

# THE PERFORMANCE TRIFECTA



SKILLS  
ACTIVITY BOOK

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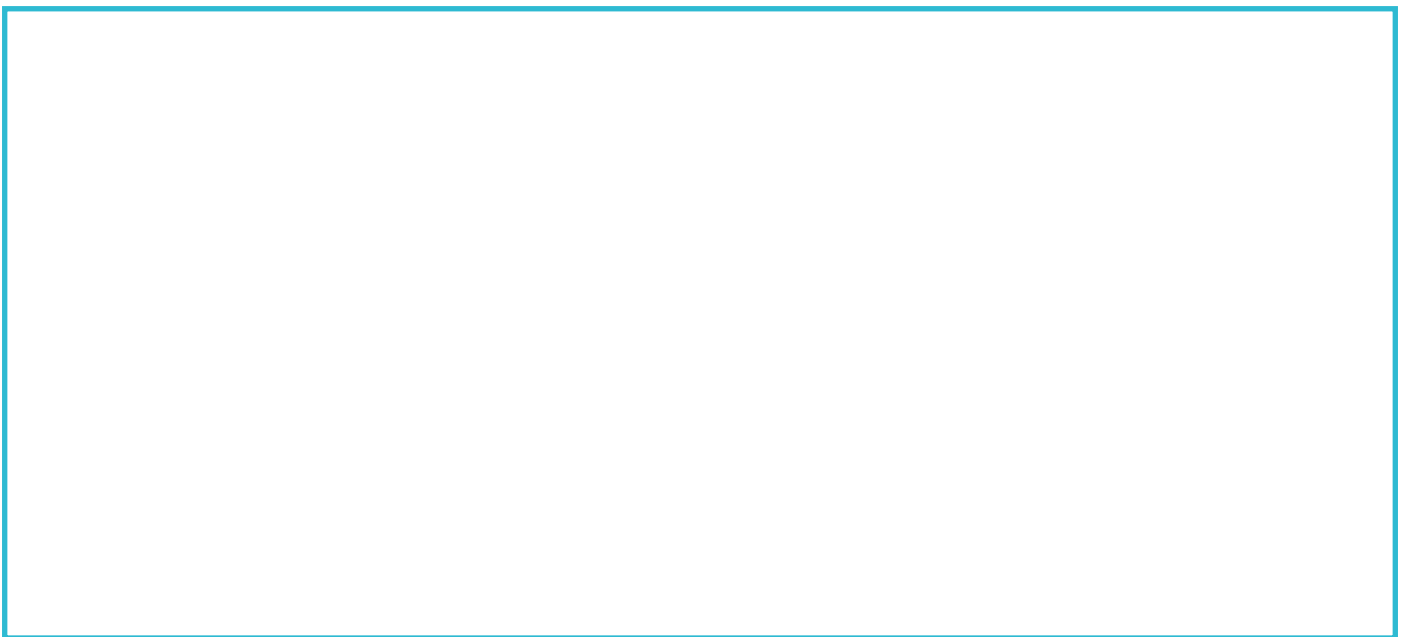
# SKILLS AND UNDERSTANDING THEM

- What's the skill stack needed in your team?
- What are the 5-10 key skills (communication, listening, technical expertise, etc.)?
- What are you doing proactively to develop these skills regularly?



# FAILING SAFELY

- How can you better support your people through failure?
- Do you actively encourage your team to try new things?
- Do you foster a no-blame culture where it's safe to learn and practice?



CHAPTER 13 ACTIVITY:

## **NURTURING TALENT**

- How does your team rate on these eight skills?
- Do you proactively nurture them?
- What can you do today to develop these skills further in your organisation?



CHAPTER 14 ACTIVITY:

## **MANDATORY TRAINING**

- What is the culture around learning and mandatory training in your organisation?
- How do you select providers?



# TECHNICAL SKILLS TRAINING

- How do you plan and nurture the technical skills needed in your business?
- Do you have a succession plan?
- How long does it take an operative to be truly competent?
- Are you taking action?
- Will you be vulnerable to operatives wagging the dog if you were under-skilled at any point?



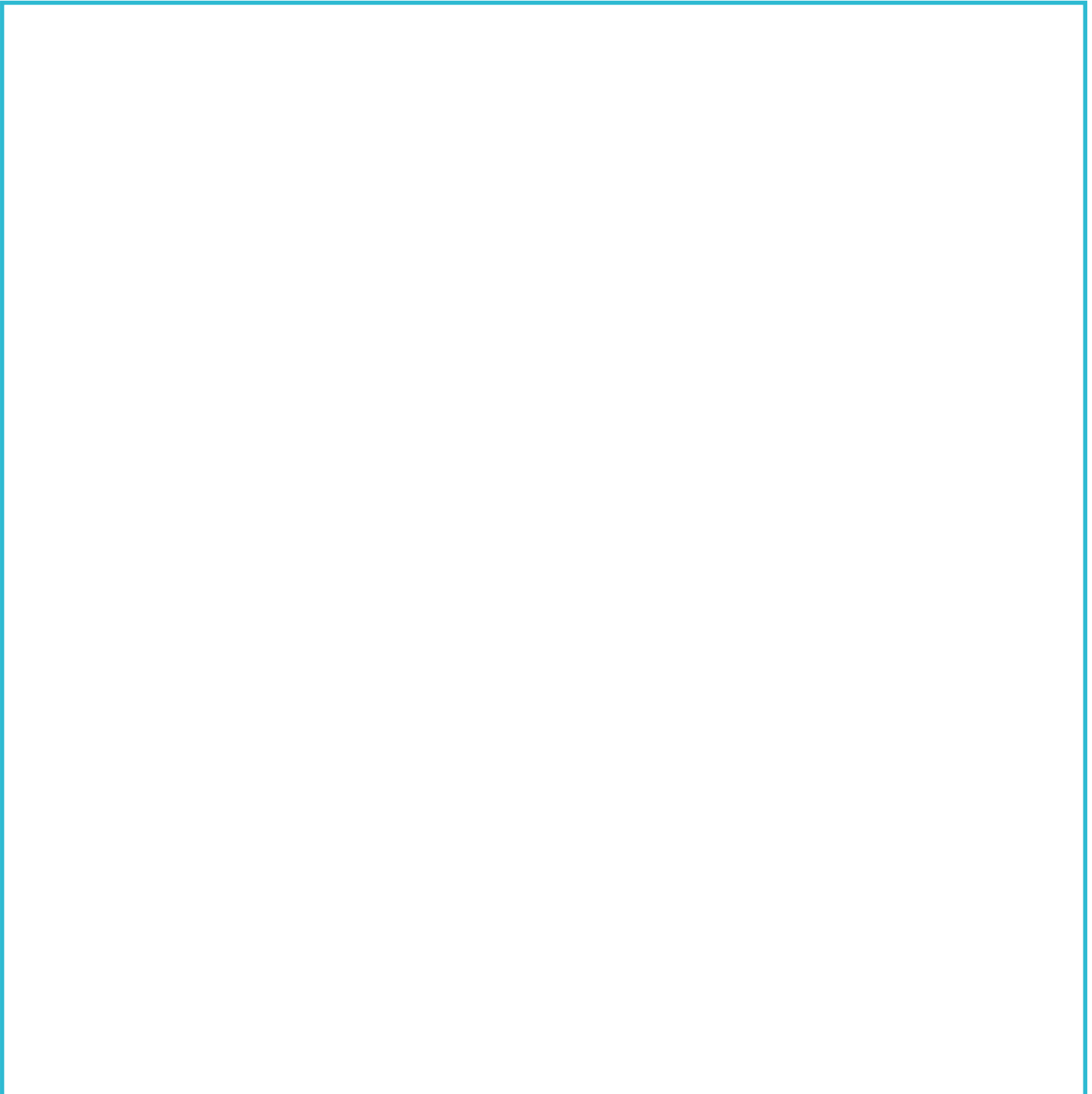
# PERSONAL DEVELOPMENT

- How are you developing your self-awareness?
- Do you review the decisions and responses you make? Were they effective or ineffective?
- With additional support from a coach, could you improve the responses you choose?



# PERSONAL DEVELOPMENT

- What decisions have you made about yourself? Do these ever hold you back?
- Start a sentence, "I am" – start writing and see what comes up; really tune into your feelings about yourself and any negative thoughts or emotions that come up.
- Now think about the impact you have on others around you, your loved ones and your work colleagues. How do they find you?
- Ask them for positives and negatives.
- Think about what you are happy with the answers to and what you would like to change.



# **GROWTH MINDSET**

## **LIFELONG COMMITMENT TO LEARNING**

- What in your life are you dissatisfied with? What can you change? What decisions do you need to make to improve?
- Who would you love to be? What's the very best version of you?
- What would you really love to do? If you could do anything in the world, what would it be?
- If you could have anything in the world, what would it be?  
(Remember one of my favourite sayings: you can have ANYTHING, just not EVERYTHING).
- What needs to change to enable you to achieve these things?



## **ROI FOR CPD**

- What percentage of your budget do you invest in team skills development?
- Do you invest in both technical and human skills?
- What could the ROI of developing yourself and your people achieve for you?



## **DO I NEED A MANAGER, MENTOR OR COACH?**

- Do you need a mentor or coach? You may need both, one for different areas of your role.
- Which areas do you need to develop?
- Which of your team could benefit from a mentor or coach?
- Can you fill that role?
- Do you need to bring someone in to support them?





# SETTING UP A MENTORING SCHEME

- Could you introduce a mentoring scheme in your organisation?
- Who would be mentors?
- How would mentors and mentees benefit?



# GET A COACH

- How are you holding yourself back?
- In the context of your life, what is most important to you?
- How are past events holding you back from achieving the life you want?
- If you had no fear of consequences, what would you do with your life?

