High Performance Overview

The Six Steps

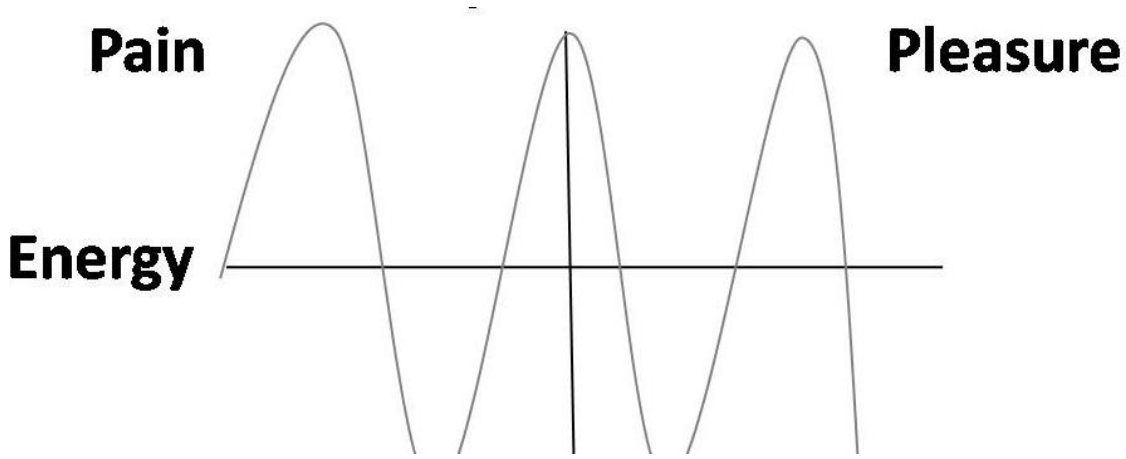
How to crush self sabotage and commit to high performance daily

Self sabotage is the behaviour of followers, not leaders and is invisible to the person doing it.

There is literally a whole world out there to experience and people let something as curable as failure stop them from experiencing it.

We’re driven by only 2 things,

pain and pleasure



The Human brain still uses old hardware that was built for a world that hasn’t existed for thousands of years. We have absolutely no reason to be as passive or frightened as we have be led to believe by our teachers, educators, media, friends and family. In fact, the most dangerous thing that you can do today is to sit on the side lines.

We are driven by the 5 F's of psychology.

Fight, which is to gain ground.

Flight, which is to escape unharmed.

Food, and all digestive function.

Family, and the need for others and

Fornicate, the desire to reproduce.

We are happy when we are moving closer to these 5 Fs and unhappy when we are moving further away from them.

So why then when you ask a client to eat less, exercise more, save at least 10% of their money, quit smoking, forgive others, forgive themselves, reach out, make new friends, read more, sleep more, drink less alcohol, drink less coffee, worry less or to invest in their future do they do nothing, deviate or give up?

The answer is shockingly simple:

Your clients Ego only cares about pain and pleasure of those 5F's that is going to occur in the next 90 days.

All of that advice that you gave to your client will eventually make your clients life amazing, but you still haven't addressed the number one blockage to gaining your clients agreement.

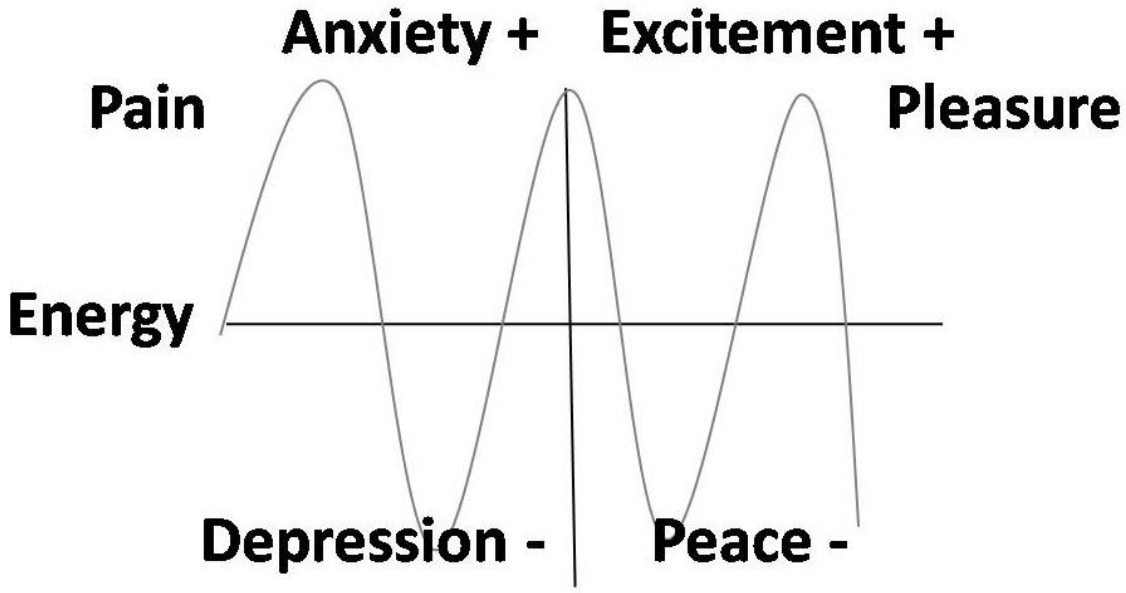
You haven't shown your client yet how long term pleasure can be caused by activities that create short term pleasure. So instead they opt for short term pleasure that creates long term pain.

Often people can experience Anxiety and Depression around their goals. Anxiety is high energy while focusing on the future and

depression is low energy while focusing on the past.

The problem with many types of treatment for anxiety or depression is that when people are too high in anxiety, they get tranquilised down into depression and when they are too depressed, they get stimulated back up into anxiety. Or worse, their emotions are drawn into circling a neutral energy level where they feel numb or nothing at all.

Excitement is also high energy while looking at the future, while peace is also low energy looking at the past. When people feel neutral, not only do they not feel anxiety or depression, but they also don’t feel excitement or peace.



Even though the pain of anxiety and depression are usually triggered while moving up and down in energy levels, the energy level doesn't cause the pain. The pain is caused by a focus on what brings them pain.

For example, if you were asked to 'not' think of a polar bear, you would still think of one. If you asked a child not to have nightmares about vampires and zombies, the more sensory pictures, sounds and feelings that are

used to describe the zombies and vampires, the higher the chance is that they'll dream about them, resulting in nightmares.

Instead of a focus on moving away from anxiety and depression, people need to focus on creating excitement and peace.

So in the short term, peace and excitement around those 5Fs will bring them happiness.

But to create success, people need to focus on health, relationships, time management, boundaries, resource management and happiness.

People fail to integrate their long term and short term goals when they have don't have a plan for both their Discovery Steps and their Action Steps.



The Discovery Steps.

1. **Awareness** of opportunities, required sacrifices, motivational pain and the opportunity for future pleasure

Before a person can cure self sabotage, they need to be aware of the pain that they're in. Often people will complain all day about what they hate, however they aren't aware that the pain around what they hate is curable.

1. Awareness

Opportunity



Having the belief that a better world is possible is always the first step. Often people put up with their current circumstances in the same way that a frog can boil to death and not jump out of the pot. It's not even that people are accepting of their current circumstances. In fact, quite the opposite, they can complain nonstop about their current circumstance, however, how much time have they spent imagining something better with the belief that they can actually reach a better circumstance?

1. Awareness

Sacrifice



Sacrifices will happen no matter what. People have a choice though. People can chose what you sacrifice or life will chose for them. They can sacrifice productivity and TV in the short term by having an early bed time instead of staying up late with their laptop, or their energy levels will be sacrificed for them the following morning. Sacrifice is inevitable, however, the trick is to make more choices about what sacrifice is acceptable and what sacrifice is unacceptable.

1. Awareness

Motivational Pain



Motivational pain is not a bad thing. Hunger pains, the need to go to the bathroom, thirst, loneliness, running out of money, feeling tired, etc... These pains are all there to make people take action.

When people admit the truth and realise that something in their life is causing them pain, then they are far more likely to start to seek a solution. When people mask their pain, keep it to themselves, avoid asking for help, etc... That’s when their pain snowballs.

1. Awareness

Reward Pleasure



Being aware that the future will actually feel better than the present is often missing. People become embarrassed by their pain, threatened by the help and haven’t seen the future reward as outweighing the sacrifice of having to do the steps and giving up some time, energy or money to gain a better circumstance. Athletes often imagine themselves after the race to increase their motivation to train.

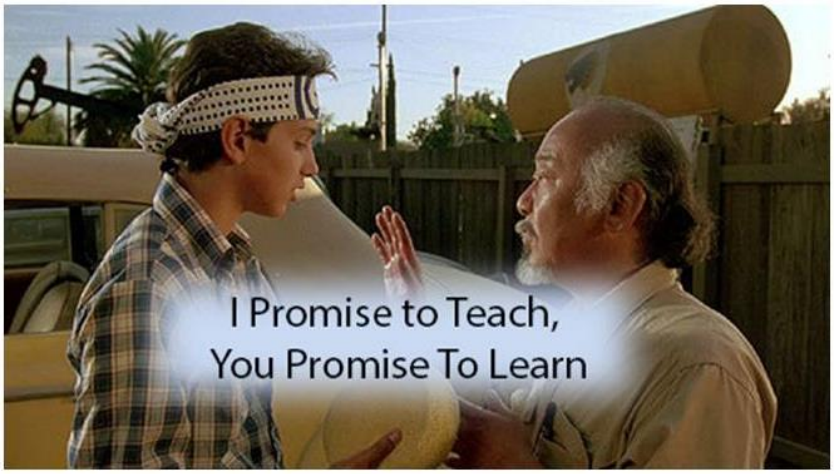
2. Open Mindedness towards being coachable, familiararity, identity and suspending disbelief.

The mind is like a parachute. It works better when it's open. Beliefs are all about speed. A belief is basically the brains way of operating faster. If we didn't generalise or believe things were true without consciously checking the facts, then we would need a conscious mind with a far larger capacity than what we have.

The fact that people can walk, talk and drive cars without thinking about it is all made possible by the brain creating low energy pathways to achieve and perform that skill better and faster every time. The same is true of an opinion. The more we revisit our pre-formed opinions, the more quickly we come to the same conclusion again.

2. Open Mindedness

Be Coachable



Being coachable is a skill. It requires trust in the process and the ability to be a student again. The fact that other people are experts and have spent years learning how to create a solution for people is often forgotten by people who just try to figure everything out for themselves.

Being un-coachable is much of what created allowed their problems to become so large and urgent in the first place. Being coachable is a time long skill.

2. Open Mindedness

Familiarity Blindness



Sometimes people stop listening. They're blinded by the law of familiararity believing that all information must be novel or it's worthless. Most people mistake common sense for common practice. Just because people have heard something before, doesn't mean that they've applied it.

Success is like a card pyramid. Separately, each card will fail to support the next level. It's only when two cards at a time support each other that progress will follow.

2. Open Mindedness

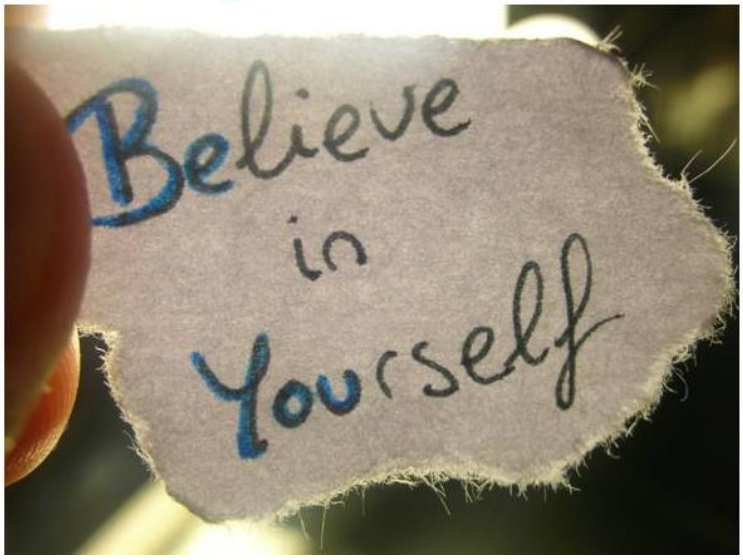
Identity



Before your client even does the steps, they first need to see themselves as someone who can achieve their outcome. This involves thinking of themselves in a way that may contradict previously help beliefs. The brain has had years to form these speedy neural pathways to reach the same conclusion and identity over and over.

2. Open Mindedness

Suspend disbelief



People suspend disbelief whenever they watch a movie. They allow themselves to forget that those characters are just actors and are just pretending to go through their situation.

The same suspension of disbelief is required to achieve any goal. People can feel very uncomfortable having their bearings and world view challenged. The key is to stay in that discomfort longer than normal.

3. **Commitment** is the decision to succeed. If a person hasn't yet succeeded, then they haven't yet finished.

Commitment is a binary decision. A person can't half commit to achieving an outcome no matter what. If they still have doubts about the outcome, then they haven't committed. If they still have doubts that the outcome is worth what they have to give up, then they haven't committed.

There are three ways that a person can get this wrong. They can Deviate, Do Nothing or Quit. That's it. If the steps work and it's simply self sabotage or resistance that is keeping a person in pain, then they need to commit 100% to achieving an outcome, letting go of what they must, doing the steps, asking for help no matter what.

Commitment is No Matter What.

3. Commitment

In or Out



In or Out?

Which is it?

There is no, ‘I’ll decide later’. It’s already later.

There is no, ‘I’ll do it if.’ Take responsibility and do it anyway.

There is no, ‘I’ll see what my friends think first.’ That’s giving away power and avoiding the responsibility of making an independent decision.

3. Commitment

Trust

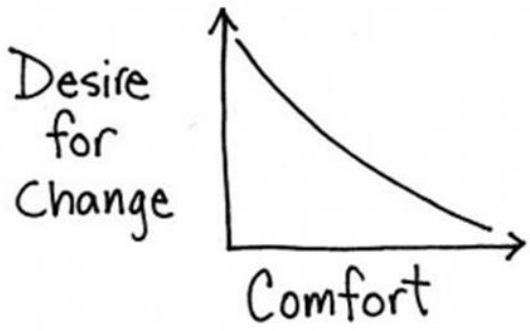


Trust takes guts. Trust is not the same as blind faith. Trust is only blind in the beginning, however over time becomes very clear.

For example;

If somebody claims to be an expert without results, it would take blind faith to believe in them. However if someone has a proven track record, it you can see their results for yourself. It still takes trust to commit when you don’t fully understand their method yet.

3. Commitment
Emotional Leverage



Emotional Leverage is using pain to motivate commitment. This doesn't mean generating more pain that what is already there. This is about getting 100% honest about the pain that is already there. Pain causes people to move. When people tap into the pain of knowing that their current circumstance is unacceptable, then they can agree that the pain of not changing is far greater than the pain of changing.

Often putting up with short term sacrifice and effort is the best way to future happiness.

3. Commitment

Skin in the game



If a person hasn’t given something up to get what they want, then they haven’t committed.

The word ‘decide’ the ‘cide’ family, such as ‘homicide’, ‘suicide’ and ‘genocide’. Where the other three are to kill off, ‘decide’ is to kill off any other option. Once they have ‘decided’, they have skin in the game and have killed off any ‘plan B’ that was in their way. Having skin in the game means that it would cause you too much pain now to back out.



The Action Steps.

1. **Goal Clarity** of Big Picture, Time Frame, Tangibility and Specificity.

Now that they have conquered their discovery steps, it's time to start living from above the line behaviours.

It's time to come from 'cause' instead of 'effect' and get your client to 'guarantee' their own success. It's their responsibility to win now.

4. Goal Clarity

Capture the Big Picture



What do people want? Most people can't answer that question. If you ask someone where they want to be in the future, generally they're still stuck in the below the line behaviours. They're stuck giving answers such as, 'Not broke', 'Not sick', 'Not tires', 'not fighting' and 'not not not'.

The brain cannot process the 'not' so it sticks with the sensory Picture, Sound and Feeling words and looks for pain or pleasure in the description.

4. Goal Clarity

Time Frame



A goal without a time frame is just a day dream. It's not a goal until there is an actual commitment to a deadline with real consequences if that deadline has not been reached.

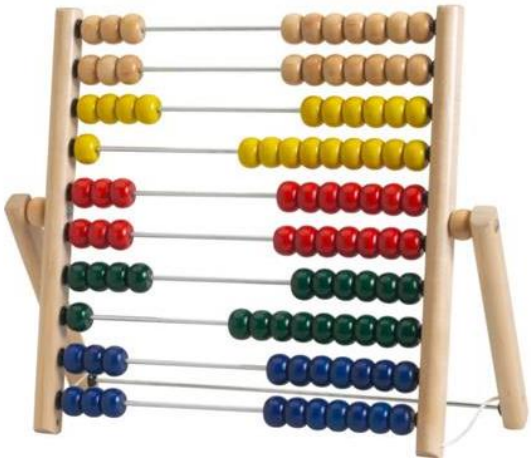
When does the person want their result?

Why have they picked that day?

Is that day a reasonable expectation?

Have they broken their goal down into smaller deadlines?

4. Goal Clarity
Tangibility



How quantifiable is the goal that they have set? Is their goal to lose 15 kilos, quit smoking, earn six figures per year, find a date, get married, stop driving anxiety or social anxiety, fall asleep at night, get a promotion, forgive a family member, stop bed wetting, stop nail biting, stop having panic attacks on planes?

The more measurable the outcome the better. Poor tangibility are things like; get happy, get healthy, be rich, be liked, stop being sick, etc...

4. Goal Clarity

Specificity

BE SPECIFIC



THIS SIGN
BRINGS IN
$15/DAY



THIS SIGN
BRINGS IN
15 $10 BILLS/DAY

If someone says that they want to become rich, then you can just give them a dollar and then they are $1 more rich than what they were before. If a person says that they want to become healthy, then cutting down on 1 cigarette, 1 coffee or 1 alcoholic drink is technically more healthy than what they were before.

When people say, ‘I don’t know what I want’, then ask them what they don’t want. People are already specific about what they don’t want, but not what they want.

5 Framework for Role Models, Pillars, Skills and KPIs

Success needs a map. If anyone wants to be successful without following a map that has been created by a person who has already achieved what they want to achieve, then they are just making it up.

People who are just making it up as they go are just rolling the dice. It's like wearing a blind fold to run a race. Once the starting gun goes off, they have no idea what direction they should run.

A good framework needs to have a framework with pillars, a map of what skills that person has and doesn't have yet, Key Point Indicators to focus on and a Role Model to copy.

5. Framework

Role Model



A role model needs to be somebody who has already achieved the desired goal, mapped it out and has delivered a training with accountability and KPIs to help anyone else to achieve the goal.

A bad role model is anyone who has not achieved this target or hasn't coached anyone to achieve this target. If the role model hasn't achieved results in that area, then they may make a great reporter of other peoples success, but they're not a coach.

5. Framework



Pillars are the main 3 to 5 focuses that this success is based on. If you help someone to quit smoking, my pillars are Nicotine addiction, Habit and Emotional Battle. In Business, my pillars are Leads, Sales and Service. In health, my pillars are Sleep, Hydration, Clean Eating and Exercise. In relationships, my pillars are Combined Vision, Non Negotiables and Taking Turns.

Whatever framework that you use, this must be the focus's that actually help you or others to get to where they are going.

5. Framework

Skills



A simple SWOT test can determine the skills each pillar of the framework needs, the person has or lacks. SWOT means Strengths, Weaknesses, Opportunities and Threats.

Strength – What skills does that pillar require?

Weakness – What skills are you lacking?

Opportunity – What result can the pillar provide?

Threat - What failing will occur without that skill?

5. Framework

KPIs



KPIs are made up of from Lead Measures and Lag Measures. A Lead Measure is and input that you can control right now. For example, you control how much you eat, spend, how many push ups you do etc... A lag measure is an output you can't control that comes as a result of consistent input. For example, how much you weigh, money you have, how strong you are etc...

Each pillar will have Lead Measures of input that, if kept consistent, will result in overall success

6. **Calendar** for 5 Years, 1 Year, Quarterly and Weekly commitments.

A calendar or diary is a persons life blood. Nobody can operate without one and expect to be successful. If a person has a secretary who manages their diary for them, then that's great, if not, then that person must have their own diary.

No level of success can occur by going to bed without an agenda already written down for tomorrow. This agenda could be to work or to have a day off, however it's still written down. This goes from the big picture 5 year plan, all the way down to the weekly to daily 'to do' lists.

6. Calendar

5 Year



Where does the person want to be in 5 years? This should be a big goal such as; earn $3 million, retire, own a house, become a black belt, have 3 children, travel to 20 countries, dominate an industry, finish their PHD, invent and something life changing, etc...

Again, specificity is critical. This plan needs to be broken down into years, quarters, months, weeks and then into daily ‘to do’ lists.

Knowing that the person is on track is also critical to achieving success.

6. Calendar

1 Year



People underestimate what they can achieve in 5 years and over estimate what they can achieve in 1. A year goes so quickly that people shouldn’t be surprised that they’re only part way through a massive goal at the end of it.

A yearly milestone should be something significant to the overall 5 year goal.

Every year, there needs to be a complete re-direction strategy to make sure that the overall goal is completed within 5 years.



Quarterly objectives are all about removing distractions and staying on track with the Lead Measures or Inputs.

These objectives directly relate to the pillars and what stretch, sacrifice, learning or celebrations of wins need to happen to keep the person on track. If the person is off track after 3 months, it's not time for a new direction. Instead, it's time for more hustle, sacrifice and commitment to get there.

Remember the motivational pain that we talked about right at the start. This goal is worth achieving.

6. Calendar
Weekly Check List



Finally, the weekly and daily ‘to do’ list is the entire focus for that person.

They need to include ‘work’, ‘rest’ and ‘play’ activities and stick to that agenda without deviating, doing nothing or leaving.

This list must be followed unless a genuine emergency gets in the way.

Genuine emergencies are not the same as poor planning or bad habits. If bad behaviour gets in the way, then the person needs to go

back to their discovery steps and decide if success is actually in their best interest.

Not everybody is cut out for success. Some people will never be able to elevate themselves out of poverty, unhealthy lifestyles, toxic relationships or negative thinking. And it's not our job to save everybody from themselves.

Over half of the world are late adopters and will only take on these positive habits once it becomes culturally normal for the majority. These people are followers, not leaders.

That's why it's crucial to focus first on the leaders and early adopters so that we can lift the standards of those followers by example.

Be a leader!