



Canadian Fitness Professionals 2018

R.O.I. Return on Inspiration

Presented by Petra Kolber

“You can only inspire others to the degree that you are inspired”

The Engaged Workplace

- The benefits
- The cost
- The risk

Inspirational Leadership

- Purpose instead of a Paycheck
- Development over Satisfaction
- Coach versus a Boss
- Conversations in place of Reviews
- Strengths as the focus instead of Weaknesses
- Life satisfaction

How Full Is Your Wellness Tank?

- Self-Awareness 1 2 3 4 5
- Self-Regulation 1 2 3 4 5
- Motivation 1 2 3 4 5
- Empathy 1 2 3 4 5
- Social Skills 1 2 3 4 5

Five Building Blocks For A Flourishing Future

S P A C E

Notes:



Be A Strength Seeker

What

- A strength is something that you are good at and enjoy doing
- Strengths are patterns of thinking, feeling or behaving that when used will excite, engage, energize you and allow you and your team to perform at an optimal level

Why

- When we create a culture that is built on what is working versus what is going wrong we:
 - create a space for autonomy (desired)
 - create high engagement
- Strengths can be developed but weaknesses will never develop into strengths (Gallup)
- Minimize to maximize

How To Recognize When People Are Working Within Their Strengths

- Rising inflection
- Rapid speech
- Better posture
- Wide eyes – raised eyebrows
- Smiling and laughing
- Increased hand gestures
- Increased use of metaphors
- More fluent speech

Your R.O.I

Research has found that leaders who focus on the strengths of their team practically eliminate active disengagement

Notes:



Be Present

What

- There are two ways of being present:
 - Physically
 - Mentally, emotionally connected and engaged

Why

- On average we spend 3 hours behind our smart phones per day
- We context switch on average 29 times per hour
- Based on over a half-century of cognitive science and more recent studies on multitasking, the brain cannot do more than one thing at a time. It takes time (an average of 15 minutes) to re-orient to a primary task after a distraction such as an email. Efficiency can drop by as much as 40%. Long-term memory suffers and creativity — a skill associated with keeping in mind multiple, less common, associations — is reduced
- When we show up with presence it says to the other person: I care, I see you, I value you, I am willing to learn from you

How

- Cell phone outside of the bedroom
- Manage your morning
- Routine to Ritual
- Breathe and move
- The Exercise

Your R.O.I

You will be more efficient at work. You will be better able to manage your willpower and in turn your focus, mood and emotional and social skills. Your team will feel valued and feeling valued is one of the top reasons people stay at their job.

Notes:



Be Appreciative

What

- Recognition is mainly about behavior. Appreciation focuses on performance plus the value of the individual as a person
- Recognition is about improving performance and what is good for the company. Appreciation focuses on the person
- Appreciation shows you notice the person behind the work

Why

- Gallup reports that almost 70% of the people in the United States receive little or no recognition at work
- Appreciation shows your team that they matter
- Appreciation elevates moral and motivation
- Appreciation = Recognition + Gratitude
- Appreciate the good and the good will Appreciate

How

- Notice the individual
- Know their language of Appreciation
- The Languages of Appreciation Are:
 - Words of Affirmation
 - Quality Time
 - Acts of Service
 - Tangible Gifts

Your R.O.I

According to the US Department of Labor, lack of appreciation is the number one reason people leave their jobs. It is not benefits, bonuses or salary, it's simply the feeling that their hard work is not recognized or appreciated. Your team will stay.

Notes:



Be A Coach of Positivity

What

Coaches inspire, motivate and lead their team to success. Be a leadership coach with a degree in positivity. A leadership coach will take a personal approach and apply active listening, clarifying and they welcome input from their team. The leadership coach promotes action and behavior changes that pushes their team beyond perceived limitations. A leadership coach creates the way for their team to recognize and utilize his/her own genius. A leadership coach will tease that genius out from behind the curtain. Leadership coaches will see the potential of their team before their team does.

Why

- Develops and taps into intrinsic motivation
- Allows their team to find flow and work within their flow state as much as possible
- Taps into the innate strengths of the team
- Removes the need to micro manage and leaves room to step back, focus on the big picture and keep the forward momentum
- Studies show that when we coach to peoples strengths and focus on what is working, that individuals and companies thrive and flourish (Gable & Haidt 2005, Sheldon & King, 2001)

How

- Know your teams values
- Coach to their strengths
- Tend to the gaps
- Leave your personal opinion at the door
- Act versus react
- Move the team forward in pursuit of their full potential
- Shower the praise on your team in moments of success
- Take the blame when mistakes arise

Your R.O.I

When the workplace is built on a positive culture, one that recognizes all that is good versus all that is wrong the company will be more engaged, happier and more productive.

Notes:



Be Empathetic

What

Empathy is feeling that you understand and share another person's feelings and emotions. Sympathy is feeling sorry for someone.

Why

When a connectivity coach can demonstrate true empathy to their team, it goes a long way toward encouraging them to do their best. Empathy begets empathy. Empathy allows us to form strong and sustainable relationships that can stand the ups and downs of life and work. Empathy combined with sympathy and compassion elevates our Emotional Intelligence. (EQ)

How

- Ask high powered questions to seek the real problem
- Avoid fixing the problem on your own
- Help your team create their own solution
- Avoid pointing fingers
- Ask, "Why versus How" – "Why did this happen?" versus "How did this happen?"
- Get out of your own bubble
- Give others the benefit of the doubt
- Work from a mindset of curiosity and hope versus doubt and worry
- Practice the 93% rule

Notes:

Heart Work

S

I am:

I will:

P

I am:

I will:

A

I am:

I will:

C

I am:

I will:

E

I am:

I will:



Return On Inspiration References

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- How Full Is Your Bucket: Tom Rath

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