



**International Association of Assessing Officers
79th Annual International Conference on Assessment Administration
Navigating the Rapids in Turbulent Times: A Grand Vision
August 25–28, 2013 • Grand Rapids, Michigan**



79TH ANNUAL INTERNATIONAL CONFERENCE ON ASSESSMENT ADMINISTRATION

Navigating the Rapids in Turbulent Times: A Grand Vision

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Own It!

*5 Tips For Managing Your Career
And Performance*



Continuing Education (CE) Credit:

Participants desiring CE credit for attending this session should sign the document at the back of the room and indicate the session name on the back of the Uniform Request for Recertification Credit form. The sign-in sheet will not be available once you leave the room.



Housekeeping Note:

Please silence your cell phones

Navigating the Rapids in Turbulent Times: A Grand Vision





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Questions for you





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Great Conversations

- Start with a question
- Key ingredient: **Trust**
- Key outputs: **Truth** & Action





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My objectives:

- NOT – fix you
- EQUIP you





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Conversation #1: Tell me about
yourself?
(2 minutes / person)





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Tip #1: Own It





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Tip #1: Own It

It is time, in our society, when we thought it worthwhile to try a noble experiment: to stop giving the job-hunter a fish, half a fish, or no fish at all; and instead, teach him/her how to fish.

Richard Nelson Bolles

What Color Is Your Parachute? Year? 1978





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Tip #2: Self-Awareness





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IQ vs EQ (Emotional Quotient)

- Self-Awareness
- Self-Management
- Social Awareness
- Relationship Management





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Jim's
Talent?





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Talent

- Gallup's Definition: Thought, feeling or behavior that can be productively applied
- Talents: 24 x 7
- Strength = Talent + Skill + Knowledge
- Development is NOT about fixing weaknesses





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Questions (answer on 3x5 card)

- What are your talents?





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Professor?

Assessor?

Appraiser?

Auditor?

Lawyer?

Manager?





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Implement a CAMA?

Explain TRIM?

Stand between 10,000
home owners and the
county commissioner?





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Tip #3: Create a Target





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Target: Key Benefits

- Easier for others to help
- Basis for intermediate goals
- Changes can be managed





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Short Term: Next 12-18 months

What challenges are you looking for?

Challenges look for in current role?

Problems you see that you want to solve?

Long Term:

What do you want to be doing in 2-5 years?





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Tip #4: Committing to Mastery





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Mastery

Mentor

Artist!

Productive

EGO

Control



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Tip #5: Find Partners / Build a Network





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What is covered? What is needs work?

- | | |
|---|---|
| <input type="checkbox"/> Comforter/Encourager | <input type="checkbox"/> Accountability Partner |
| <input type="checkbox"/> Challenger | <input type="checkbox"/> Coach / Questioner |
| <input type="checkbox"/> Expert/Mentor | <input type="checkbox"/> Listener |
| <input type="checkbox"/> Connector | <input type="checkbox"/> _____ |





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Tip #5.5: The Habits





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Tip #5.5: The Habits

- 1x/year – This past year? Learnings?
- 1x/year – This next year? Learnings?
- 2x/year – How am I doing vs my goals?
- Monthly networking
- All the time – Learn about others





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Next Steps

- Stay Connected? C - - S - - T on business card. I will draw 1 winner to receive a packet of the career tools and resources and 1 hour of free coaching. I have a NO SPAM promise.
- Links to all the resources I have talked about are at:
www.thetrugroup.com/training-and-keynote-speaking/ownit





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LinkedIn



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About the Speaker – Scott Patchin

Scott has a core belief that the habits leaders practice and the conversations they have with their people are the keys to their success. He launched his own leadership development company, The trU Group, in 2009 around the mission of helping others realize the excellence they were born to achieve.

He has work experience manufacturing, healthcare, and banking/mortgage industries. He is an author, blogger, coach, and delivers a *hands-on* keynote. He resides in Michigan and has spoken across the Midwest on leadership and individual development.

Learn more: | [LinkedIn](#) | www.thetrugroup.com





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