



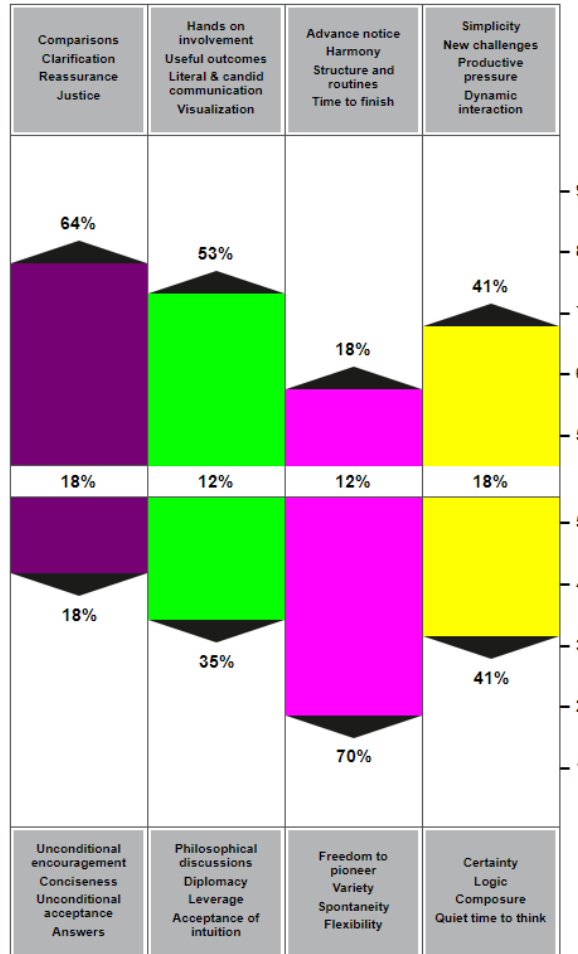
Using *Instinctive Drives*® to be at your best

...when working from home (virtually)

People at their <sup>natural</sup> best

Presented by:  
Paul Burgess  
Founder & CEO  
InstinctiveDrives Inc.

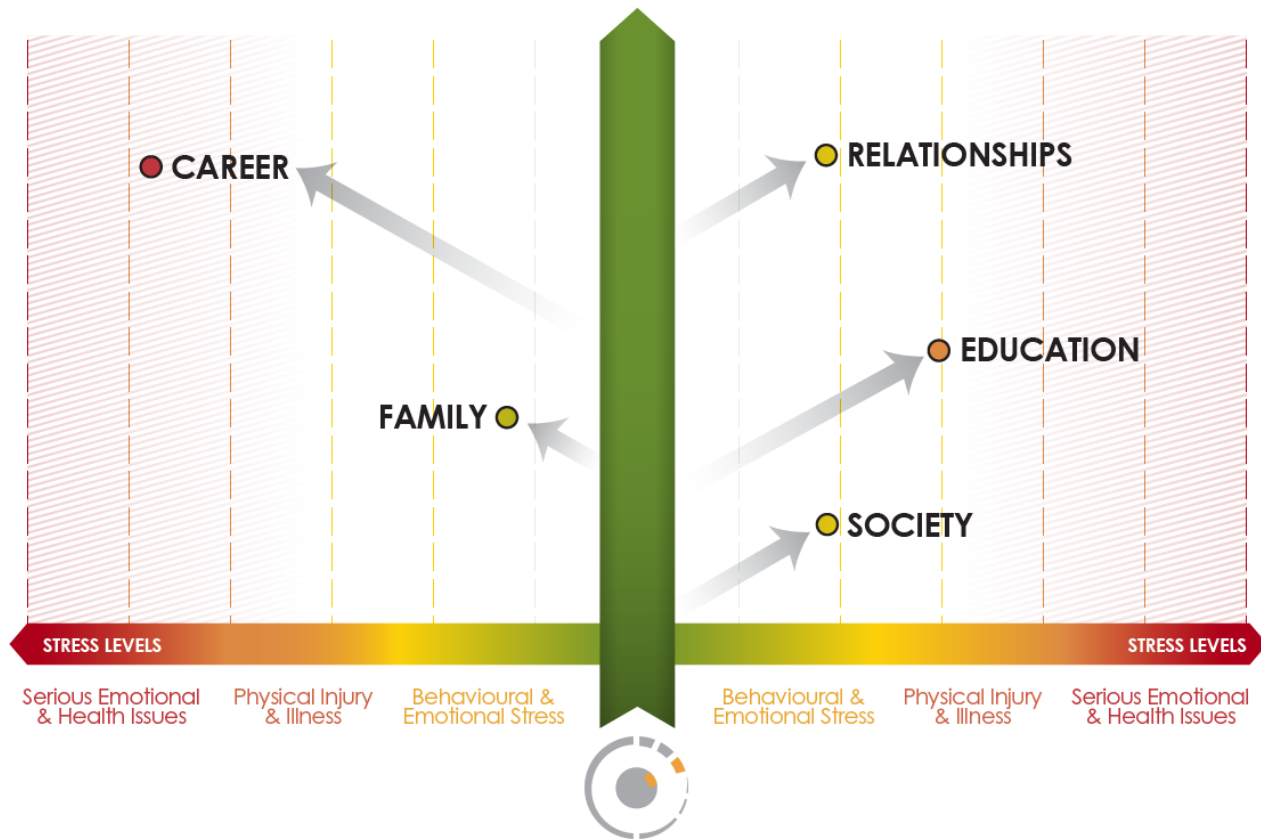
# Group I.D. Culture



# Peak Performance Indicator™ - Where are you?

## IN STRIDE WITH I.D.™

Peak Performance, Fulfillment, Achievement, Self-Esteem,  
Self-Confidence, Great Health and Energy



# Peak Performance Indicator™ - Where are you?

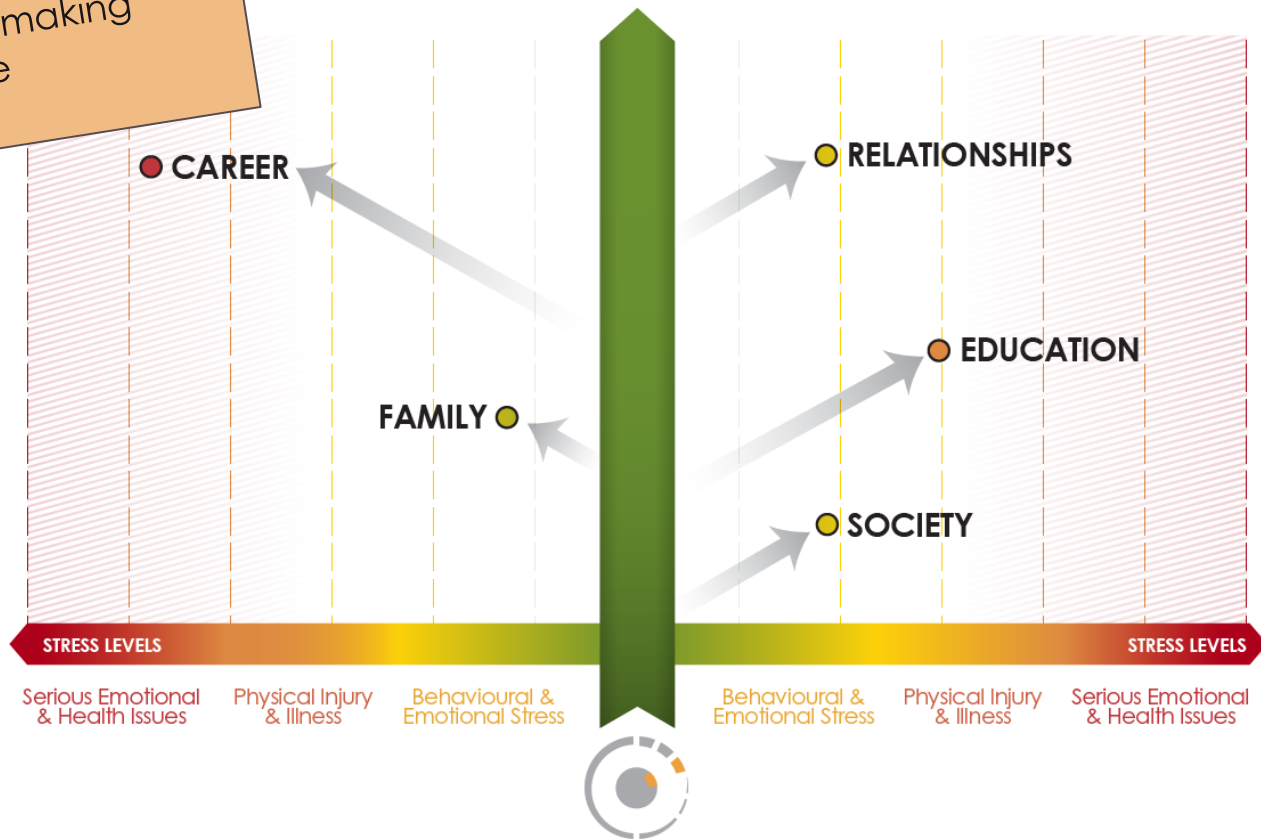
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## Effective leadership:

- Personal motivation
- Sustainability
- Decision-making
- Influence
- Shadow

## IN STRIDE WITH I.D.™

Peak Performance, Fulfillment, Achievement, Self-Esteem,  
Self-Confidence, Great Health and Energy

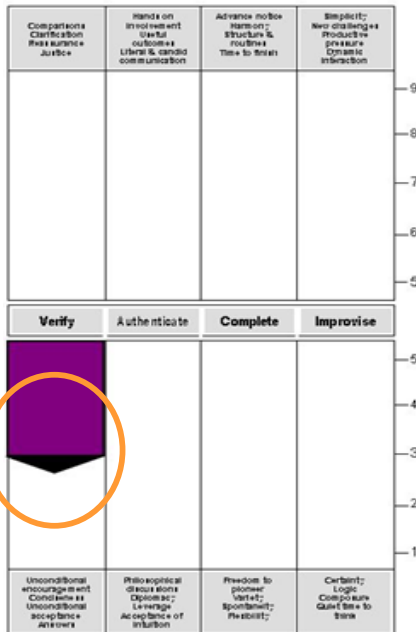


# USE VERIFY

Comparison Clarification Reassurance Justice	Hands on involvement Useful outcomes Literal & candid communication	Advance notice rationing; Structure & routine Time to finish	Simplicity; New challenges Productive pressure Optimistic interaction	
				9
				8
				7
				6
				5
<b>Verify</b>	<b>Authenticate</b>	<b>Complete</b>	<b>Improvise</b>	
				5
				4
				3
				2
				1
Unconditional encouragement Consensus Unconditional assistance Answers	Philosophical dialogue Openness Leverage Acceptance of Inflation	Freedom to pioneer Variety Spontaneity Flexibility	Curiosity Logic Cooperation Quality time to think	

- You need to feel professional- your dress, grooming, office or work area, hours, etc.
- Do what you need to do to feel on top and in control, e.g., make a list, start early, exercise first, organize kids, etc. (The 'big rocks').
- Control what you CAN control ,and set up measures around your productivity - so you can track progress and results.
- Watch for your own scepticism and suspicions as these can be amplified when working virtually – assume positive intent!
- Invite others' input and perspective versus your default of 'going it alone' to solve problems, even if it seems like the best option.

# AVOID VERIFY



- Find something to react to if you're stuck on getting started - or if your motivation dips.
  
- If you hit a wall, reach out to supportive, collaborative colleagues to 'talk things through'.
  
- Help foster the 'we're in this together' /supportive environment you (and many others!) need, e.g., host a virtual coffee-break.
  
- Listen to your 'sense of knowing' - amidst all the data and best practice - as to what will work best for you in this environment.



# USE AUTHENTICATE

Compartments Certification Risk avarice Justice	Hands on involvement Useful outcomes Liberal & candid communication	Advance motion stagnation; Structure & routine Time to train	Implicit; New challenges Productive pressure Dynamic interaction
Verify	Authenticate	Complete	Improvise
Unconditional encouragement Concerns as Unconditional acceptance answers	Philosophical diplomacy Diplomacy Leverage Acceptance of situation	Freedom to planner Starts; Spontaneity; Flexibility;	Cerberis; Logic Complexity Quiet time to think

- Identify roles or activities you can DO to feel USEFUL e.g. calling out 'rat-holes', capturing agreements, scribe – or grab a fidget spinner/stress ball to keep hands busy.
- Create a clear picture - of what you are building and how your own role is critical to its success.
- Make sure you have quality internet, technology and the right 'tools' to work virtually and deliver quality outcomes.
- Make your office/workspace more visual, e.g. use a whiteboard, easel and have props/flowcharts etc. to use or talk about.
- Get physical: take short breaks - outside if possible; consider a stand-up desk; walk and talk, if an option.



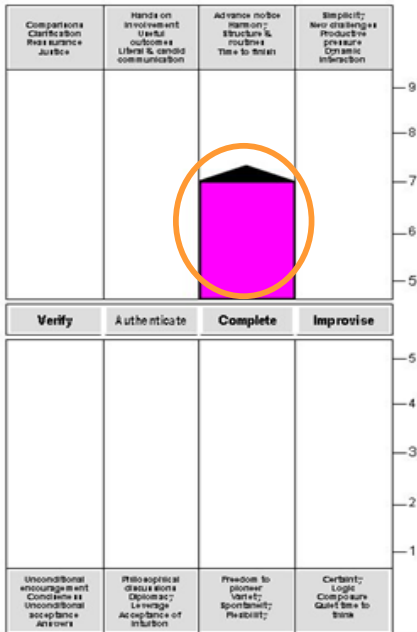
# AVOID AUTHENTICATE

Comparison Clarification Reassurance Justice	Hands on Involvement Visual Outcomes Literal & candid communication	Advance notice Rarity Structure & routine Time to think	Simplicity New challenges Productive Pressure Optimal Interaction	9
				8
				7
				6
				5
Verify	Authenticate	Complete	Improvise	5
				4
				3
				2
				1
Unconditional encouragement Consensus as unconditional acceptance of answers	Philosophical discussion Openness Leverage Acceptance of inclusion	Freedom to pioneer Virtue Spontaneity Flexibility	Curiosity Logic Complexity Qualifies to think	

- Make time to connect with people on a deeper, more personal level - as relating and connecting are key drivers for you.
- Start or end the day doing something of deeper meaning to you (versus checking-off tasks).
- Set aside time to have 1:1 private conversations on things that it didn't seem appropriate to discuss 'publicly'.
- Reframe your definition of ideal, now that you can't deal with everything live or face-to-face.



# USE COMPLETE



- Establish your new routine and your new 'normal', e.g., how you get settled and started, and the times you can work without interruption.
- Ensure you have an organized, harmonious, neat work environment.
- Organize potential distractions, e.g., pets, kids, friends, and let others know your timetable and when it's best to contact/interrupt you.
- Check in daily to ensure your plan is still aligned/relevant – and make adjustments as necessary.
- Regroup several times a day, so you feel organized and on track.

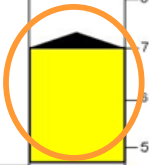


# AVOID COMPLETE

Comparison Clarification Resources Justice	Hands on involvement Useful outcomes Liberal & candid communication	Advice not to start on; structure & routine Time to finish	Simplicit; No distractions Productive structure Openness interaction
Verify	Authenticate	Complete	Improvise
Unconditional encouragement Celebrate as Unconditional acceptance Answers	Philosophical discourse Openness; Leverage Acceptance of Innovation	Freedom to pioneer Virtue; Spontaneity; Flexibility;	Curiosity Logic Compare Quality time to save

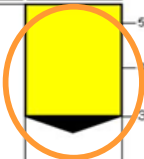
- Work in short bursts – get up move around and do something else (quick) in between.
- Change up locations if possible, e.g., rooms, car, outside, walking around - to add variety and keep things fresh.
- Check-in regularly to realign with the team - as you will instinctively deviate when on your own.

# USE IMPROVISE

Comparison Confirmation Full surface Juggle	Hands on Involvement Useful outcomes Liberal & candid communication	Advance no/low barriers; Structure & flexible Time to finish	Explicit; New challenges Productive pressure Dynamic interaction
			
Verify	Authenticate	Complete	Improvise
Unconditional encouragement Conscience Unconditional acceptance Answers	Philosophical discussion Openness; Leverage Acceptance of influence	Freedom to pioneer Variety; Spontaneity; Flexibility;	Certain; Logic Comparisons Quiet time to think

- Create a positive, uplifting, colourful, energizing workspace.
- Design a backdrop/background aligned to the brand/image you want to promote, e.g., positive/inspirational.
- Ensure lighting, camera angle and audio project you at your best.
- Have sufficient fun interactions and activities throughout your day.
- Insert yourself into new/exciting/challenging brainstorming/strategy sessions as an outlet for your innovative streak.
- In virtual meetings, play an active, interactive role to stay engaged (beware dominating!) to build your brand/have impact.

# AVOID IMPROVISE

Verify	Authenticate	Complete	Improvise
Unconditional encouragement Consider as Unconditional acceptance Answers	Philosophical dialogue Openness Leverage Acceptance of intuition	Freedom to pioneer Vulnerability Spontaneity Flexibility	Curiosity Logic Complexity Quality time to think
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- Define a separate work-zone from your home/personal space whether a room or table, even if this is only between certain hours – to help separate work and home.
- Create quiet space for privacy and solitude to help remove noise and pressure.
- In virtual meetings, share what you're thinking - even if first thoughts - to avoid the risk of being seen as disengaged/ having no value to add.
- Determine your 'pressure-reduction' strategies: exercise, connecting with specific people, etc. so you can decompress and change state.

