

Being your very BEST, TRUEST SELF in uncertain times
...with Instinctive Drives®

Webinar 49 (March 31/April 1, 2021):
Doing the things you don't like to do – at your best and in-stride

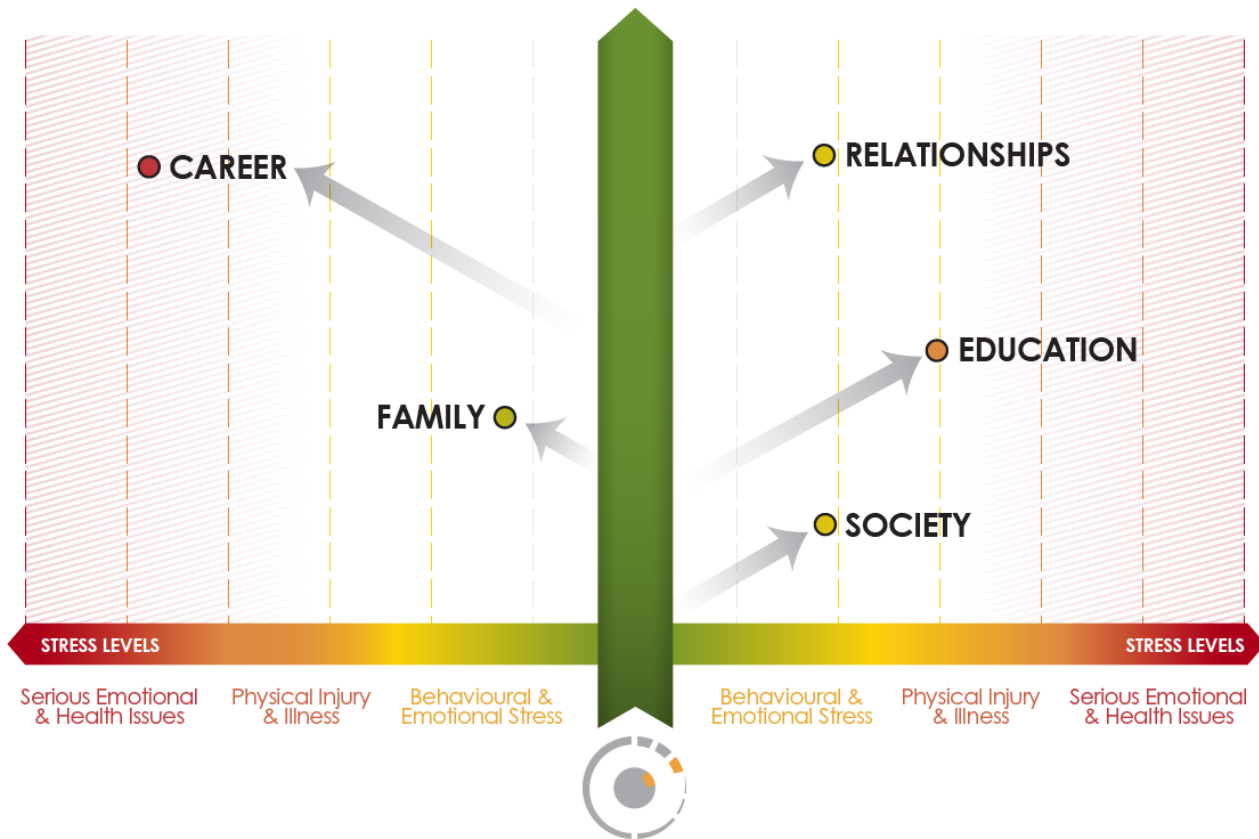
People at their ^{natural} best

Presented by:
Paul Burgess
Founder & CEO
InstinctiveDrives Inc.

Peak Performance Indicator™ - Where are you?

IN STRIDE WITH I.D.™

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



I.D.™ NEEDS

- To know it will lead to “better”
- To know why its required and why now?
- To know how to resolve conflicting priorities
- Reassurance or evidence that you are succeeding – metrics
- Accountability



- To avoid being judged
- Answers (vs rationales)
- A straightforward direction
- Answers for dealing with potential obstacles and conflicts
- All or nothing – unconditional support

- Honesty, transparency, explicit awareness of expectations
- A clear picture of “success”
- Genuine belief in the value proposition
- Explicit agreement on what you need to do – and NOT do
- Literal communication



- A connection with you to relate at a deeper personal level and discuss the more political and sensitive issues safely
- To see the leverage opportunities
- To feel like you matter
- To deal with the deeper issues and implications – the “real” issues.

- The whole picture and how you fit in
- A detailed plan you can track
- Time and resources to ensure momentum and completion
- Regular check points for re-alignment and accountability (with everyone involved)



- Accountability to keep them focused
- To know the absolute non-negotiables
- Freedom to negotiate the plan to include their real experiences
- Short term milestones and wins to maintain energy and focus

- To brainstorm ‘how’ not ‘why’
- To feel genuinely challenged
- To see an opportunity for real personal growth
- To be passionate about the opportunity ...ideally, to lead some part of it



- To identify and mitigate risks
- To see the logic and substance of the change and avoid the ‘hype’
- To see the change as sustainable
- Realistic timeframes and resource allocation to execute the change



DOING THE THINGS YOU DON'T LIKE DOING

- Attach a higher/deeper purpose to it
- Involve someone else to ensure accountability



- Reach out/collaborate
- Trust your gut

- Tell someone (or say it out loud)
- Shift “identity”



- Attach multiple benefits (to force leverage)
- Focus on how will you feel/be perceived?

- Start
- Focus on the longer-term/legacy value



- Remove all options
- Chunk it up and just do a small piece

- Make it fun
- Get passionate!



- Identify the risk of NOT doing it.
- Start – the nerves are ONLY in the contemplation of it