



“PEOPLE MANAGEMENT” FOR THE NEW MILLENNIUM WORKBOOK

with Mary J Fourie PCC RFP™

August 2026



GROWING CREATIVE BUSINESSES

A VISIONARY LEADER

"If you want to make the world
a better place, take a look at
yourself and make a change."
– Lego Batman, 2017

- Who am I and what do I care about?
- What problem am I trying to solve in the world?
- What is the vision I have for my future and for the future of my business?

Handwriting practice lines consisting of 12 sets of three horizontal lines (top, middle, and bottom lines) for letter formation. The lines are evenly spaced and extend across the width of the page.



A NEW WAY TO LEAD...

- What holds me back from leading by trusting my team?
- What underlying fear keeps me stuck in “Command & Control”?

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REAL LEADERSHIP

Response-able

- How am I responsible?
- What is my role in this?
- How will I manage my response?

Empathetic

- If I am below the line and in reaction and feeling frustrated, they may be too.
- How could it be in their world?
- What is their perspective on this?

Authentic

- Am I connected to and expressing from my heart?
- Am I clear on the outcome I'm seeking?

Leader of Change

- Am I communicating from vision with the aim to work towards the outcome I desire?

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RESPONSE-ABILITY

“Response-ability is the ability to choose our response to any circumstance or condition.”
– Stephen Covey

- How am I taking ownership of and being accountable for my thoughts?
- How am I taking ownership of and being accountable for my emotions?
- How am I taking ownership of and being accountable for my behaviour?
- What responses vs reaction are available to me?
- What response do I choose in this moment?

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AN INSPIRING LEADER

"To inspire people, show them
your superpowers do not. Them
theirs show." – Yoda, 2021

- What are the superpowers of each member of my team?
- How does the culture of my business welcome and celebrate every team members unique superpowers?
- How do I support my team members in expressing their superpowers?

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WHAT IS LEADERSHIP?

“Leadership is a series of behaviours rather than a role for heroes.”
– Margaret J. Wheatley

- How do I include all the voices in the room?
- How do I invite the creativity of each human being on my team?
- Do I consciously acknowledge and celebrate the diversity of intelligence within my business?

Handwriting practice lines (dotted lines on a solid background).



VALUES-LED LEADERSHIP

What is / are...

- Our Purpose
- My (and my teams) Core Gifts / Abilities
- Our Values
- Our Vision
- Our Mission
- Our Offering to the world (products or services)

The answer to the question :
“Why?”

The first step towards :
“How?”

Which enables us to do :
“What.”

INSPIRING & GROWING TRUST

- How do I currently inspire my team?
- How do I currently build trust within my team?

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BEHAVIOURS OF TRUST

- Do I consistently tell the truth and demonstrate integrity through being in integrity with myself and my values?
- Do I consistently show that I genuinely care about myself, and others, as well as show kindness in the little things I say and do?
- Do I consistently act genuine, open and authentic about who I am and what I think and feel, without holding back or hiding information?
- Do I consistently take ownership for my behaviour and do the right thing by apologizing and making restitution?
- Do I consistently show loyalty through giving credit to others and speaking well about those who are not present?
- Do I consistently accomplish what I set out to do without letting excuses stop me on the way?
- Do I consistently learn and improve as well as embrace and be thankful for feedback, including acting on it?
- Do I consistently meet issues head on and address the tough stuff directly?
- Do I consistently reveal, discuss and validate the assumptions and expectations I have about myself, others and the world around me?
- Do I consistently take responsibility for the results I generate, as well as communicate to others how they're doing to meet their commitments?
- Do I consistently listen before I speak and stop myself from making assumptions?
- Do I consistently state my intent and then what I say I will do, without breaking confidences?
- Do I consistently extend trust, even when risk is involved?
- Reflecting on my answers to the questions above, where do I need to pay attention? What can I do differently? What new supportive habit or routine can I work on to help me grow trust in myself? What new supportive habit or routine can I work on to help me instil trust in others?

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Handwriting practice lines consisting of 20 rows of dotted lines on a white background.



MY SPARK OF INSPIRATION

- What spark of inspiration am I leaving with today?
- What next step will I take to increase my response-ability and ability to Lead?
- How will I Trust & Inspire, be REAL and multiply the intelligence on my team?

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ASSESSMENT FOR ASPIRING INSPIRATIONAL LEADERS

by Steven Covey



GROWING CREATIVE BUSINESSES

INTEGRITY

I sometimes justify telling white lies. I misrepresent people or situations, or 'spin' the truth to get the results I want.



At every level, I am thoroughly honest in my interactions with others.

At times, there's a mismatch between what I think and what I say, or between my actions and my values.



What I say and do is what I really think and feel: I consistently 'walk my talk'.

I am not fully clear on my values. It's difficult for me to stand up for something when others disagree.



I am clear on my values and courageous in standing up for them.

It's hard for me to acknowledge that someone else may be right, or that there is additional information out there that may cause me to change my mind.



I am genuinely open to the possibility of learning new ideas that may cause me to rethink issues or even redefine values.

I have a difficult time setting and achieving personal goals or commitments.



I am able to consistently make and keep commitments to myself and others.

INTENT

I don't really care that much about people, except those closest to me. It's hard for me to think about concerns outside of my own challenges in Life.



I genuinely care about other people and am deeply concerned about the well-being of others.

I don't think a lot about why I do what I do. I've rarely (if ever) tried to do deep interior work to improve my motives.



I am consciously aware of my motives and I refine them to make sure that I'm doing the right thing for the right reasons.

In my dealings with others, I usually focus on getting what I want.



I actively seek solutions that provide a 'win' for everyone involved.

Based on my behavior, most people wouldn't necessarily think I had their best interests in mind.



Other people can clearly tell by the things I do that I really do have their best interests in mind.

Deep down, I believe that if someone else gets something (resources, opportunities, credit) that means I don't.



I sincerely believe that there is more than enough of everything to go around.

CAPABILITY

I feel like I am not really utilizing my talents in my current job.



There is a high match between my talents and my opportunities in the work I am doing.

I have not gained the knowledge or fully developed the skills I need to really be effective at work.



I have acquired the knowledge and mastered the skills required for my job.

I seldom take time to improve my knowledge or skills at work or in any other area in my Life.



I relentlessly upgrade and increase my knowledge and skills in all the important areas in my Life.

I'm not really sure what my strengths are; I'm more focused on trying to improve my areas of weakness.



I've identified my strengths, and my greatest focus is on using them effectively.

At this point, I really don't know much about how to build trust.



I know how to effectively establish, grow, extend, and restore trust and I consciously work to make it happen.

RESULTS

I don't have a very good track record. My resume certainly won't knock anyone's socks off.



My track record clearly gives others the confidence that I will achieve desired results.

I focus my efforts on doing what I've been told to do.



I focus my efforts on delivering results, not activities.

When it comes to communicating my track record, either I don't say anything (I don't want to come across as bragging) or I say too much and turn people off.



I appropriately communicate my track record to others in a way that inspires confidence.

I often fail to finish what I start.



With rare exception, if I start something I finish it.

I don't worry as much about how I get results – just that I get them.



I consistently get results in ways that inspire trust.

FINAL SCORE

91 and above :

HIGH personal credibility. You demonstrate both character and competence and people tend to trust you.

Between 71 and 90 :

Bit of a credibility gap. This is probably manifesting in lower self-trust and some degree of failure to inspire trust in others.

70 and below :

Serious credibility problem. Demonstrates a need to focus on specific ways to make improvements.



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