

BEHAVIOR PATTERN MATRIX

A Leadership guide for observing behaviors.

When leaders take the opportunity to 'go and observe' within organizations, they witness a range of behaviors. While some behaviors are exceptional, others may fall short of expectations. A common misstep for leaders is to impulsively react to every negative behavior without fully understanding why it's occurring. This matrix serves as a guide to determine when to intervene and when to seek deeper understanding before taking action.

BEHAVIOR PATTERN MATRIX

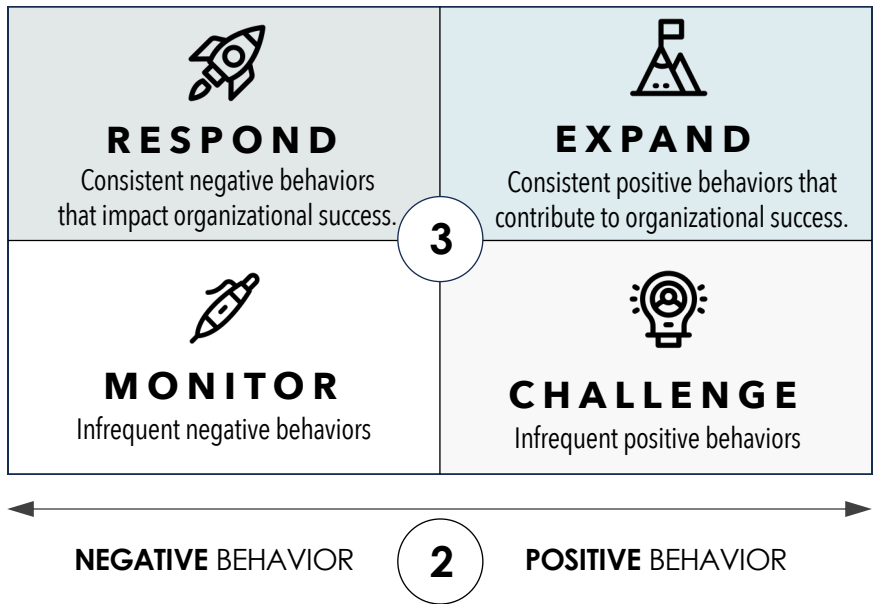
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CONTINUOUS BEHAVIOR

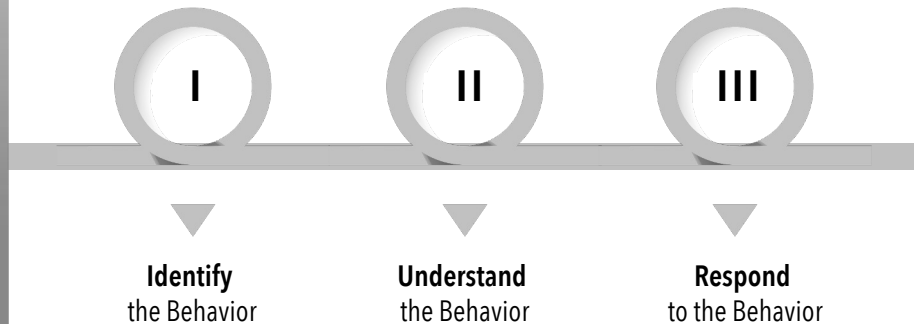
ISOLATED BEHAVIOR

The process of identifying, understanding, and responding to behavior cultivates a culture of empathy, growth, and communication.

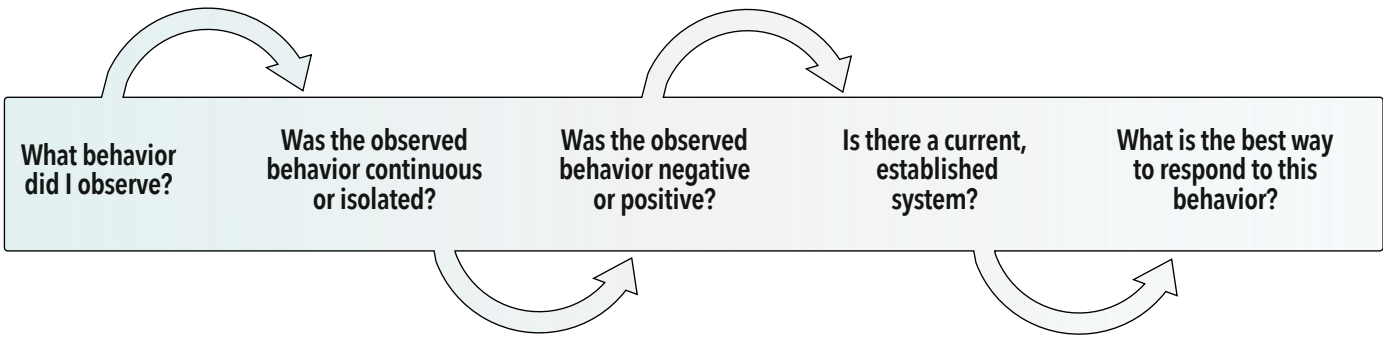
By actively recognizing patterns, understanding the underlying motivations, and tailoring responses with empathy and insight, we not only build stronger relationships but also pave the way for transformative development.



The behavior pattern matrix categorizes workplace behaviors on their frequency and impact, distinguishing between continuous and isolated occurrences as well as positive and negative behaviors.



BEHAVIOR PATTERN MATRIX



List an example of each behavior in your organization.

What is the plan for addressing the behavior?

ISOLATED & NEGATIVE		
ISOLATED & POSITIVE		
CONTINUOUS & NEGATIVE		
CONTINUOUS & POSITIVE		

