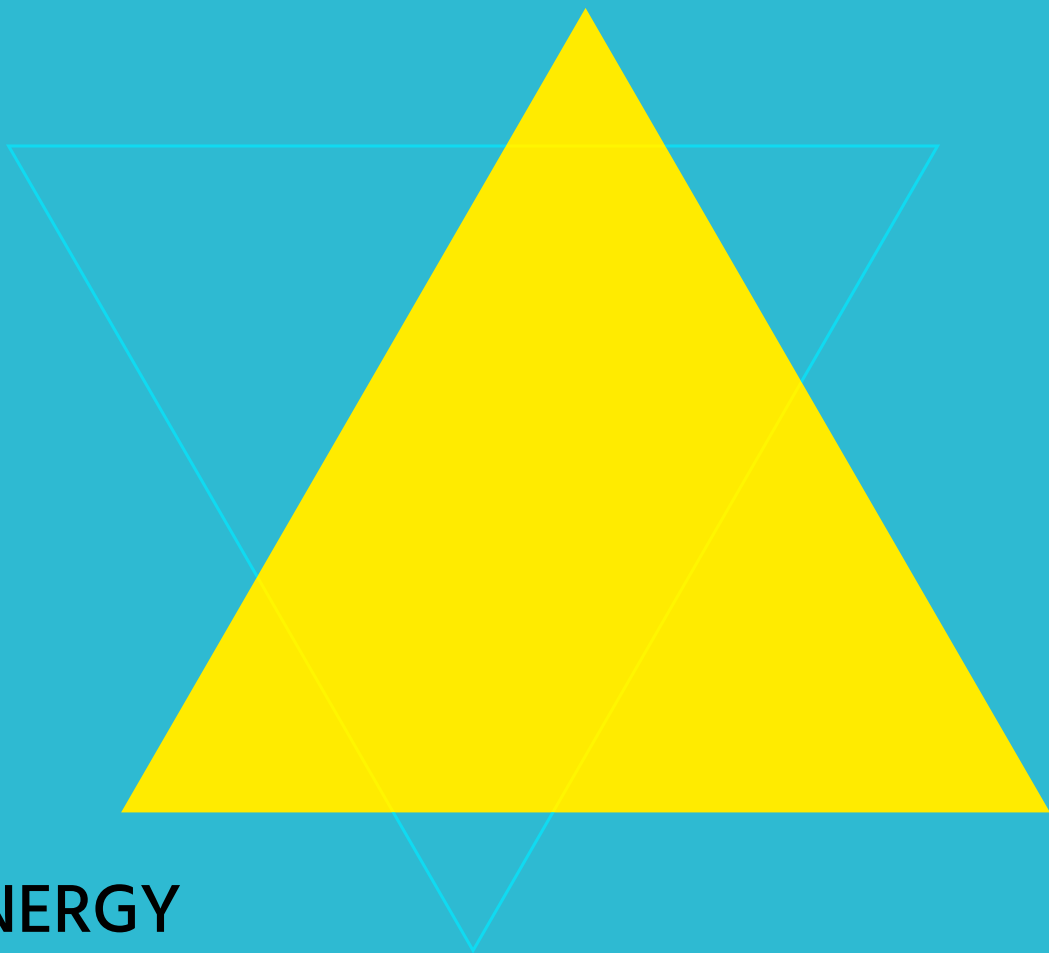


THE PERFORMANCE TRIFECTA



**ENERGY
ACTIVITY BOOK**

PETE RUSHMER


IT'S MORE COMPLEX THAN WE THINK

- On a scale of 1-10, how motivated do you feel in your work?
- What are you lacking that would give you boundless Energy?
- How motivated, on a scale of 1-10, is your team?
- What steps will you take to understand your and your team's motivation better?



HOW MOST COMPANIES ARE SHIT AT MOTIVATING PEOPLE

- Take a look at the eight points about the cost of recruitment.
- How much does it usually cost you to hire someone new?
- Have you ever lost a team member you wish you could have kept?
Could you have done more to keep them around?
- Do you know what motivates your team besides money?



MAZLOW HIERARCHY

- Do you pay your people fairly?
- Are your people struggling to make ends meet?
- Do you provide financial training and education for your people to help them budget?
- What kind of leader and employer do you want to be?



VALUES ALIGNMENT

- When have you felt most aligned with a company you worked for?
- What made you feel so aligned?
- How can you align your workforce in the same way?
- How can you get their buy-in to your vision and values?




MOTIVATIONAL THEORY

- Are the above bold motivating factors present in your business?
- If they aren't what could you do consciously to improve them?



MOTIVATIONAL MAPS

- If you could better understand what motivates your people, what would you do differently?
- How could you improve your leadership if you had better insights into your individuals and your team?
- How could you improve your leadership if you better understand your own map?
- Think about how that could relate to your team's map and, if it differed, how you might need to adjust your leadership style.



RELATIONSHIP MOTIVATORS

SELF-REFLECTION:

- Identify your dominant relationship motivator at work: Friend, Defender, or Star.
- Consider how this influences your interactions and decisions.

TEAM AWARENESS:

- Observe your colleagues. Can you identify their relationship motivators?
- Discuss how understanding these differences can improve communication and collaboration.

ACTIONABLE INSIGHTS:

- How can you leverage your team's diverse motivators to enhance performance and create a more supportive work environment?

ACHIEVEMENT MOTIVATORS

SELF-ASSESSMENT:

- Identify your primary achievement motivator at work: Director, Builder, or Expert.
- Reflect on how this influences your goals and actions.

TEAM DYNAMICS:

- Observe your colleagues' achievement motivators.
- How do these motivations shape their work styles and interactions?

STRATEGIC COLLABORATION:

- Brainstorm how to leverage your team's diverse achievement motivators.
- How can you align these motivations to achieve shared goals and promote a high-performance culture?

GROWTH MOTIVATORS

SELF-DISCOVERY:

- Determine your primary growth motivator: Creator, Spirit, or Searcher.
- Reflect on how this influences your desire for personal and professional development.

TEAM OBSERVATION:

- Identify the growth motivators of your colleagues.
- How do these motivations shape their approach to learning, problem-solving, and innovation?

ACTIONABLE INSIGHTS:

- Brainstorm ways to cultivate a growth-oriented environment that caters to the diverse motivations of your team members.
- How can you encourage innovation, autonomy, and meaningful contributions?

HOW THE MAP CAN EVOLVE

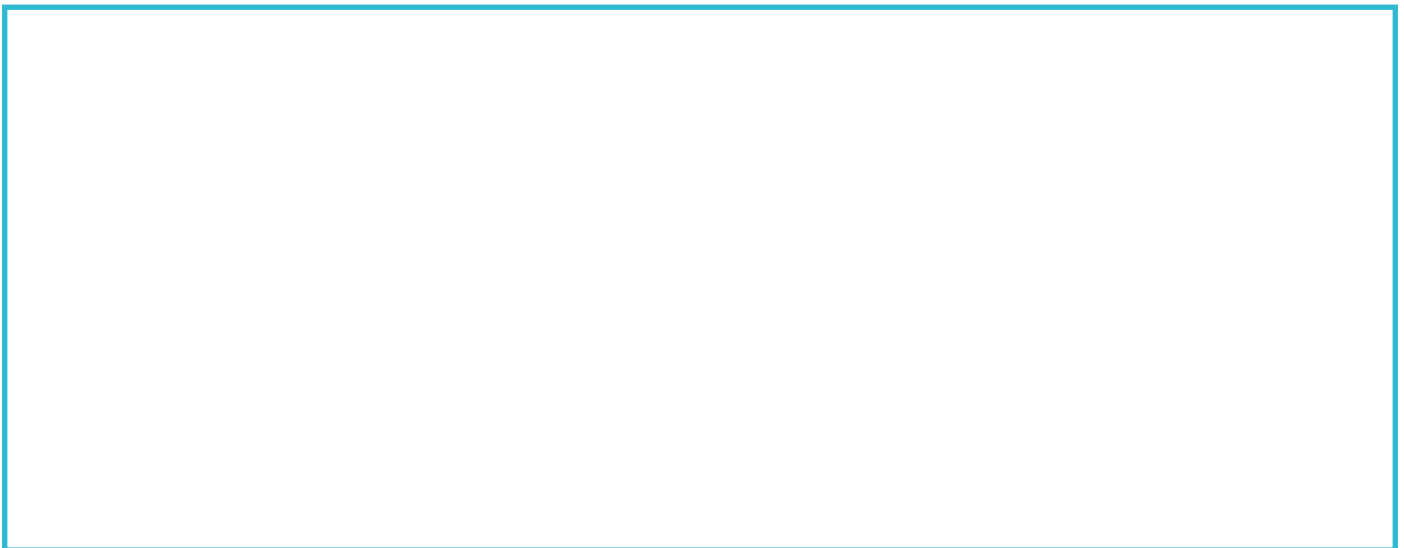
MAP YOUR JOURNEY:

- If you've taken a Motivational Map before, compare your past results with your current state. Have your motivators shifted? If so, what factors contributed to this change?



IDENTIFY WORK-LIFE ALIGNMENT:

- Reflect on how well your current role aligns with your motivators. Are your key motivators being met in your work? If not, what adjustments could be made to align your work with your motivational needs better?



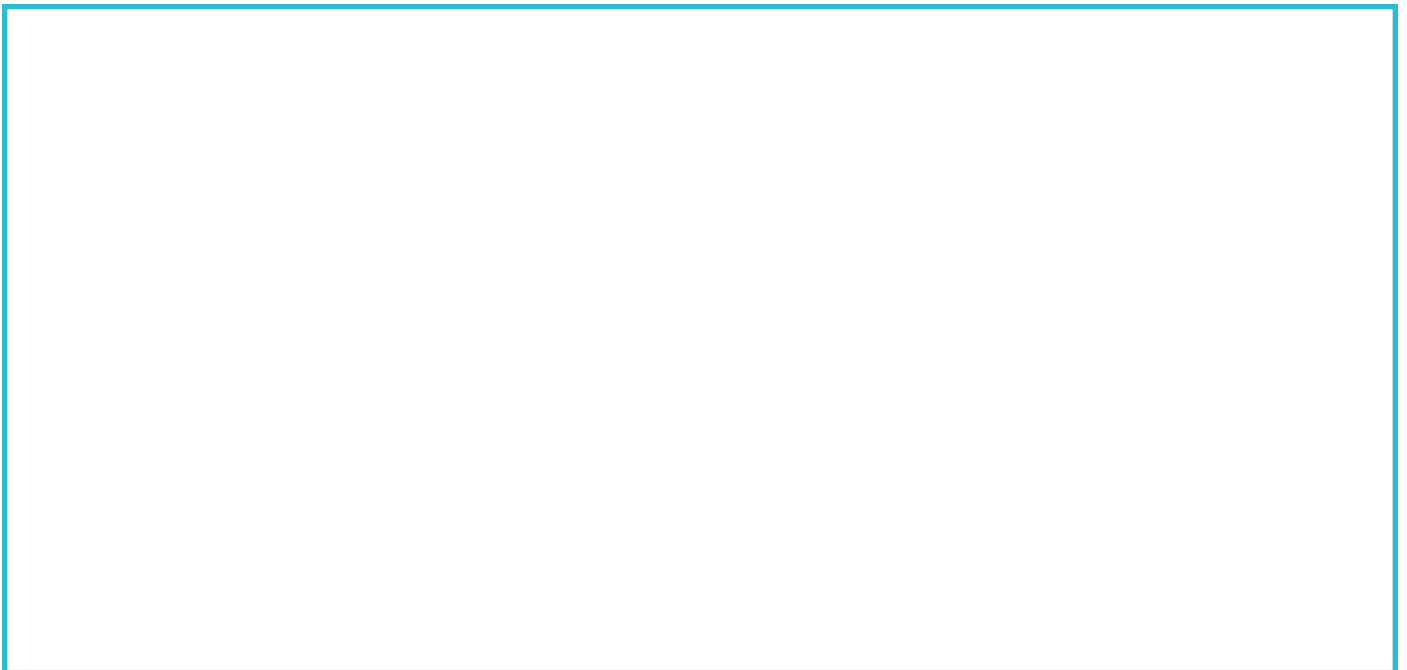
ADDRESS CONFLICTS AND CHALLENGES:

- Are there any conflicts between your motivators and your work environment?
- How can you navigate these conflicts to create a more fulfilling and productive work experience?



FUTURE GROWTH:

- Consider how your motivators might evolve in the future.
- What steps can you take now to ensure your work continues to align with your evolving motivational needs and aspirations?



LEADING THROUGH MAPPING

- How do you currently motivate your teams?
- How do you identify potential team conflicts?
- Is this currently a reactive process?

CONCLUSION ACTIVITY: PERFORMANCE = DIRECTION X SKILLS X ENERGY

- What actions are you going to take after reading this book?
- How are you going to improve your leadership style?
- What performance goals are you going to set in relation to direction, skills, & Energy?
- Why is it important to you?
- What date will you make the improvements by?
- Where are the improvements going to put you in the next one year, three years and five years?

**CONCLUSION ACTIVITY:
PERFORMANCE = DIRECTION X SKILLS X ENERGY**

A large, empty rectangular box with a thin blue border, occupying most of the page. It is intended for a conclusion activity, likely for students to write or draw their responses to the equation 'PERFORMANCE = DIRECTION X SKILLS X ENERGY'.