

**THE NEW
TALENT
PLAYBOOK**
Podcast

Action Kit

**What A-Players
Really Need from
their Leaders**

Featuring Scott Mesh

Episode 5 - Season 6

By Rob Levin, Creator of [Thenewtalentplaybookpodcast.com](https://thenewtalentplaybookpodcast.com)
© 2026 WorkBetterNow. All rights reserved.

You just listened to Scott Mesh, an award-winning CEO and leadership coach who brings a psychologist's lens to building stronger organizations. His message is simple and powerful: **great leadership starts with understanding the real problem**, creating clarity before speed, and treating people like the source of performance, not an afterthought.

1. Assess Before You Address

Scott emphasizes that speed only matters after effectiveness. Before you jump to a solution, slow down long enough to understand the real problem. The goal is not to move quickly in the wrong direction; it is to solve the right issue well.

Problem-Solving Check-In

What is the real problem I am trying to solve?

What facts do I know, and what am I assuming?

Who else should I ask before I act? _____

What would “effective” look like before “efficient” matters?

Quick reflection: In one recent decision, did you solve fast—or solve well?

2. Set the Target, Then Build the System

Scott's teams improved when they set a clear goal: to become a great company as measured by employees. The lesson is to define success first, then build the habits, systems, and accountability that make that goal real.

Action Prompts

Our current target for team excellence is: _____

We will know we are winning when: _____

One system that supports this goal is: _____

One habit we need to start or strengthen is: _____

3. Treat Every Person Like Part of the Same Team

Whether people are in-office, remote, offshore, or contract, Scott's approach is to integrate them fully and make appreciation visible. People stay when they feel seen, valued, and included—not treated like a separate layer of the business.

Action Prompts

- Who on your team may currently feel the least integrated? _____
- Where could you add recognition this week? _____
- What meeting or ritual should include everyone equally? _____
- What is one action that would make your "offshore" or remote people feel like "us"? _____

4. Turn Problems Into Opportunities

Scott's Opportunity Focus method reframes stress by changing perception. A problem becomes less paralyzing when you call it an opportunity to improve. That shift changes motivation, which changes action, which changes results.

Action Prompts

Name one challenge that you will reframe as an opportunity:

What hidden blind spot might this reveal?

What can I do better next time?

Who can help me see this more clearly? _____

“What can I do better next time?”

FOR MORE INFORMATION AND RESOURCES

Scan the following QR codes:



Keep the momentum going

You've heard the conversations on The New Talent Playbook podcast — now dive deeper with Rob's book.

Visit thenewtalentplaybook.com to explore the full playbook and access free resources to help you apply its strategies in your business.



Ready to build your dream team with WorkBetterNow's outstanding nearshore talent?

Get started by scheduling a consultation. Claim \$450.00 in total savings (\$150.00 USD monthly for the first three months) when you mention the "New Talent Playbook Podcast."