Learning from what works best

Abraham Maslow
“If we want to know how fast a human being can run, then it is no use to average out the speed of a ‘good sample’ of the population; it is far better to collect Olympic gold medal winners and see how well they can do. If we want to know the possibilities for spiritual growth, value growth, or moral development in human beings, then I maintain that we can learn most by studying our most moral, ethical, or saintly people.

On the whole I think it is fair to say that human history is a record of the ways in which human nature has been sold short. The highest possibilities of human nature have practically always been underrated.... what we call ‘normal’ in psychology is really a psychopathology of the average, so undramatic and so widely spread that we don’t even notice it ordinarily.”
## Learning from the best leaders

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Question 1 (individuals): “Which do you think will help you improve the most: knowing your strengths or knowing your weaknesses?”

Question 2 (organizations): “At work do you have the opportunity to do what you do best every day?”
“Only when you operate from strengths can you achieve true excellence... One cannot build performance on weaknesses....

It takes far more energy to improve from incompetence to mediocrity than to improve from first-rate performance to excellence.”
Strengths and passions as performance multipliers

- Managers who do what they do best every day 38% more likely to be in high productivity BU
- Most successful managers leverage strengths and passions 6 times more often

91% of managers in jobs that don't leverage strengths and passions
# Learning from the best leaders

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**Strengths**

**Health**

**Absorption**

**Relationships**

**Purpose**
ENERGY, STRESS AND RECOVERY
Simplify

• Do less, not more (quantity affects quality)
• Reduce multi-tasking (quantity AND quality)
• Time Affluence (versus Material Affluence)
  • Time for play
  • Time for family and friends
STRESS IS NOT THE PROBLEM...

... lack of recovery is the problem

The need for multi-level recovery

• Micro (minutes, hours)
• Mezzo (nights, days)
• Macro (weeks, months)
Reframing Stress (Crum 2013)

Stress is enhancing vs. stress is bad for you

Stress can lead to deeper engagement
Stress can motivate and focus

Significant improvements in experience and performance
# Learning from the best leaders

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ABSORPTION
Practicing Mindfulness In Everyday Life

- Mindful listening
- Mindful working
- Mindful eating
- Mindful walking
- Mindful cleaning
Mindfulness In Everyday Life

“The richest banquet, the most exotic travel, the most interesting, attractive lover, the finest home—all of these experiences can seem somehow unrewarding and empty if we don’t really attend to them fully—if our minds are elsewhere, preoccupied with disturbing thoughts. By the same token, the simplest of life’s pleasures—eating a piece of fresh-baked bread, seeing a work of art, spending moments with a loved one—can be amply rich if we bring a full attention to them. The remedy to dissatisfaction is inside us, in our minds, not in groping for new and different outer sources of satisfaction.”

Tara Bennett-Goleman
Mindfulness at the top of business

“I meditate every day. It’s such a great investment … more than any other factor in my success. It opens up the two sides of the brain, brings a creativity and open-mindedness. It allows you to clear your head and bring an equanimity to everything.”

- Ray Dalio, Founder and CEO, Bridgewater Associates
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RELATIONSHIPS
How positive and authentic are your interactions?

![Graph showing the relationship between positivity and authenticity with categories: Driver, Benefactor, Pleaser.]

- **Driver**: Positivity 35
- **Benefactor**: Authenticity 65
- **Pleaser**: Positivity 70
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*Potentialife*
"Son, you're looking for happiness in the wrong place!"
Work Orientation

Work as a JOB
Work as a CAREER
Work as a CALLING

“Even in the most restricted and routine jobs, employees can exert some influence on what is the essence of their work.”

Wrzesniewsky & Dutton
# Learning from the best leaders

## From Average vs To Best

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<td>Finding meaning in your everyday activities</td>
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www.potentialife.com
Leading with SHARP

Energize your life by allowing for recovery

Reach your ‘peak potential’ by exercising your strengths and passions

Make the ordinary extraordinary through mindful engagement

Find meaning in your everyday activities

Enjoy thriving relationships through authenticity and positivity

www.potentialife.com
“Most of the time change resulting from training doesn't seem to be sustained, which is why it is often called the Honeymoon effect. Considering the more than $60 billion spent in North America alone on training, this is a sobering observation.”

-Daniel Goleman
Program Graduates

A’s

B’s

C’s

Honeymoon Effect
From Self Discipline to Rituals
Ritualize

“Building rituals requires defining very precise behaviors and performing them at very specific times—motivated by deeply held values.”

Loehr & Schwartz
Ritualize

Increase productivity and creativity
30 days to a new ritual
Introduce one or two rituals at a time

“Incremental change is better than ambitious failure. Success feeds on itself.”

Loehr & Schwartz
Commitments

1. Make a list of rituals (personal & professional)
2. Highlight two rituals for immediate implementation
3. Highlight two more rituals for the future....
“On Monday, don’t tell me how great it was; tell me what you’re doing differently.”