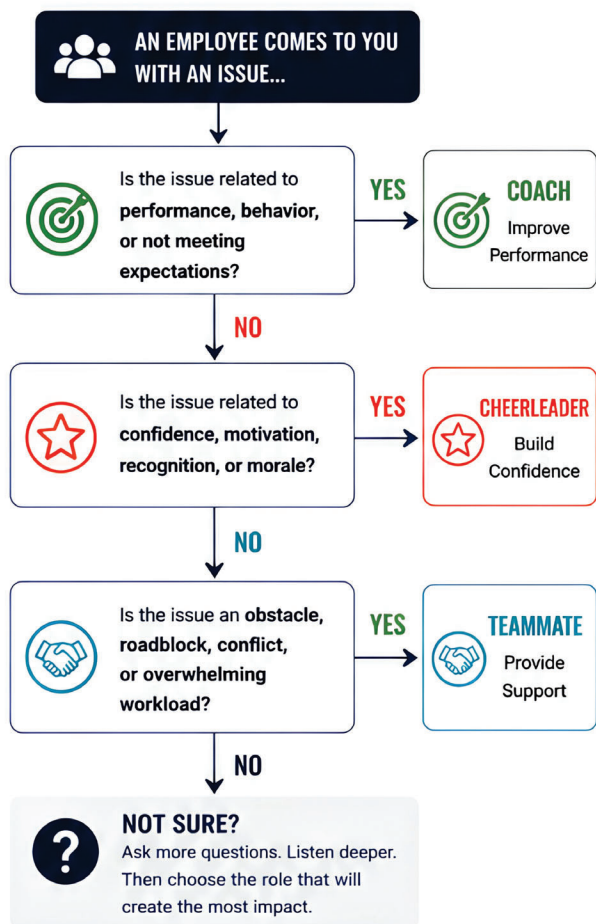


THE TRI-LEADER® LEADERSHIP QUICK REFERENCE GUIDE

Three Roles. Any Situation. Greater Impact.

WHAT ROLE SHOULD YOU PLAY?

Use this quick decision tree to know what your team needs most right now.



HOW TO SHOW UP IN EACH ROLE

Role	DO THIS	AVOID THIS
 COACH Improve Performance	- Set clear expectations - Provide specific feedback - Ask powerful questions - Hold accountable - Focus on solutions	- Rescuing or doing it for them - Avoiding tough conversations - Being vague or unclear - Ignoring repeated issues - Confusing kindness with weakness
 CHEERLEADER Build Confidence	- Recognize wins - Celebrate progress - Encourage effort - Highlight strengths - Build confidence	- Assuming they know they're appreciated - Only recognizing big wins - Using praise as manipulation - Ignoring low morale - Waiting until it's too late
 TEAMMATE Provide Support	- Remove roadblocks - Provide resources - Collaborate together - Listen and ask - Be in it with them	- Taking over the work - Micromanaging - Becoming the bottleneck - Avoiding conflict - Playing the hero

COMMON SCENARIOS & YOUR BEST ROLE

	COACH	CHEERLEADER	TEAMMATE
	- Missing deadlines - Quality issues - Not following process	- Completed a big project - Improved performance - Showing growth	- Overwhelmed workload - Lack of resources - Process roadblocks
	- Attitude or behavior - Concerns - Avoiding accountability	- Low confidence - Need motivation - Feeling discouraged	- Conflict with others - Change or transition - Need help prioritizing
	- Repeated mistakes - Not meeting standards - Skills gaps	- Personal challenges - Burnout signs - Needs encouragement	- Cross-team dependencies - Need introductions - Unclear priorities

THE 60-SECOND LEADERSHIP CHECK

Before you end your week, ask yourself:

 DID I COACH SOMEONE? Provide feedback and hold accountability.	 DID I RECOGNIZE SOMEONE? Celebrate progress and build confidence.	 DID I SUPPORT SOMEONE? Remove a roadblock or be a teammate.
☐	☐	☐



If you can't check all three, you may be overusing one leadership style. Great leaders balance all three.



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