



HIGH PERFORMANCE HABITS

MN HFMA - Women's Conference



Agenda

Level Setting

High Performance Research

High Performance Habits

Performance Improvement

Next Steps

LEVEL SETTING

Understand the Trends

The ratio of men to women in c-suite roles in US companies is

7:1

That disparity grows to

17:1

at the CEO level.

3.5 MILLION

women left the U.S. workforce since the start of the pandemic

42%

of all privately-held US businesses are owned by women, largely Gen Xers

41%

is the potential revenue increase companies can see with evenly-split gender diversity across their organization

1/2

of women choose not to return to the workforce after the birth of their first child

In the last 10 years, revenue in women owned businesses has grown

52%

20% faster than male owned businesses, though still a smaller base

3%

of all venture capital funding goes to women owned businesses

54%

of senior-level women report continuous exhaustion

3 IN 5

women plan to leave their employers within the next two years
And 1 in 3 are considering downshifting or exiting the workforce

55%

of working women with young children report feeling burned out **OFTEN** or **ALMOST ALWAYS**

Take action for change

**WE HELP WOMEN LEADERS
THRIVE, USING COACHING
AND COMMUNITY AS
ACCELERATORS.**

Women have been underrepresented in leadership positions for many years. The trend of women, specifically working moms, leaving the workforce entirely or considering slowing their careers continues at staggering rates. Now more than ever, businesses run the risk of losing their knowledge, experience, and leadership base if proactive steps are not taken.

Radically changing the tide means helping women leaders rise to their potential.

We help businesses develop and retain talented working moms, to grow their leadership pipeline and create more executive women leaders.

LET'S CHANGE THE TRAJECTORY, TOGETHER.

Mom
Mastermind

HIGH PERFORMANCE RESEARCH

High Performance Research Study

THIS IS ABOUT BECOMING EXTRAORDINARY.

**DETERMINING CLEARLY AND UNMISTAKABLY
WHY SOME EXCEL, OTHERS FAIL AND FAR
TOO MANY NEVER EVEN TRY.**

**WHILE OTHERS FIGHT LONG AND HARD TO
SUCCEED, PLATEAU, LOSE PASSION OR
BURNOUT.**

Why do some individuals and teams succeed more quickly than others and sustain that success over the long term?

Of those who pull it off, why are some miserable and others consistently happy on their journey?

What motivates people to reach for higher levels of success in the first place, and what practices help them improve the most?

BRENDON BURCHARD

UNIV OF PENNSYLVANIA

UNIV OF CALIFORNIA, SANTA BARBARA

174,000 participants

190 countries

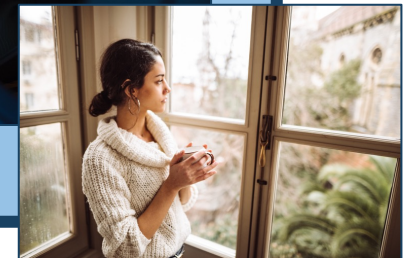
Narrowed from 100 characteristics

High Performance Definition

High Performance refers to *succeeding beyond standard norms, consistently over the long term.*

Meeting this definition requires habits that *protect your well-being, maintain positive relationships, and ensure that you serve others as you climb.*

It's about creating a high performance life, in which you experience an ongoing feeling of *full engagement, joy, and confidence* that comes from being your best self.



High Performance Research Results

NOT correlated with age, gender, education, nationality, income, race, intelligence, personality, strengths, creativity, or years of experience.
NOT achieved by a specific kind of person, rather a set of practices.
NOT all habits are created equal.
NOT an achievement problem, but an alignment problem.
IS about ENGAGEMENT, JOY AND CONFIDENCE.

6 habits combine to correlate with high performance, and each habit correlates with high performance on its own. Improvement in one area improves the others.

6 DELIBERATE HABITS GIVE YOU THE EDGE:

SEEK CLARITY

GENERATE ENERGY

RAISE NECESSITY

INCREASE PRODUCTIVITY

DEVELOP INFLUENCE

DEMONSTRATE COURAGE

- Standard mental operating system
- Proven set of habits
- Field-tested and science-backed path

These 6 habits were proven to correlate with:

- Life Satisfaction
- Quality of Interpersonal Relationships
- Work Quality
- Career Impact
- Income

The study further validated that these habits could be impacted by high performance training.

HIGH PERFORMANCE HABITS

Seek Clarity

HIGH PERFORMERS ACTIVELY SEEK CLARITY ON WHO THEY WANT TO BE, WHAT THEY WANT TO ACCOMPLISH, AND HOW THEY WILL ACHIEVE IT. THEY ARE CLEAR ABOUT THEIR GOALS AND PASSIONS. THEY HAVE A CLEAR VISION OF WHAT THEY WILL ACHIEVE IN LIFE AND HOW THEY WILL DO IT. HIGH PERFORMERS CONSISTENTLY SEEK CLARITY AS TIMES CHANGE AND AS THEY TAKE ON NEW PROJECTS OR ENTER NEW SOCIAL SITUATIONS.

This looks like:

Being present.

Being effective.

Meaningful pursuits.

Unambiguous and challenging goals.

Focus on future vs present.

What feeling are you trying to generate?

What's meaningful to you?

What is your purpose?

WHAT DO YOU VALUE MOST?

Generate Energy

HIGH PERFORMERS GENERATE ENERGY SO THAT THEY CAN MAINTAIN CONSISTENT FOCUS AND EFFORT THROUGHOUT EACH DAY. THEY ACTIVELY CARE FOR THEIR BODIES AND MINDS TO ENSURE THAT THEY CAN SUSTAIN HIGH LEVELS OF ENERGY OVER THE LONG-TERM. THIS TRANSLATES INTO GREATER PHYSICAL ENERGY, MENTAL STAMINA, AND POSITIVE EMOTIONS.

This looks like:

Mental, physical and emotional vibrancy.
Daily stamina.
Positive thinking.

What do you do to release tension?
How do you intentionally create joy?
Do you have optimal health habits (exercise, nutrition, sleep and hydration)?

DO YOU GENERATE YOUR OWN ENERGY?

Raise Necessity

HIGH PERFORMERS EXPERIENCE A NECESSITY FOR EXCEPTIONAL PERFORMANCE. THEY TAP INTO THE REASONS WHY THEY ABSOLUTELY MUST PERFORM WELL, WHICH PRODUCES A POWERFUL DRIVE TO WORK HARD AND SUCCEED. BY COMBINING BOTH INTERNAL STANDARDS (E.G., IDENTITY, BELIEFS, VALUES, OR EXPECTATIONS FOR EXCELLENCE) AND EXTERNAL DEMANDS (E.G., SOCIAL OBLIGATIONS, COMPETITION, PUBLIC COMMITMENTS, DEADLINES), THEY SUSTAIN A HIGH LEVEL OF MOTIVATION.

This looks like:

Emotional drive.
Taking action.
High motivation.
Commitment to success.
Discipline.
Identity, duty and urgency.

Do you feel driven to perform?
Do you know where you have room to improve?
Do you feel driven to get better at your craft?
Do you own that others are counting on you?

ARE YOU PLAYING YOUR “A GAME”?

Increase Productivity

HIGH PERFORMERS SPEND THEIR TIME WORKING ON THE THINGS THAT MATTER. THIS ALLOWS THEM TO CONSISTENTLY PRODUCE OUTPUTS THAT TRULY COUNT. THEY SHIELD THEIR ATTENTION FROM DISTRACTIONS AND OPPORTUNITIES THAT WOULD PULL THEM AWAY FROM WHAT MATTERS MOST. THIS ALLOWS THEM TO STAY PRODUCTIVE DAY IN AND DAY OUT.

This looks like:

Progress on things that matter.
Effective time management.
Prioritization.
Focus, not distraction.

Do you know what your top priorities are?
Do you know your distraction points?
Do you manage disruptions?
Do you take breaks?

WHAT'S ONE THING YOU NEED TO STOP DOING?

Develop Influence

HIGH PERFORMERS DEVELOP INFLUENCE WITH THE PEOPLE AROUND THEM. THEY LEARN HOW TO GET PEOPLE TO BELIEVE IN AND SUPPORT THEIR EFFORTS AND ASPIRATIONS. BY DEMONSTRATING STRONG LEADERSHIP AND BEING ABLE TO PERSUADE PEOPLE TO CONTRIBUTE TO IMPORTANT PROJECTS, THEY ARE ABLE TO MAKE THE MAJOR ACHIEVEMENTS THAT REQUIRE A POSITIVE SUPPORT NETWORK.

This looks like:

Collaboration.
Relate to others.
Motivate others.
Making a difference.
Positive personal reputation.

Are you effective at shaping others?
Do you ask for what you need?
Do you understand what others need?
Do you give to others?

WHO NEEDS YOU AS A ROLE MODEL RIGHT NOW?

Demonstrate Courage

HIGH PERFORMERS DEMONSTRATE COURAGE BY EXPRESSING THEIR IDEAS, TAKING BOLD ACTION, AND STANDING UP FOR THEMSELVES AND OTHERS. THEY DO WHAT THEY THINK IS RIGHT EVEN IN THE FACE OF FEAR, UNCERTAINTY, THREAT, OR CHANGING CONDITIONS. RATHER THAN VIEWING COURAGE AS AN OCCASIONAL ACT, IT IS TREATED AS A CONSISTENT AND DELIBERATE CHOICE.

This looks like:

Real change.
Speak up for self and others.
Respond to challenges quickly.
Take action despite fear.
Practice.

Do you consistently take action?
Are you persistent when things get tough?
Do you share your ambitions with others?
Are you afraid of being intimidating?

WHERE ARE YOU PLAYING SMALL?

NEXT STEPS

Contact Info



Mom Mastermind

YOU HAVE IT ALL. LIVE IT. LOVE IT. LEAD IT.

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