

(Re)Discover Themes

Turn Up The Volume

- What you do when no one is watching will determine your success or failure.
- You don't climb a mountain by accident.
- You don't start a car in 5th gear. Encourage your team to fall in love with the process. 1st gear, 2nd gear, 3rd gear, and all the "stalls" that come with it.
- You either win or learn.

The Last 30 Days – Questions For Discussion

- Question: Based solely on your last 30 days of work, would your company immediately rehire you?
- What positive things have you stopped doing that got you to where you are today?
- If you reintroduced these things that you stopped doing, what positive difference could they make?

Find The Edge

- If you're not close enough to the edge, you're taking up too much space.
- Question: Do you approach your work, changes and new endeavors, with fear or excitement?
- Question: Are you settling or are you contributing?
- Some of the best ideas that can transform an organization or department are gathering dust in notebooks or hard drives.
- The opportunity is to be an "I did it person," rather than an, "Idea person."
- Use the ingredients that you have.
- Question: What are your team's special ingredients?
- Question: What "edge" do your constraints provide?

A Culture Of Allies

- *Thieves*: People who *don't* encourage you, inspire you, support you, empower you, hold you accountable, and test you to be the absolute best version of yourself. Thieves call you out.
- *Allies*: People who encourage you, inspire you, support you, empower you, hold you accountable, and test you to be the absolute best version of yourself. Allies call you up.
- Welcome and invite constructive “Good Friction.”
- Question: Are you *refueling* and empowering your team or “reviewing” and disempowering them?
- Consulting tells people what to do. Coaching, a more powerful approach, guides people to make great decisions and come to conclusions on their own.

Recommend Reading

The No Complaining Rule by Jon Gordon

The Art of Possibility by Rosamund Zander and Benjamin Zander

The Stress Solution by Dr. Rangan Chatterjee

Extreme Ownership by Jocko Willink & Leif Babin

Turning Pro by Steven Pressfield

Grit by Angela Duckworth

The Go-Giver by Bob Burg & John David Mann

50 Ways To Excel In Your First Job (And In Life) by Antonio Neves