

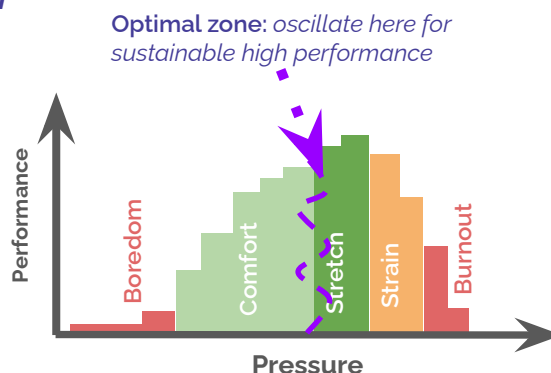
Accelerate Business Growth without Burnout

Today's business environment is rapidly growing and evolving. To stay competitive and relevant, people, teams and organizations need to build their **robust resilience toolkits** so that they can bounce back swiftly from challenges. For us, resilience is built on clarity and purpose. Here are some tools and reflection guides to help you infuse more clarity and purpose into your approach so that you may build elastic resilience.

Reach out to us to facilitate your team resilience workshop.

Productivity Curve

This tool is based on the Yerkes-Dodson law that states as pressure increases in a system, performance increase until a point of diminishing returns. The optimal zone is to oscillate between comfort (a familiar state) and stretch (a learning and growing state). In stretch, we enter a state of flow where highest collaboration, creativity and productivity occurs. However, without rest intervals, we move into strain, and eventually burnout, where fear, anxiety, cynicism and frustration sets in.



Reflection Guide

- Identify where you are **now** on the curve
- Observe how far or close you are to the optimal zone
- Why are you where you are?
- What are you experiencing at this spot?

Wisdom in Emotions

Psychologists like Plotchik and others have discovered that we have 4 primary emotions, and just like colors, these emotions can be combined to form a wide range of emotions we experience. Emotions hold wisdom for us that help bring clarity to our lives.

<p>JOY Something needs to be celebrated or appreciated</p>	<p>FEAR Something needs to be learned or known</p>	<p>SADNESS Something needs to be let go of or moved on from</p>	<p>ANGER Something is no longer of service or aligned</p>
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Reflection Guide

- What emotions have you been experiencing recently?
- What is the wisdom behind the emotions for you to harvest?

Clarity Questions

Patrick Lencioni's The Advantage describes six questions every organization (and team) should endeavor to answer. These questions infuse clarity and purpose in teams. We've added a seventh question particularly helpful for teams or organizations in transformation to reinvent their operating model.

Clarity Questions

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|----------------------|---------------------------------------|
| 1. Why do we exist? | 4. How will we succeed? |
| 2. How do we behave? | 5. What is most important, right now? |
| 3. What do we do? | 6. Who must do what? |
| | 7. How will we work? |

Reflection Guide

- Which of the clarity questions do you struggle to answer succinctly?
- Which questions might your team struggle to answer clearly and consistently?

Embody that MetaSkill

Amy Mindell's book on MetaSkills describes the "subtle atmosphere created by therapists" that influences the impact of these therapists. In org & relationship system coaching, we use metaskills as a stance or energy that you bring as a coach or leader to create an emotional field in a situation or your team. Metaskills can be courage, curiosity, playfulness, service, respect etc.

Reflection Guide

- What metaskill will you embody today?
- What was the impact of embodying that metaskill at the end of your day?

HAPPY REFLECTING!