



## **”One-thing strength mentorship”**

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**It's possible to find strengths within 3-5 minutes that you can put to immediate use.**

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communication, values and learning**

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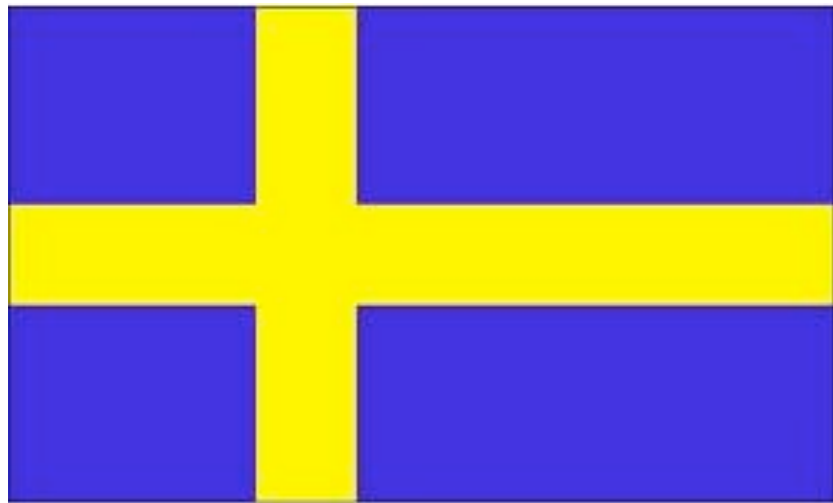
**SIQ judge**

**TV-program: Dr John**

# The best of two cultures



**“Go for it” attitude, eternal optimism, clear objectives**



**Values, cooperation, inclusion, logical thinking and long-term planning**

# Warm up with a hand shake



**The last time - what did you do, specifically, to improve the quality of your greeting?**



**What's the difference that made a difference?**

# Who helped you to grow and challenge yourself?

A teacher, relative, friend, coach, minister, boss?

In what ways were they different than other people. Try to identify as specifically as possible exactly what they did to help you grow and overcome challenges.



# What did they focus on?

Things you were good at or bad at?

Possibilities or difficulties?

Success or failures?

Planning for the future or analyzing the past?

Tough love or just empathy?

# **Basic mistakes when coaching and mentoring**

- 1. Too ambitious**
- 2. Trying to change the personality**
- 3. Focus too far into the future**
- 4. Not specific enough for follow up**
- 5. No plan for following up**

**Wilda, 9 - leadership**

**Patrik, 16 - soccer**

**Josefin, 14 - popcorn**

**Cornelia, 32 - wedding planning**



# Demonstration



Getty

# Body language

Eyes up and away

Shift in posture or position

Pause

Intonation or volume change



# Headline!

Examples: Stubborn, focused,  
good listener, one thing at a time,  
enthusiastic



# Search behind the headlines

What exactly did you do right? Define in terms of behavior.



**Define three or four alternative actions and decide on one**

ONE THING that can be done within 24 hours and followed up within 48 hours.



# The One Thing model

1. Describe a past success
2. Identify strengths or success strategies that you used
3. Put "headlines" on these strengths or strategies
4. Identify a present challenge
5. See how your strength or success strategies can be applied to this challenge. Clarify 3 or 4 alternative strategies.
6. Choose one and identify exactly what you can do within 24 hours
7. Write down what you are going to do
8. Send an e-mail or text message to a colleague, boss and/or your coach
9. Do what you promised to do
10. Report back to your colleague, boss and/or coach how it went.

**Strength talk** - the strengths that are the backbone of the individual (or company)

**Strategy talk** - defining successful strategies

**Problem solving talk** - looking for solutions and next steps to meet a challenge

**The learning talk** - defining learning strategies

**The values talk** - discovering the values that define a person's (or company's) philosophy

# **Drive** can come from many **sources:**

**Passion**

**Anger or feelings of injustice**

**Challenges from others**

**Long or short-term goals**

**Inside or outside encouragement**

**Rewards**

# **Starting points for the strength talk**

**Traditional and non-traditional strengths**

**Passion or anger**

**Talent, competencies or knowledge**

**Success or positive experiences**

**Learning styles or strategies**

**Experiencing flow or times of feeling good**

**Values and philosophies**

# Traditional & non-traditional strengths

Sports

Room lighter

Entertainment

Wower

Reading/Writing

Fixer

Numbers

We-are

Memory

Planner

Analysis

Translator

**Values** lead you to  
**drive** which leads you to  
**motivation**

**Examples:** long distance ice-  
skating, computer games, horseback  
riding, books, TV-programs, movies

**What's "the thing"?**

# **Three directions for your talks and coaching**

**Personal and cognitive (solution based)**

**Inpersonal and cognitive (theory)**

**Personal and affective (therapy)**

# Personal and cognitive

**Reflecting**

**Sorting**

**Prioritizing**

**Clarifying**

**Valueing**

**Deciding - for example, next actions**



# Tough Love

**Be tough. Demand specificity.**

**Being tough works if the other person  
knows you mean well**



# Time to practice





**Within 24 hours**

**Good luck with The One  
Thing Method!**

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