

## 6 – How can I help all my employees reach their potential?

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### **Purpose**

Help supervisors become master teachers in a professional environment.

### **Preparation**

Prayerfully study these scriptures and resources.

- [See Others as They May Become](#) by Thomas S. Monson
- [Our Great Potential](#) by Spencer W. Kimball
- [We are Children of God](#) by Russell M. Nelson
- [Your Potential, Your Privilege](#) by Dieter F. Uchtdorf

What are the main things you learned from these resources?

How do they help you and those you serve become better leaders in the workplace?

Which messages will you share with those in this department?

### **Making Connections**

These discussions will not only develop employees into stronger disciple leaders but will help them see the relevance of the gospel in their careers. Invite them to write down their impressions. Also, invite them to share pertinent, personal experiences that strengthen the doctrine being taught.

### **Discussion: How can we properly train and coach all our employees?**

- *What is the point of developing our employees? How does professional development affect our employees outside of the workplace? Can we build testimonies of the restored gospel of Jesus Christ through professional development? How?*

The mission of the Gospel of Jesus Christ [is] to make evil-minded men good and to make good men better. (President David O. McKay, *Millennial Star*, Oct. 1961, p. 469.)

- *What is the difference between teaching someone recipes out of a cookbook and teaching someone how to become a master chef? How does this metaphor relate to training and developing our employees? How can we move beyond teaching our employees out of the “cookbook”?*

The words of God will slake a thirst they did not know they had, and the Holy Ghost will take it down into their hearts. (Henry B. Eyring, “We Must Raise Our Sights”, *Ensign*, Aug. 2001)

- *What is the difference between training and coaching? Why are both critical in the development of your employees? How can we ensure that our employees get a proper dose of both training and coaching?*

Yea, behold, I will tell you in your mind and in your heart, by the Holy Ghost, which shall come upon you and which shall dwell in your heart. ([D&C 8:2](#))

- *How do we ensure all our employees get equal opportunities to develop their skills?*

Even though men and women are equal before God in their eternal opportunities, they have different, but equally significant, duties in His eternal plan. (Elder M. Russell Ballard, “Equality Through Diversity”, *Ensign*, October 1993)

**Discussion: How can we help our employees optimize their opportunities for growth?**

- *What makes the Disciple Leadership program different from other professional trainings you've had in the past? Which elements of the DLP would you be comfortable incorporating into your trainings?*

True doctrine, understood, changes attitudes and behavior. The study of the doctrines of the gospel will improve behavior quicker than a study of behavior will improve behavior. (Boyd K. Packer, "Little Children," 1986)

- *What privileges do you have in working here at BYU-Idaho? What happens if you do not live up to or take advantage of these privileges? How can we encourage others to use these resources available to us? How can the lessons in this parable help you optimize your employee's professional development?*

["Your Potential, Your Privilege"](#) (Dieter F. Uchtdorf, "Mormon Message: Your Potential, Your Privilege", 2011)

- *Who has given you the most constructive feedback in your professional development? Why was their feedback so helpful? What do all these people have in common? How can we emulate these traits while developing others?*

First cast out the beam out of thine own eye; and then shalt thou see clearly to cast out the mote out of thy brother's eye. ([Matthew 7:5](#))

- *Is there an advantage in focusing on an employee's strengths instead of their weaknesses? Why? What opportunities do you need to give your employees so they can practice their talents?*

That which we persist in doing becomes easier for us to do; not that the nature of the thing is changed, but that our power to do is increased. (President Heber J. Grant, *Teachings of Presidents of the Church: Heber J. Grant*, 2002)

**Application**

Through these activities, employees will be directly or indirectly invited to make a personal inventory of their own work and (through the Spirit) realize the specific things that they must do in order to become a better disciple leader.

- Invite leaders to think about their employees' development. Ask them to write down three skills that are exemplary and three skills that need improvement among their employees, then circle the most important skills in this list. *What can you do to help your employees develop these skills?* Invite them to plan a training meeting for their employees that addresses one of these skills. Help them create and improve their lesson plan.

**One on One** (Conducted outside of the training by the head of the department)

- Discuss this employee's development throughout the year. *Has your work experience over the year helped you become a better employee? A better person? How?* Find a specific talent/skill of this employee that has improved over the year and share it with him or her. *How can we help you progress your professional skills further?*
- Ask: *What professional skills and talents do you want to develop?* Mention a skill that you would like this employee to improve. *What can you do to develop these skills and talents? What are some ways your department could help you improve your skills?*
- Discuss the development of the people who report to this employee. *What can we do to develop these employees further?*