

# ROCK STAR LEADERSHIP

## **SHUVA process**

Who is critical to your success?  
Who is mentoring/coaching you?  
Who is your cheerleader/advocate?  
Who supports you in your work?

## **SEE**

Do you meet enough?  
What color are their eyes?  
What are their gifts?  
What is their struggle?

## **HEAR**

Do you share airtime?  
Are you careful not to interrupt them?  
Do you write notes when listening to them?  
Do you call on them when they are silent?

## **UNDERSTAND**

Do you ask clarifying questions?  
Do you confirm that you have understood them by mirroring back what they said in your own words?  
Do you let the person know if you don't "get" them?  
Do you slow the discussion down if the conversation is going too fast?

## **VALUE**

Do you suspend your judgement?  
Have you asked their advice?  
Do you include them in decisions?  
When they disagree with you do you respect their point of view?

## **APPRECIATE**

Do you let them know when they have done a good job?  
Do you write thank you notes?  
Have you told them what you admire about them?  
Have you said positive things about them to other people?

