

# WHAT'S IN YOUR VIEW WORKSHEET:

## Looking from In, Out and Across

The Situation:	Adoption of new recruiting initiative to address the capacity shortage that current hiring is not keeping pace with what the organization needs	
In/Out/Across	CEO- Existing View	CEO- New View
<b>Situation:</b>	Could threaten bottom line. Need to hire faster, but we can't outpace revenue.	This is urgent AND they've put measurements/safeguards in place to moderate the pace relative to revenue
<b>Themselves:</b>	I'm the only person who sees, and who is held to account for the whole picture.	I get to have input. I can slow the pace if I see it's necessary.
<b>You:</b>	Focused on hiring speed and fixing capacity, but not seeing the overall picture	I trust them to see and manage the whole picture.

The Situation:		
In/Out/Across	Existing View	New View
<b>Situation:</b>		
<b>Themselves:</b>		
<b>You:</b>		