

# IF YOU CAN DRAW AN ARROW,

## YOU CAN IMPROVE YOUR TEAM'S PERFORMANCE

*Here's a simple exercise that will give you valuable insights about yourself and those you lead.*

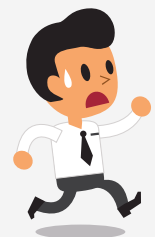
When a specific team member walks into your office...

...does your energy level...

**GO UP**

or

**GO DOWN**



*Are you interested/inquisitive/  
excited (even mildly) when  
they ask to speak to you?*

*Or does it make you  
concerned/depressed/  
irritated (even a little)?*

Simply fill in your team members' names below. Then each time you interact, draw an up or down arrow to reflect your energy level.



Name: \_\_\_\_\_

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Name: \_\_\_\_\_

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Name: \_\_\_\_\_

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Name: \_\_\_\_\_

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If you see the bad stuff (down arrows) consistently and with everyone, likely you're the problem.  
(Think attitude adjustment/vacation/coaching/therapy.)

If there are a few standout, consistent 'down arrow' people, likely they're a problem.  
(Think attitude-adjustment-discussion/coaching/de-hiring.)

If there are a few standout, consistent 'up arrow' people, how are you maximizing their creativity/skill/passion/enthusiasm?

**Boost your team's synergy and productivity!**

**LEARN MORE**