

## Check yourself out

### What's it about?

Your team always looks first to you, as their manager, to paint the picture of where the business is at, its priorities and direction. This is a fundamental requirement of leadership. It will be difficult to build your peoples' connection and buy-in to the strategy and what needs to be done if you have not arrived at a deep enough understanding and bought in yourself.

So as the manager, focus first on getting the overall, big picture of where the business is, before putting it across to your people

### Try this out:

#### Ask yourself these simple questions:

- Why is the business I work for, doing what it does?
- What direction is the business headed in and what are the main goals?
- How does the business go about achieving this and what are my responsibilities?
- To what degree have I bought in to all this?
- What does "buy in" mean to me?

You can work through these questions yourself, or do them with your manager or peers. It can be very powerful to share your meaning with others and understand theirs.

#### Now - get it in play

To learn more about your buy in and perceptions, take part in our free diagnostic survey. It provides a further level of detail on the essential conditions to building alignment and engagement. It will provide you with feedback and tips.

Try out the survey

**What are you going to do next to get yourself across the big picture?**

