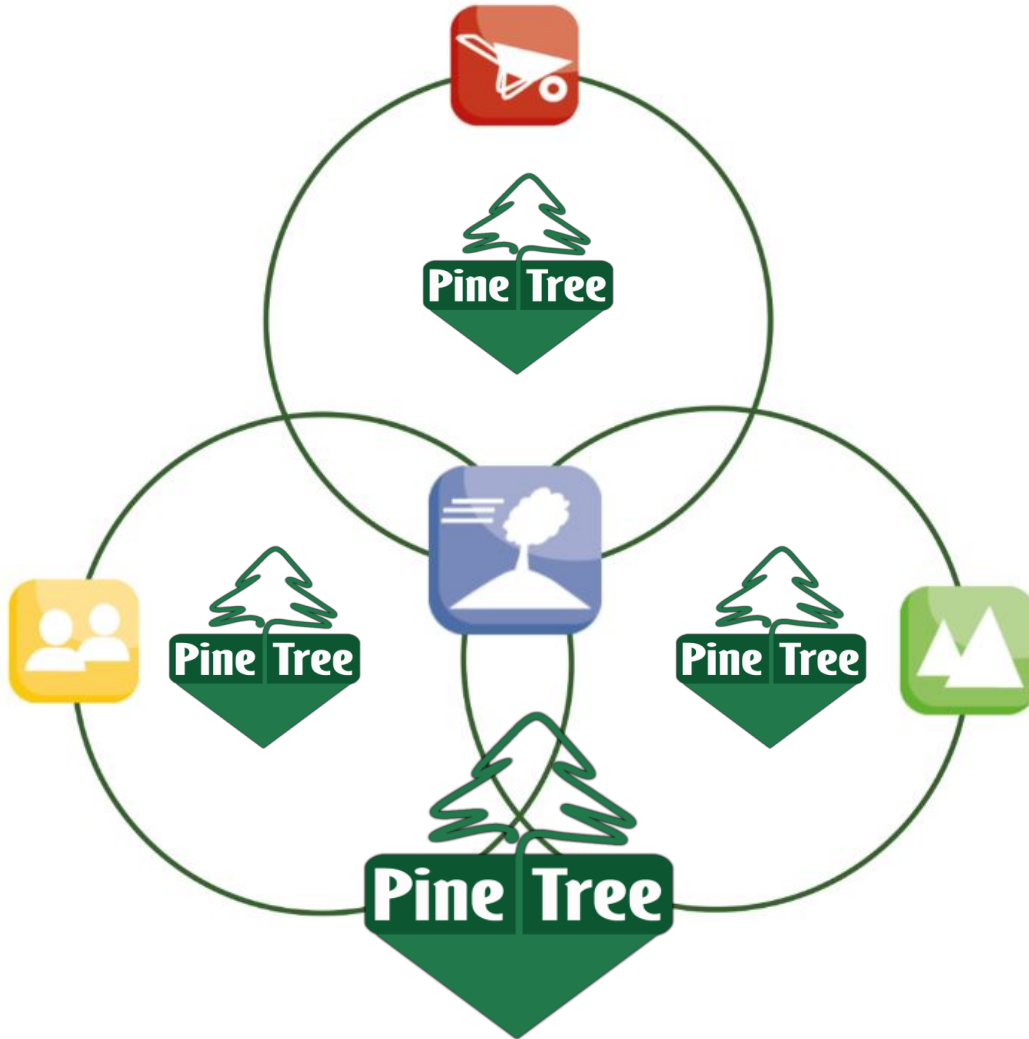


## TALL TREES LEADERSHIP PROFILE

The TTLP (Tall Trees Leadership Profile) is a combination of the others, and thus gives us a three-dimensional view of you as a leader. We use this profile to predict your needs, the things that will bring you fulfillment, and the unique strengths that you have been blessed with.



# SECTION C: YOUR UNIQUE TALL TREES SIGNATURE



Dear Sample  
your Tall Trees Leadership Profile is a  
Pine Tree

'A work of art is the unique result of a unique temperament.'  
- Oscar Wilde





## SECTION C.1

## 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!

Your Pine Tree work profile is the work profile of steady worker. You enjoy knowing what your task is, whom to report to, when you need to be done and why the task is important. You will not challenge instructions given to you, but you will do your best work when the task makes sense to you. Your work tempo is steady rather than fast and furious. You won't allow work to stress or exhaust you unnecessarily.

You work for people, not for praise; for meaning, not for money. Team members might misunderstand this as a lack of ambition. Your sincere concern for the members of your team will make it unimportant for you to win, be promoted, have control over others or be the one to make key decisions. You prefer an outcome where everyone wins.

The atmosphere and surroundings in which you work have a profound effect on your productivity. You are a creature of comfort and will want your work environment to be 'just right'. A lot of time might go into getting ready, making you seem slow or lazy when in fact you are the one who will work tirelessly right up to the very end of each task if that is what is expected. In fact, you will do almost anything that is expected of you, making you open to exploitation.

You are quite content to work behind the scenes. Instead of scouting out more attractive work opportunities, you will prefer to remain in the same position and company for many years, settling in and getting better and better at what you do.

You have the ability to see beyond the little things other 'tree types' get caught up in. In fact, you usually find an easier way. Your perspective will be valuable, if you can bring yourself to share it! Unfortunately you mostly keep your mouth shut and your head down in order to avoid conflict.

Once you embrace all that you can contribute relationally and look beyond the fact that you might not be as creative, determined and fast-paced as the rest of the team, you will make yourself irreplaceable.







## FIELDS OF GREATNESS

These are the tasks and situations which suit you best.

This is when YOU need to step up and take the lead.

- Where help is needed
- Where relationships need to be built / are at stake
- Where peace needs to be made or kept
- Long, steady assignments or long-term projects
- Where an easier way must be found
- Where steadiness and calm is required for success
- Where you can lead without standing on a stage
- When others are stuck in details or emotions
- When the same job needs to be repeated
- Where a team has to be chosen for a job
- To unite diverse cultures
- Where service can be rendered one-on-one

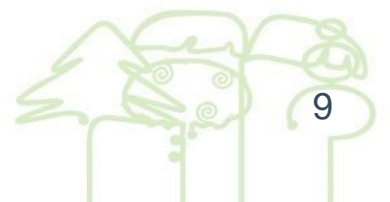


### EMBRACE YOUR FIELDS OF GREATNESS

Which FIELDS OF GREATNESS feel like your ideal tasks and situations?

Mark the applicable items.

If you are unsure, ask a friend or colleague: "In which of these tasks and situations have you seen me do well?"





## EXPLORE YOUR FIELDS OF GREATNESS

Look at one point at a time. Now EXPLORE:

1. When was the last time you experienced success in this FIELD OF GREATNESS?
2. How does this correlate with the FORCES WITHIN on page 20?
3. Who is your role model in this field? Which aspect(s) of their example would you like to follow in making the most of this FIELD OF GREATNESS?
4. How does this help or hurt your work and personal relationships?
5. Is there an overlap of these and your current "job description" or responsibilities?
6. Whose FIELDS OF GREATNESS do you need to explore in order to share tasks wisely between you?



## EXPLAIN YOUR FIELDS OF GREATNESS

Look at one point at a time. Now EXPLAIN:

1. Whom should you tell about these FIELDS OF GREATNESS, in order for them to appoint you in the right tasks?
2. Which friends or family members need to know about these situations in which you can help or serve?
3. Who can help you market yourself in these areas? Are they reflected in your CV or listed on your Linked-In or other professional profiles?
4. Do you need to speak to a life coach or human resources agent about a possible career change in the light of your FIELDS OF GREATNESS?



## EXPAND YOUR FIELDS OF GREATNESS

Look at one point at a time. Now EXPAND:

1. Whose biography, autobiography, research or quotes can you read for inspiration to excel even more in this FIELD OF GREATNESS?
2. Which training, study or exercises can you pursue to maximise this skill?
3. Where in your family life and friendships can these FIELDS OF GREATNESS be used more effectively?
4. Which bullet points on your FIELDS OF GREATNESS list did you NOT embrace? Are some of these skills worth working at? They may very well be in your wheelhouse!
5. Which responsibilities can you hand over to people whose FIELDS OF GREATNESS differs greatly from yours?





## FROSTBITE

Keep as far away  
as possible from  
these  
frustrations.

They drain you!

- Unrealistic and multiple deadlines
- Conflict around you
- Performance pressure
- Being put on the spot
- Having to appear on stage or in front of large groups
- Having to make quick, risky decisions
- Tasks involving evaluating or correcting others
- A tense atmosphere
- Personal criticism aggressively conveyed
- Having to share busy office space
- Rude, harsh or arrogant authority figures
- Being shamed in public

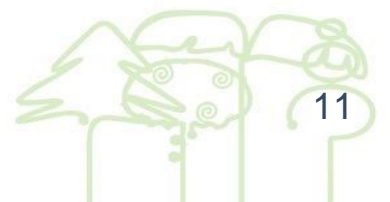


**EMBRACE YOUR  
FROSTBITE**

Tick the points that reflect the things you know hamper your happiness and fulfilment.

Be brutally honest.

We all have FROSTBITE!





## EXPLORE YOUR FROSTBITE

Look at one point at a time. Now EXPLORE:

1. How many of these unpleasant things are currently present in your life?
2. Pick one that you can avoid by making a firm decision today.
3. Are most in your work situation or in your personal life? What does that mean for your wellness?
4. Who close to you causes you FROSTBITE, whether on purpose or unknowingly?
5. Read the FROSTBITE list of those close to you and explore whether you sometimes cause FROSTBITE in their lives, too.
6. Compare the number of fulfilled needs from your FERTILISER list with the number of FROSTBITE items in your life. Does this explain your current stress levels or level of happiness?



## EXPLAIN YOUR FROSTBITE

Look at one point 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 burnout as a result of low FERTILISER and high FROSTBITE levels?



## EXPAND YOUR FROSTBITE

Look at one point at a time. Now EXPAND:

1. What strategies can you implement to lessen your exposure to these FROSTBITE elements?
2. Which are unavoidable? How can you learn to accept them? If you can't, what is your way out?
3. Can you attend a programme that helps people like you deal with these unpleasant issues? Are you willing to work towards solutions?
4. Do you know of someone who shares your type of profile who has overcome some of these challenges? Learn from them!
5. Are you willing to protect family members, friends and colleagues from FROSTBITE by being an advocate for them?





The SOCIAL PROFILE gives clues as to how you act amongst friends and family and in social settings at work. It explores your communication style and your approach to conflict. It reveals how you might experience and express emotions, and how you would approach relationships in general. It predicts whether you would prefer large groups, small groups or solitude. It even tells about your style in front of an audience: colourful, emotional and loud, or careful, factual and to the point. It predicts the type of people who would make you feel as though someone is chipping away at you with an axe!

Having a Pine Tree social profile makes you an introverted but caring person. You sincerely seek the welfare of all your close friends and family. You can easily tune out the rest of the world, though! You will only invest in meaningful relationships and will not seek to make new friends and influence new people.

Your communication style reflects this in that you keep your dreams, hurts, fears, opinions and even your deepest desires private. It takes hard work to become your friend. Once one has your complete trust, the friendship will be forever.

You easily work or live with others for years without truly making connections. You enjoy observing and evaluating people while avoiding the spotlight. You speak mostly when spoken to and then you keep to the bottom line. You might have an extremely funny dry sense of humour. Among good friends you might become uncharacteristically talkative.

You look the same when you are hopelessly in love, fearing for your life or sick to your stomach - you are very hard to read. Your easy-going temperament does not give away much. Unless you speak up, even your closest friends won't know how you really are and what you really need.

Your tendency to keep things private means that distance can easily develop between you and others. Loneliness and isolation will result unless you find ways to share yourself with others. You are better at helping others than at helping yourself.

You have the ability to help people find common ground and restore peace. You need people, but they need you even more, as you possess the very rare gifts of listening with full attention, making time for others, staying loyal for life and helping others move beyond appearances, empty aspirations and petty concerns to find the real meaning of their lives.





## FOREST FIRES

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

Lets talk!

- You listen more than you speak
- You listen with empathy
- You are a diplomatic and careful communicator
- You avoid talking about your personal life
- You struggle to express emotions
- Your temper is not easily ignited, so most of the conflict around you will not involve you
- You really don't enjoy any kind of conflict, and tend to withdraw from it
- You won't give advice unless you sense that it would be welcomed
- Your reluctance to confront people will make it hard for you to reprimand others
- Your tendency to seem disinterested or bored might count against you in specific situations
- Others might interpret your silence as passive aggression or standoffishness

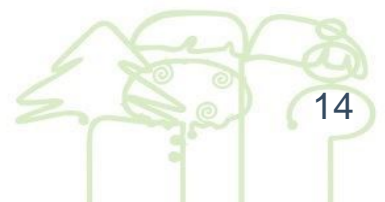


EMBRACE YOUR  
FOREST FIRES

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 point at a time. Now EXPLORE:

1. Are any of these FOREST FIRES hard for you to know about yourself?
2. Have you experienced relationship breakdown as a result?
3. Who in your life has the opposite FOREST FIRES to yours? Are you willing to adapt your style to communicate effectively with them?
4. What aspect of your approach to conflict is nevertheless helpful?
5. Does any aspect of your FOREST FIRES cause FROSTBITE to those close to you?
6. Put your FOREST FIRES next to their FERTILISER and see how you can make things easier for them.
7. Which speaking skill or listening skill is your best asset in relationships?



## EXPLAIN YOUR FOREST FIRES

Look at one point at a time. Now EXPLAIN:

1. Whose FOREST FIRES lists would you ask to see?
2. Who should you apologise to for communicating in a harmful way?
3. Who should you thank for using effective communication with you?
4. Would you ask people to communicate more directly or more indirectly, more written or more spoken? Why?
5. What about your emotional responses should your nearest and dearest know?



## EXPAND YOUR FOREST FIRES

Look at one point at a time. Now EXPAND:

1. Should you discuss any communication or emotional challenges with a professional?
2. Make a chart with the top two emotional and/or communication needs of at least three important people in your personal life or at work. Put it where it can remind you how to speak to them.
3. Which course or books may help you in your relationships with others?
4. List the two skills you want to work on in your communication style and invite someone to give feedback about your progress after a month.





## SECTION C.3

## LIFE VIEW PROFILE

The LIFE VIEW PROFILE will reveal that you approach life as a challenge, an 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. Which values and priorities are so central to you that they can even lead you to act contrary to your natural temperament? Your experiences, beliefs and even pain from the past will affect this profile. From this profile you will be able to identify your points of growth (called Fast Forward). To take these points as a challenge to grow, will set you apart as a true Tall Tree.

Your Pine Tree life view is an approach to life that hinges on the essentials - contentment, meaning and relationships. Your most worthwhile goal won't be a work-related one. It will have to do with those you love the most - to love them better.

Opportunities will not be as magnetic to you as they are to the other 'tree types'. People might think you are letting life pass you by, while from where you stand it would seem that life has gotten a hold of them, washing them downstream. You stand on the proverbial water's edge and won't jump in unless you are sure and ready.

You are immune to the motivational speakers and cheer leaders. They can't stir you up to action unless you want to be stirred up. There is one thing that makes you jump, though, and that is injustice in society. Otherwise calm, this will get you up in arms. You will likely dedicate your life to improving some aspect of life for others.

Once you have found a place, a person and a position you love, you won't want to move. You resist change for the sake of change. Your decisions in life will take a lot of time to make. You think and rethink. You sway between making decisions based of principles on the one hand and on the preferences of other people on the other hand. You want to do the wise thing, but also the safe thing and the thing that will not cause conflict. Conflict-avoidance guides a lot of your decisions.

Your needs take second place to the needs of others. If you have no key relationships, however, you could become extremely set in your ways, stubborn and selfish - building a comfort zone where you are never challenged to grow. Rather than having a goal-oriented lifestyle, pine trees have a pain-avoidance life-style, taking the easier route whenever one is available. Are you the same?

Your definition of a mature adult likely includes the following terms: respectful of others, stable, faithful, kind, and self-controlled.







## FAST FORWARD

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

Are you ready to go forward fast?

- Find that one passion that energises you - it will be your lifeline or even help you survive, especially if your current task is a mismatch to your style
- Act if you can make a contribution - you are better than you think at identifying the most important factors
- Resist the urge to be a spectator when the task falls within your field of greatness
- Remember that avoiding responsibility is not always an option
- It is great to have back-up for a task, but sometimes you have to perform on your own
- Overcome the urge to avoid change - regularly try something new, however small
- Try not to postpone things to the last minute
- Learn to say NO! Don't enable others to continue with abusive habits
- Learn to choose / make decisions based on your values
- Practice assertiveness skills
- Equip yourself with conflict resolution skills - it is unhealthy to hide grievances
- Resist the urge to be stubborn; evaluate your reasons and options

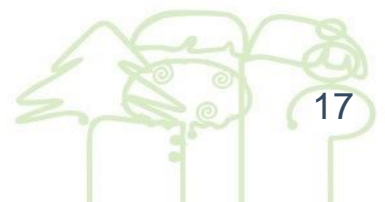


## EMBRACE YOUR FAST FORWARD

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 point 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 point 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 already helping you grow in these areas?
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 point at a time. Now EXPAND:

1. Who will gain the most when you grow in these areas?
2. Which workshops can you attend 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 impact be on work and family life?





## SECTION C.4

## LEADERSHIP PROFILE

The TTLP (Tall Trees Leadership Profile) is a combination of the others, and thus gives us a three-dimensional view of you as a leader.

We use this profile to predict your needs, the things that will bring you fulfillment, and the unique strengths that you have been blessed with.

Your overall leadership style is that of a Pine Tree, making you the reluctant front-runner. You prefer being part of the team rather than the team-leader. Your leadership strengths lie in having the perspective that one can never have while standing in the lead, facing forward. You cannot lead unless you can see your people clearly. The best way to do that is to stand at the back, isn't it?

From your humble, grass roots position you can see who is struggling, who is falling behind and who is running off in the wrong direction. Your leadership style will therefore be nurturing, encouraging and supportive.

You will naturally prefer to lead people that you know very well and that you trust. You fear the exposure to criticism that comes with classic leadership positions. You are not keen to take risks nor to take the fall for others' mistakes, so walking in front is not an attractive idea.

If you were forced to lead you would create a respectful communication culture and would make the team a safe place for everyone as a first priority. Having task completion as a secondary priority will suit you better than having to achieve goals at personal and relational cost. Of course that makes your ideal leadership position one in which the welfare of people IS the main task!

Your long-term perspective will stretch beyond the here and now, making you the ideal leader of a project that runs for years on end. You will keep the ultimate meaning in mind and won't get bogged down by small frustrations. This calming and anchoring influence on the team will be very valuable.





## FORCES WITHIN

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

It's your thing!

- Consistency
- Sincerity
- Tolerance and understanding
- Consideration of all team members
- Even-temperedness
- Peacemaking skills
- Contentment
- Patience
- Pragmatic / practical orientation towards actions and feelings
- The ability to see through pretence
- Calming and stabilizing influence
- Excellent co-operation and teamwork

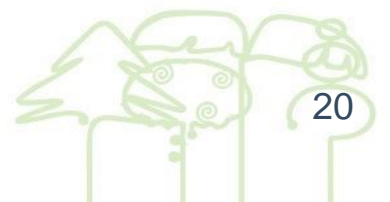


## EMBRACE YOUR FORCES WITHIN

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

To you your FORCES WITHIN are natural; in the eyes of those who lack these skills they are supernatural!

Be humbly grateful and celebrate these gifts in your unique design.





## EXPLORE YOUR FORCES WITHIN

Look at one point at a time. Now EXPLORE:

1. How do you feel about having this characteristic?
2. Who do you know that shares this trait with you?
3. How do they use this gift to lead, to relate and to serve?
4. How does this characteristic benefit you or others?
5. Can this gift be harmful if “overplayed”?
6. Whose FORCES WITHIN do I need to explore for the sake of our relationship or teamwork?



## EXPLAIN YOUR FORCES WITHIN

Look at one point at a time. Now EXPLAIN:

1. Who should know that you have this strength in order to use your gift to their benefit?
2. How can you tell others about this strength without boasting?
3. Who has seen this gift in you before? Ask them to give you feedback about your growth in this area.
4. Who deserves an apology from you for being hurt by you using this strength too little or too much?
5. Whose FORCES WITHIN will you encourage and appreciate?
6. Will you promote those who can't promote themselves?



## EXPAND YOUR FORCES WITHIN

Look at one point at a time. Now EXPAND:

1. Look at the bullet points you DID NOT circle. Are you willing to pick one to work on?
2. Which of the ones you DID circle are neglected at this point? Where, when and how can you apply them more?
3. Look at any characteristic 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 positive trait.
4. Could your self-esteem be linked to how many of your strengths are used/needed/appreciated?





## FERTILISER

Make sure you have plenty of this in your life.

It gives you life, smiles and extra miles!

- A predictable, comfortable, secure environment (especially at home)
- Permission to focus on your area of specialization
- Time to think and work without pressure
- Regular routine
- Harmony among team members
- Opportunities to rest alone
- A quiet, private work space
- A good cause
- A sense of serving a greater purpose
- Doing work that is of value to others
- Feeling part of a group
- Time to adjust to change

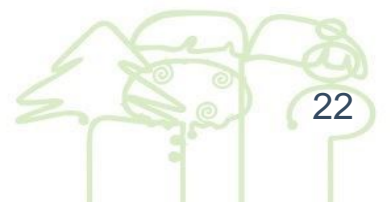


EMBRACE YOUR  
FERTILISER

Read through one point at a time.

Think about whether it applies to you.

Embrace and mark those that are true about you.





## EXPLORE YOUR FERTILISER

Look at one point at a time. Now EXPLORE:

1. Have people ever made you feel ashamed for needing this FERTILISER?
2. How many of the circled items do you regularly experience within your current circumstances and relationships?
3. Are any of these completely absent from your life?
4. How “full” or “empty” do you feel today, and do you think it relates to how much FERTILISER you experience at present?
5. Who or which situations provide or could possibly provide them the best?
6. What can YOU do to get more FERTILISER even if your current circumstances and people around you DO NOT change?
7. Whose FERTILISER are you willing to explore in order to help them be their best?



## EXPLAIN YOUR FERTILISER

Look at one point 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. Whose top two FERTILISER needs would you be willing to accept and try to fulfil?
4. Who is trying to give you FERTILISER but keeps doing it wrongly? Are you willing to give them kind and humble guidance to do it better?
5. Are you, in turn, willing to be corrected by others when you are not attentive to their needs?
6. Is there anyone you should thank today for helping to fulfil your needs?



## EXPAND YOUR FERTILISER

Look at one point at a time. Now EXPAND:

1. Are there hobbies or volunteer work that could provide some FERTILISER that is missing from your current situation?
2. Could you perhaps by giving someone else their FERTILISER first, create a relationship that fulfils your needs as well? Are you willing to try?
3. Unfulfilled needs can make you vulnerable to temptation. How will you guard your heart against this?
4. Are you willing to learn to get along without some FERTILISER, with the help of mentors or God or further insight into yourself?
5. How will things change if you expect less FERTILISER from others and take more responsibility for your own needs?



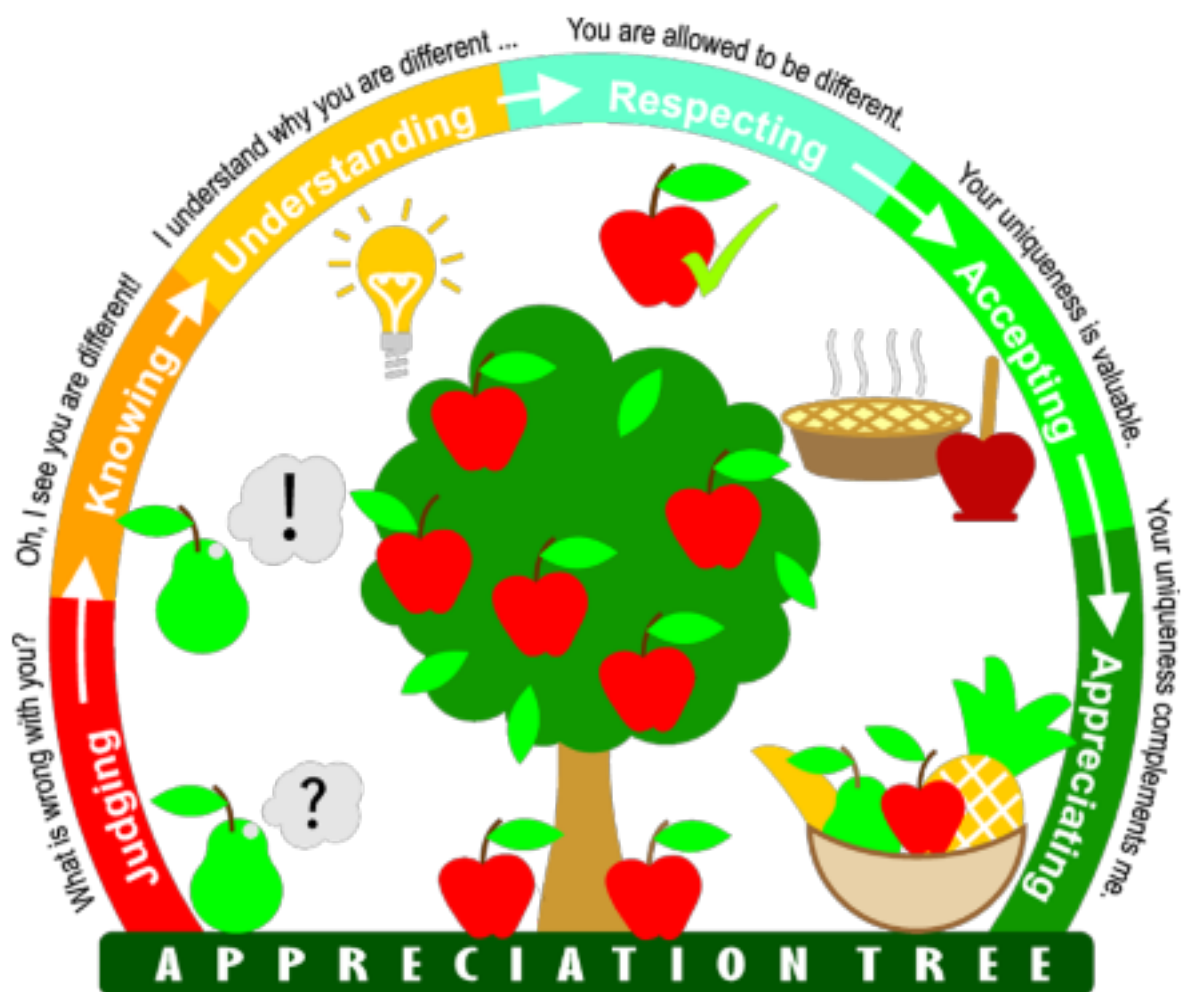
# SECTION D: APPRECIATION TREE

## The fruit of the Appreciation Tree

The Appreciation Tree exercise \*\*, when done with honest reflection, reveals to us where we stand in our relationships. This is where we will begin on the road towards true appreciation for all trees as tall trees. Valuing those whom we once did not respect, accept or understand, requires a conscious decision, after all.

Do you have reservations about measuring your relationships in this way? Would you rather not identify the individuals that you find hard to respect and appreciate? It can seem unnecessary, however, choosing to skip this step may become a choice to sweep the issues under the rug instead of facing what is placing strain on these relationships.

No reflection = no decision = no action = no growth.



\*\* Adapted from the Valuing Ladder of DiSC by Inscape Publishing, with permission



Look at the phrases associated with each level of relationship as a guide to plot the relationships that you would like to grow in. Use signs, initials or names to make notes of where you stand with each of these individuals. Diarise a date when you will revisit this page to re-evaluate your relationships and to gage your growth.

<b>JUDGING</b> What is wrong with you?		
<b>KNOWING</b> Oh, I see you are different!		
<b>UNDERSTANDING</b> I understand why you are different...		
<b>RESPECTING</b> You are allowed to be different.		
<b>ACCEPTING</b> Your uniqueness is valuable.		
<b>APPRECIATING</b> 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](mailto:office@talltreestraining.com).

Enjoy your leadership!

Best wishes,

The Tall Trees Team

