THINK ABOUT IT: Do not try to change yourself—you are unlikely to succeed. Work to improve the way you perform. -Peter Drucker
Leadership Caffeine Jam Session #10
Growth Hacks to Turbocharge Your Career
August 12th 12 PM CT
Share your ideas/comments via CHAT (reply to everyone)
E-mail: art@artpetty.com for any of the tools referenced or for questions
Mind map and recording to be sent on Sunday
Welcome!
5 approaches to help support your growth and pursuit of high performance
Big topic...it was tough to narrow down to five. Emphasis on things you can do now!
RESOURCE: Should be part of your professional development library. Research-backed. No fluff. Actionable guidance.
MARC EFFRON
Steps to High Performance
Focus On What You Can Change (Ignore the Rest)
Let's Get This Out of the Way:
Chasing growth and high performance is never easy!
High performers typically work more hours than average performers -Marc Effron
Growth is personal for each of us (as is our definition of success):
FOR THE CHAT STREAM: How do you push yourself to grow?
My story
The research and guidance on hacking our growth is consistent
"Exemplars achieved their notoriety by doing four things in unison, and actualizing these four principles helped the high achievers stay the course, even when a detour was tempting. While the ideas may not be revolutionary, how the high achievers sought them out and fine-tuned them over time made them stand out and achieve success." Ruth Gotian
Ruth Gotian's 4 Things:
1 Intrinsically motivated
2 Committed to persevering
3 Do the heavy lifting (to build a strong foundation)
THE SUCCESS FACTOR
DEVELOPING THE MINDSET AND SKILLSET FOR PEAK BUSINESS PERFORMANCE
RUTH GOTIAN
Resource: A great complement to Effron's book; research-based and action focused!
#1: Start Simple by Preparing Your Attitude Daily!
CHAT STREAM: How do you put yourself into the right frame of mind daily?
"Every morning I take five quiet minutes to clear my mind and focus on how I'm going succeed with and through others in the day ahead. I prepare my attitude to succeed!" -Geek Squad Senior Director
What you can do:
For a lot of great reasons, start a professional journal!
#2: Get to know YOU better
Two (research supported) points:
1. If you leverage your strengths for something you care about, you will perform at a higher level
2. We don't see our strengths much as we don't see our gaps. We need help from others.
Solution: figure out what you are good at that adds value to your firm (and that you care about) and do more of it.
THREE EXERCISES GUARANTEED TO GIVE BIG BENEFITS!
#3: Get More Feedback on You
"Feedback is the breakfast of champions." Ken Blanchard
BOLD CLAIM: You don't get enough timely, quality feedback on you!
What are some way you can more feedback on you?
What if you're the boss?
Who's your Swim Buddy?
(Astute observers & regular attendees will note that I bring this one up a lot. It's important!)
Someone you trust
Sees you in action
#4: Rethink Everything About Your Approach to Your Goals
The challenges with most of our corporate goals;
They're SMART (not)
Too many
Don't force us to learn
Not impactful
Often referenced just a couple times per year
Irrelevant or stale (things change)
Not Coached
Inspired by Marc Effron in 8 Steps to High Performance (based on extensive mining of research on goals)
The Rethink!
Should push you far from your comfort zone. Must require learning. Must require process creation.
Bonus! #5: Generate More Ideas
You could try Sir Dr. NakaMats approaches for generating ideas
He has 3x as many patents as Thomas Edison
"If you have too much oxygen in your brain, inspiration will not strike," he cautions. "To starve the brain of oxygen, you must dive deep and allow the water pressure to fill the brain with blood." He holds his breath as long as he can. "Zero-point-five seconds before death, I visualize an invention," -Smithsonian
Or, The Gold Room: lined in 24K Gold...built without nails because, " Nails reflect thinking."
Or, you can fire up your curiosity muscles and turn yourself into an idea-machine!
Today's Quick Takes
Growth demands deliberate effort
High Performers work constantly to challenge themselves to grow.
The research is consistent on the behaviors that can lead to high performance
Our BIG 5 Today:
Be kind for everyone you meet is waging a great battle-Unknown
1 Prepare your attitude daily!
2 Get to know you better
3 Get more feedback on you
Questions or materials: art@artpetty.com
Upcoming Sessions!
Leadership Caffeine Jam Session #11
The Manager's Operating System--A Framework for Success in this Difficult Role
September 9th 12 PM CT
Leadership Caffeine Jam Session #12
Making the Big Bets that Will Change the Trajectory of Your Career
The best CEOs understand they impact their organizations when they face up to the big bets, often in the face of strong resistance. The same goes for each of us in our careers as we take on new jobs or advocate for big changes in our firm's approaches or strategies. (I can personally identify six big bets that changed the fate of my career for the better, albeit not without a lot of sleepless nights.)Learn about big bets that changed the fate of firms and careers and guidance for each of us in facing and evaluating these challenges.
October 14th, at 12 PM CT
https://artpetty.mykajabi.com/survey-leadership-caffeine-jam-session-13
Friday, November 11 at Noon Central!
You decide!