

THE PERFORMANCE TRIFECTA



**DIRECTION
ACTIVITY BOOK**

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“SHOWING WE CARE” REFLECTION

1. PERSONAL:

- How has a leader’s care impacted you?
- Share a time you showed care as a leader.

2. WORKPLACE:

- How does leadership show care?
- Does the culture promote support?
- How are mistakes handled?

3. ACTION:

- Leaders: Show care this week & promote a supportive workplace.
- Others: Show care to colleagues & share ideas for improvement.

BONUS:

Discuss “caring” with someone & brainstorm how to improve your workplace together.

ACTIVITY: READY TO ROLL UP YOUR SLEEVES?

- Write a 'Purpose Statement' for where you work right now.
- Follow those tips, then ask your colleagues what they think. Does it ring true? Does it get them fired up?

PURPOSE IN PRACTICE

1. PERSONAL:

- What drives you? What impact do you want to make?



2. WORKPLACE:

- Craft a Purpose Statement for your workplace:
- What unique value does your company offer?
- What excites you about your work?
- What values are non-negotiable?
- Keep it short and impactful, and get feedback from colleagues.



REFLECTION:

- Does your Purpose Statement resonate? Does it inspire?
- How can you align your daily work with your purpose?
- How can leaders bring the company's purpose to life in everything they do?

MISSION AND VISION

WRITE A MISSION AND VISION:

- Craft a mission and vision statement for your life or organisation.
- Utilise the tips and guidance from this chapter.

REFLECT AND REINFORCE

CONSIDER THESE QUESTIONS:

- What are your core personal values?
- As a leader, have you clearly articulated your organisation's values?
- How do you actively embody those values every day?
- What do you do to nurture these values within your team?

INTERNAL COMMUNICATION

WHAT'S ONE THING YOU'LL DO DIFFERENTLY AFTER READING THIS CHAPTER?



HOW HONEST ARE YOUR COMMUNICATIONS WITH YOUR TEAM?

- What are the unintended consequences of your actions?
- What about the unintended consequences of your inactions?
- How could you improve communication across your organisation? Training? Leadership development? Coaching? Something else?



**THERE ARE NO WRONG ANSWERS;
JUST GET YOUR IDEAS OUT OF YOUR HEAD.**

CULTURE

HOW HONEST ARE YOUR COMMUNICATIONS WITH YOUR TEAM?

- What's the culture like in your business?
- Have you asked your colleagues how they feel about it recently?
- Rate yourself out of 10 on the '8 elements of workplace culture'. Get a few colleagues to do the same - even those people you don't mesh with perfectly.
- What steps can you take to push those scores closer to 10?

SO RED

REFLECT:

- Take some time to truly consider your DISC profile, motivational map, and Ayurvedic Dosha type.



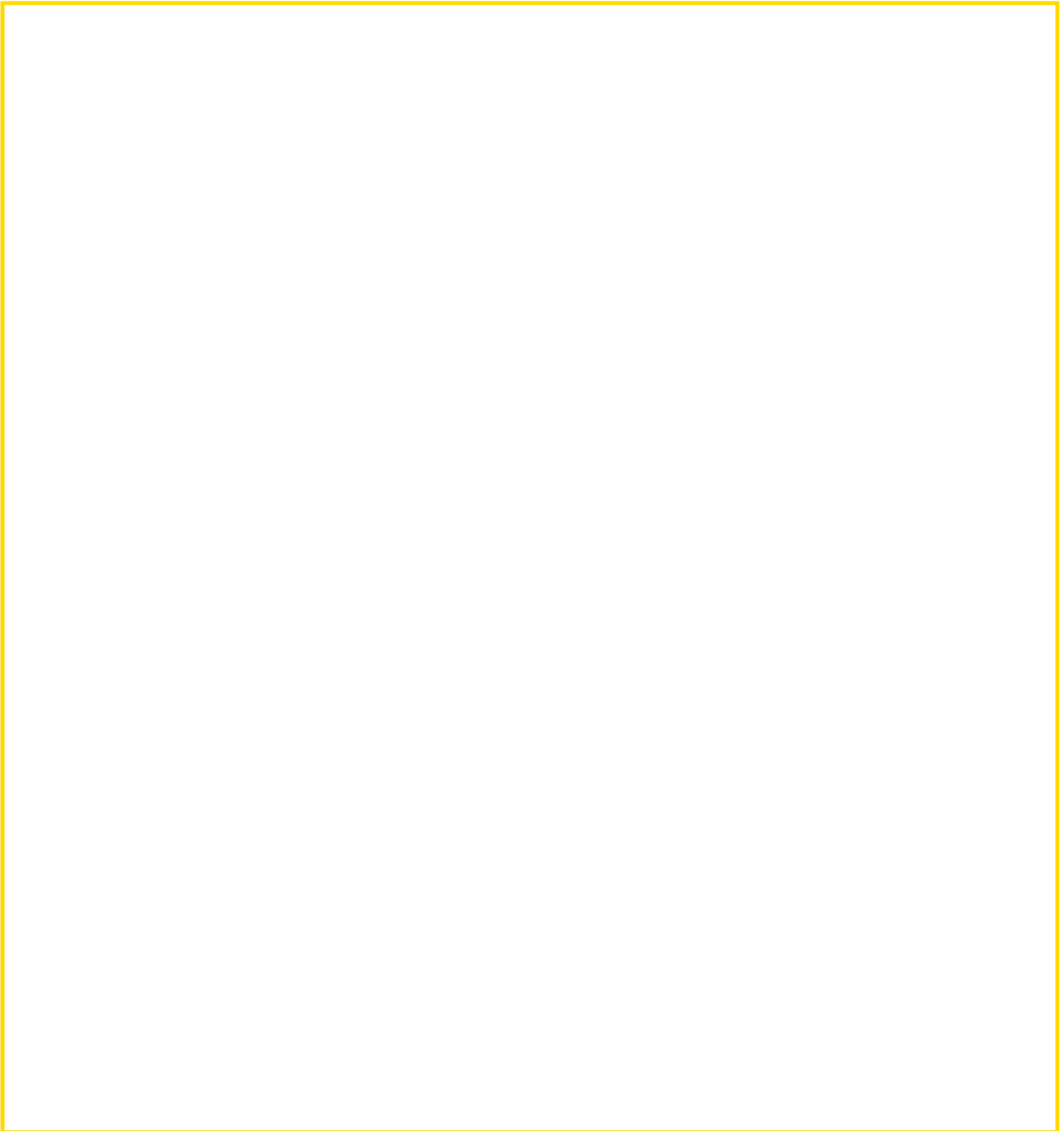
LEARN:

- Do some further reading and research to deepen your understanding of these models and how they apply to your own leadership style.



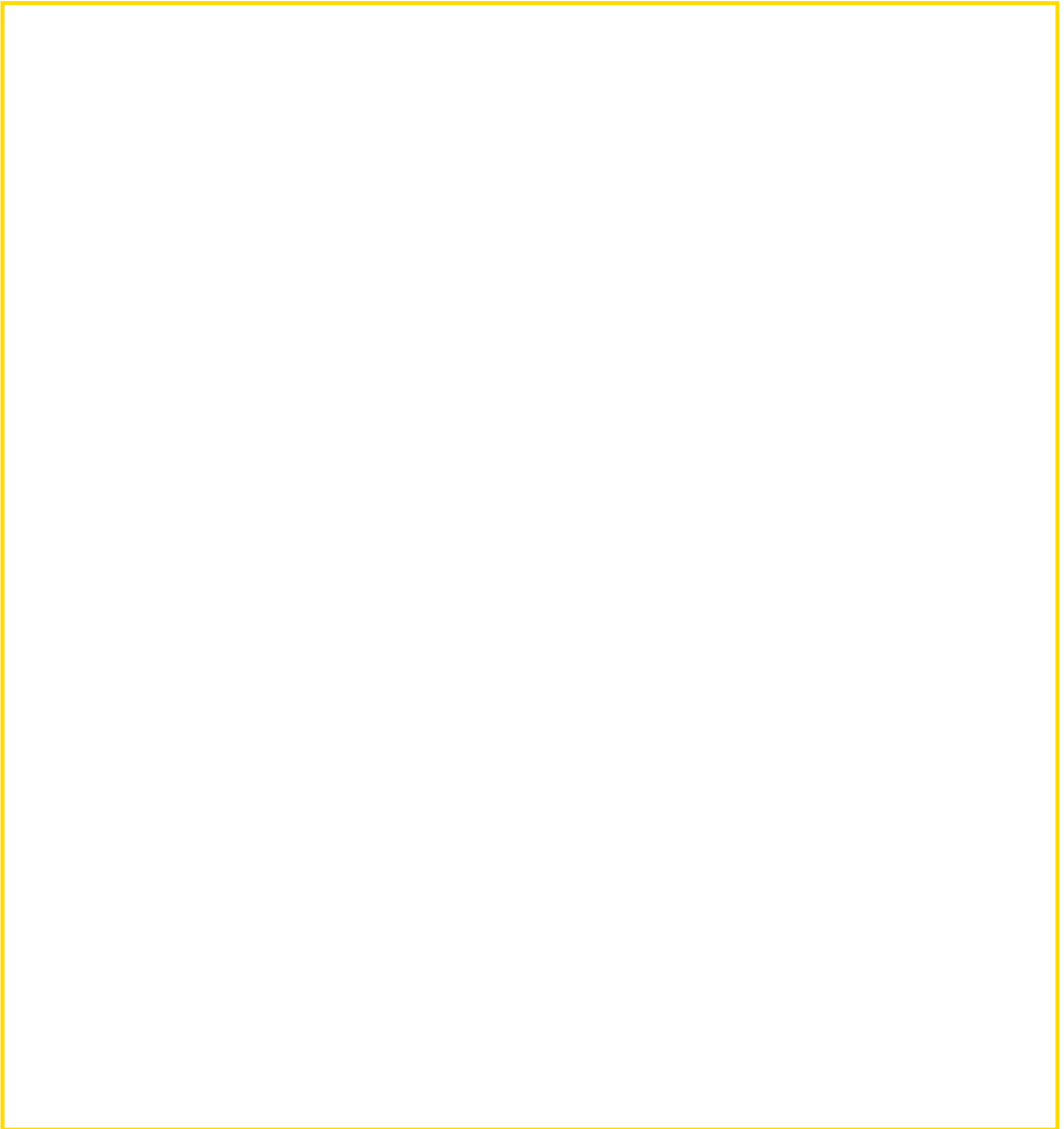
YOUR LEADERS

- What have you done recently to develop your leadership skills?
- What have you done recently to grow leadership within your team?
- When was the last time you sought honest feedback on your leadership from every single team member? What did you learn?
- When did you last seek feedback from your peers?



EFFECTIVE PROCESS MANAGEMENT

- What are your KPIs?
- Are your KPIs effective?
- Does each department have KPIs they can actually influence?
- Does each person have KPIs they can control?
- Do you regularly share a dashboard showing how everyone's doing against their KPIs?



THE THREE CORNERSTONES AND COMMON MISTAKES

- How would you describe your current leadership style?
- What about your future style? ·
- Where are you holding your business/department back? ·
- What improvements and KPIs can you target for next year? ·
- How can you streamline processes? Can your team articulate their core KPIs? ·
- Are you living the three cornerstones? ·
- Which common leadership mistakes are you making, and why?

