

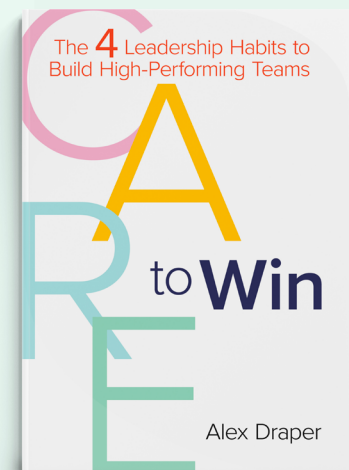
Welcome to Your CARE to Win Book Discussion



Welcome, book club members and thoughtful readers, to our exploration of “CARE to Win” by Draper. This book delves into the intricacies of leadership and team dynamics through the lens of the CARE framework. Navigating through the book and engaging with the questions provided will give you insights and practical strategies to enhance your leadership skills and improve team performance.

The list of questions serves multiple purposes. For book clubs, it can guide lively discussions and ensure everyone has a chance to share their perspectives. For personal reflection, these questions encourage deep thinking about your experiences and leadership journey.

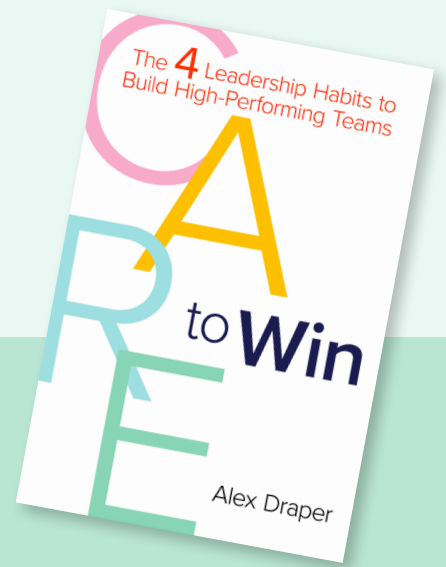
Happy reading and reflecting!



Here’s how to use the questions effectively

1. **Set the Stage:** Understand the acronym CARE and its importance in leadership. This foundation will help contextualize the rest of your discussions.
2. **Reflect and Discuss:** Pause on the questions relevant to the content. Discuss your thoughts with your book club or jot down personal reflections. This practice helps you internalize the concepts and apply them to real-world scenarios.
3. **Identify Personal Insights:** Use the questions to draw parallels between Draper’s insights and your experiences. This reflection can reveal biases, strengths, and areas for growth in your leadership style.
4. **Engage with Examples:** Consider the practical examples provided in the book. Discuss how you can implement similar strategies within your teams or organizations. This practical application is where theoretical knowledge turns into actionable wisdom.
5. **Challenge and Expand:** Some questions might challenge your beliefs or practices. Embrace this opportunity to expand your understanding and adopt new strategies to improve team dynamics and performance.
6. **Focus on Key Themes:** Psychological safety, autonomy, and equity are central to the CARE framework. Delve deeply into these areas to understand their significance and how they can be fostered in your leadership approach.
7. **Long-term Reflection:** After completing the book, revisit the questions periodically. Leadership is an evolving practice, and continued reflection can help you stay aligned with the principles of the CARE.

Questions to guide your discussion or reflection



Clarity

1. What examples of “Clarity” can leaders provide to their teams?
2. Discuss a situation where clarity or the lack thereof impacted a team’s performance.
3. How does Draper suggest leaders overcome the “Curse of Knowledge” bias?

Autonomy

1. Can you share a personal experience where a clear lack of autonomy affected your or a team’s performance?
2. What strategies does the book offer for dealing with the “IKEA Effect” in leadership?

Relationships

1. What practical steps can leaders take to build and maintain strong relationships with their team members?
2. What is the significance of vulnerability in leadership, as discussed in the book?

Equity

1. Discuss the difference between equity and equality in the context of leadership.
2. How can leaders ensure equitable treatment of all team members?

Biases in Leadership

1. Discuss the impact of biases on leadership as presented in the book. Can you identify any in your own experience?
2. What is the “Similar to Me” bias, and how can it affect team dynamics?

Implementation and Challenges

1. What are some barriers to implementing the CARE framework, and how can they be overcome?
2. How does the book suggest dealing with resistance to the CARE framework within a team?
3. Discuss the long-term impacts of adopting the CARE framework on a team's performance.

Comparisons and Broader Applications

1. How does the book align or contrast with other leadership theories you are familiar with?
2. How does Draper's leadership approach compare to traditional command and control models?
3. How can the principles of CARE be applied in non-business settings, such as education or non-profits?

Measurement and Effectiveness

1. What key takeaways from the book that you find useful or challenging?
2. How can the CARE framework assist in conflict resolution within teams?
3. What are some ways that leaders can measure the effectiveness of their efforts to implement CARE?
4. Discuss the impact of the CARE framework on employee retention according to the book.

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