



Invictus
HIGH PERFORMANCE

High Performance and Thriving

OBRC 2024

Thursday September 26, 2024



Today You Will Learn

The goals of this session are to help you understand

- 1 Personal High Performance
- 2 How to Thrive
- 3 Community Organization Team Thriving

To Get There we will:

- ✓ Outline what doesn't and does work to improve your performance
- ✓ The building blocks to expertise and performance
- ✓ What's missing from high performance
- ✓ How to thrive
- ✓ Thriving team framework
- ✓ How to create a high performing team



Things That Don't Improve Performance

- Multitasking
- It's all about the constant hustle
- Having a long to-do list (“ I will get more done than everyone else”)
- Overworking or Extended Hours
- Just pushing through it (“You just gotta tough it out”)
- Ignoring recovery – go harder, faster, longer than everyone else
- Thinking it's all about willpower
- You are born with it
- Its all about talent

What it Takes to Achieve High Performance

“the achievement of results that are superior to others in terms of efficiency, quality, or outcomes”

Oxford Dictionary



What Does Work for High Performance?

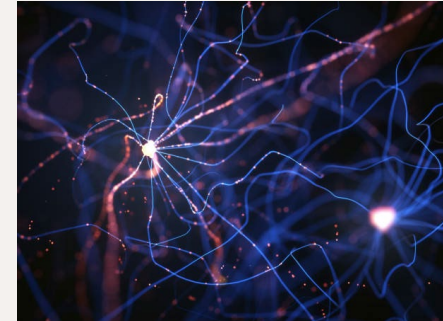
When you boil it all down, to achieve high performance you need to....

....Learn



6 Ways That All Change is Actually Neuroplasticity In Action

1. Naturally built in
2. Neural plasticity
3. Practice builds the connections
4. Multiple ways to improve those connections
5. Consolidation of memory
6. Creating efficiency



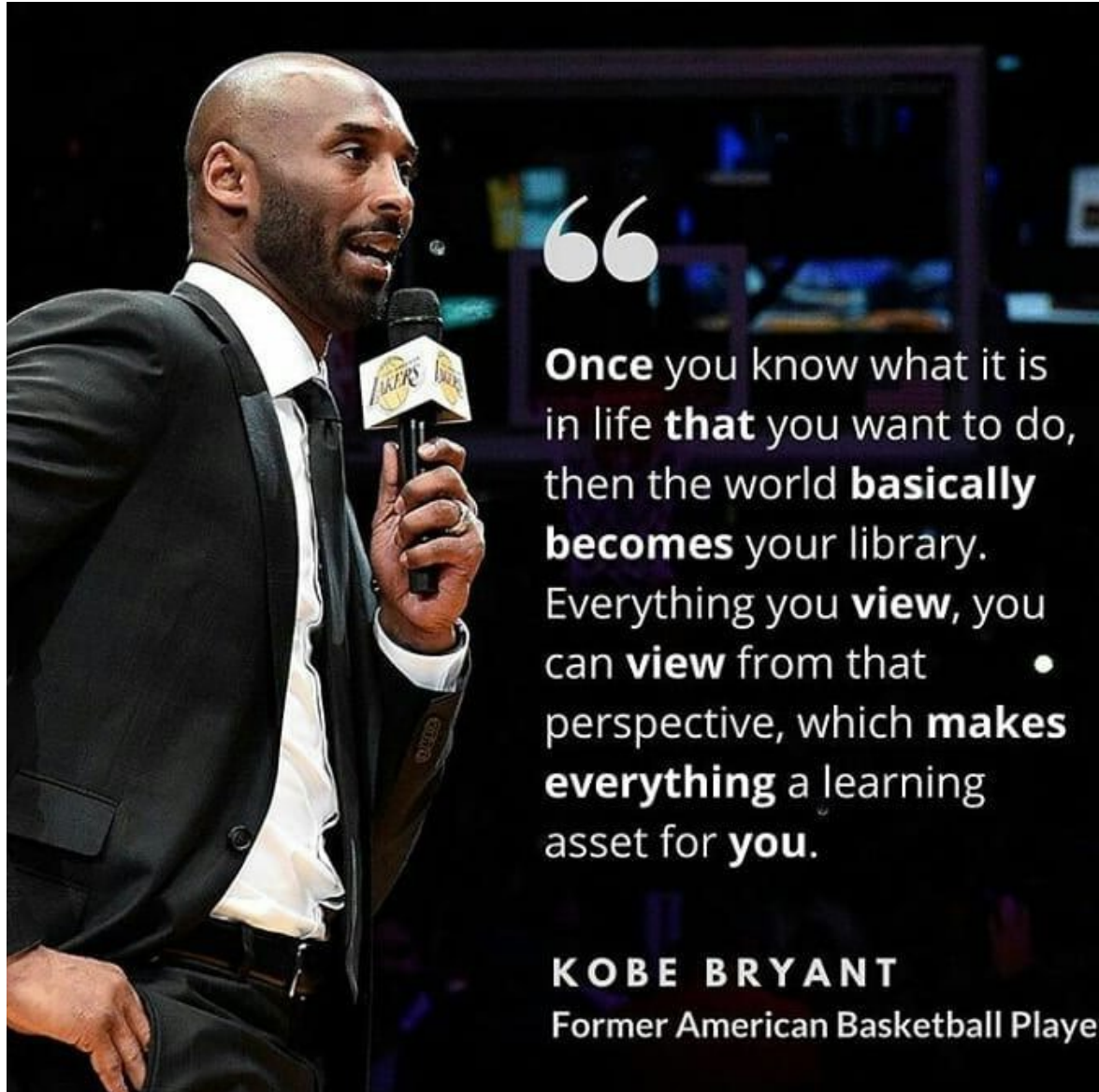
3 Different Levels of Learning

Naïve Practice – Casual, unstructured, basic repetition

Purposeful Practice – Get outside your comfort zone but do it in a focused way

Deliberate Practice - guided directly by the accomplishments of those who have achieved greatness in their field, the paths they took, and the methods they used





“

Once you know what it is in life **that** you want to do, then the world **basically becomes** your library. Everything you **view**, you can **view** from that perspective, which **makes everything** a learning asset for **you**.

KOBE BRYANT

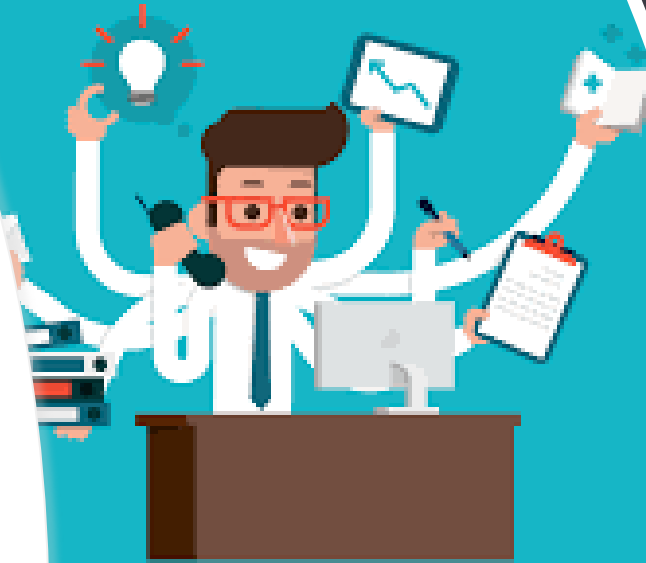
Former American Basketball Player

I play tennis for a living even though
I hate tennis, hate it with a dark and
secret passion and always have.

Andre Agassi

What We Learned from the Most Important Studies

- Purposeful practice is the key ingredient
- You will get overwhelmed or burnout if you just focus on performance outcomes
- Sustained and quality high performance comes from Clarity (i.e. your personal vision or purpose)
- Creating and maintain energy
- Productivity through a series of sprints, not a prolonged marathon
- A positive mindset
- Habits



The Top 5 Mental Skills for High Performance

Across multiple sports psychology studies, the following 5 mental skills are the ones most commonly found to lead to the highest performance:

1. **Focus and Concentration:** The ability to maintain attention on relevant tasks and ignore distractions to perform effectively
2. **Self-Confidence:** A belief in one's abilities and skills, which fosters a positive attitude and resilience under pressure.
3. **Goal Setting:** The process of defining specific, measurable, and achievable objectives to guide efforts and track progress.
4. **Mental Toughness:** The capacity to stay resilient, persevere through challenges, and maintain high performance despite adversity.
5. **Emotional Regulation:** The ability to manage and control one's emotions to respond effectively and maintain composure in varying situations.

Component Pieces of High Performance

- Creating a goal...
- That is meaningful...
- And you make progress towards it...
- In a sustained way...
- Towards competence...



Things that Matter That Aren't Part of High-Performance Definition

- Rest and recovery
- Positive mindset
- Supportive relationships
- Emotional regulation and resilience
- Mindfulness and presence
- Collaboration with others
- Work-life balance
- Fulfillment

“the achievement of results that are superior to others in terms of efficiency, quality, or outcomes”

Definition of Wellbeing

a state in which individuals experience a high level of flourishing, characterized by positive emotions, engagement, relationships, meaning, and accomplishment. It's not just about feeling happy or free from distress but involves living a life with purpose, vitality, and fulfillment.

- *Positive emotions*
- *Engagement*
- *Relationships*
- *Meaning*
- *Accomplishment*



5 Reasons Why Well-Being Matters

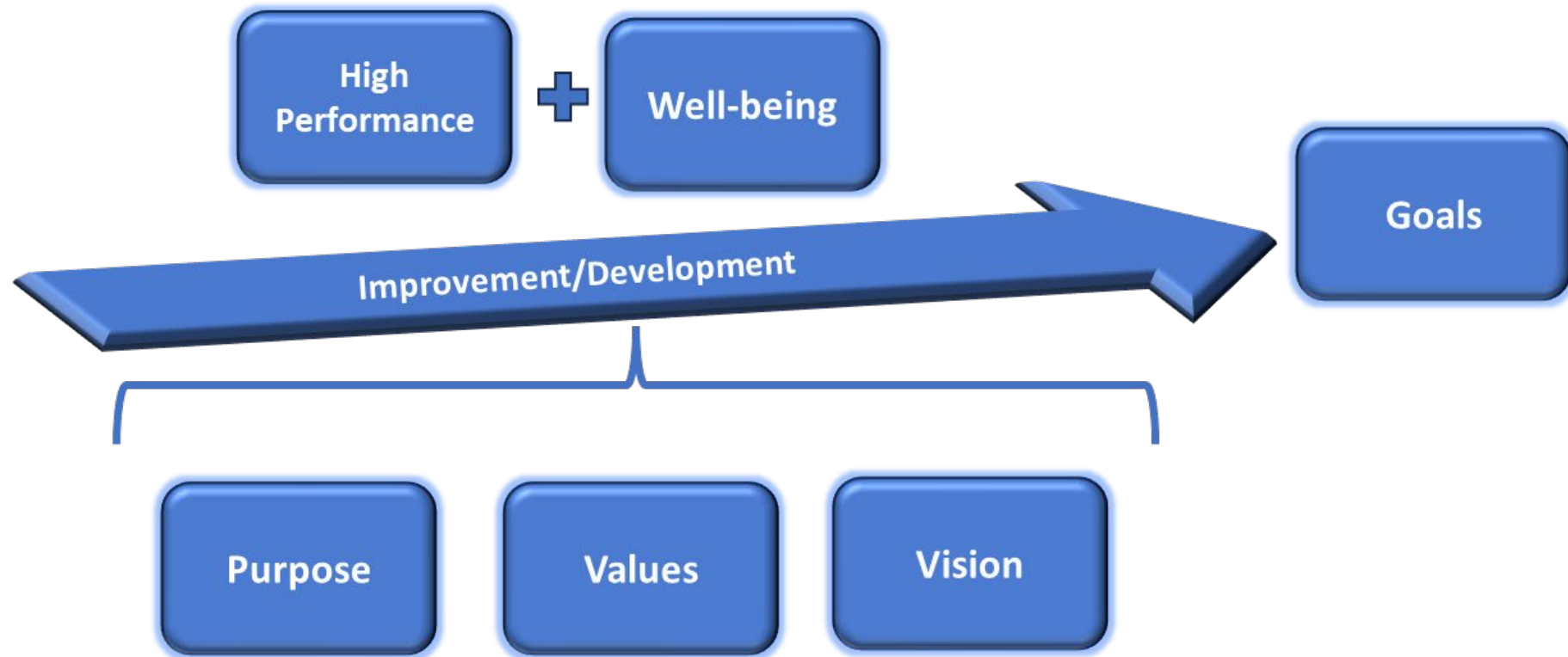
- Enhanced Cognitive Function and Decision-Making
- Sustained Energy and Resilience
- Greater Motivation and Engagement
- Improved Relationships and Collaboration
- Adaptability and Growth Mindset



- ✓ Higher levels of performance
- ✓ Sustained levels of high performance
- ✓ Higher quality of output/work
- ✓ Improved memory
- ✓ Improved creativity
- ✓ Improved productivity

True success isn't just about high performance; it's about thriving. When you thrive, you don't just achieve goals—you elevate your life, sustain your energy, build resilience, and create lasting fulfillment. Thriving is the path to unlocking your fullest potential, where well-being fuels greatness and leads to sustained high performance with purpose and joy

How to Thrive



Some Considerations

- Thriving is not one “thing” or a just a destination; rather it is a construct of the different pieces that enable it, and how you put them together for your life
- You can thrive both in the process and in the destination
- You need both *well-being* and *high performance* to thrive
- You can thrive in any domain in your life, or across them all (you can choose)
- There is no increased prevalence of thriving based on race, gender, age, or personality types.
 - BUT different personal and environmental enablers may be more important at different life stages
- Thriving is an inherently personal thing. While there are some consistent enablers for it, you define what thriving means to you.
- Thriving can occur during “normal” times, after hard times, or even building on better times.
- You can approach thriving at any stage of life
- Feeling like you are thriving will ebb and flow with your life’s situation

How it Works...

How you reap the rewards and benefits of living a thriving life is through **how you approach it and do it:**

- Benefits come from your mindset, attitude and effort
- Through having a goal in life, and creating a plan to achieve it
- Through practiced approach to overcoming your obstacles in life
- By being mindful of your day, and how to achieve your goals within that day
- By taking on new habits, mindsets and attitudes (and the downstream impact on your neural pathway, neurochemistry, and biology)
- Through the motivation of making progress
- Through taking on the identity of a thriving person





Thriving at Work Framework



Thriving at Work Framework

"Thriving at work" refers to an individual's ability to not only perform their job duties effectively but also to experience a high level of satisfaction, engagement, and well-being in the workplace.

The goal of a "Thriving at Work" approach is to create a positive work environment that enhances employee well-being, engagement, and motivation and in so doing enhances productivity, performance, and overall satisfaction while reducing absenteeism, turnover, and the negative impact of mental health issues in the workplace



Thriving at Work Framework

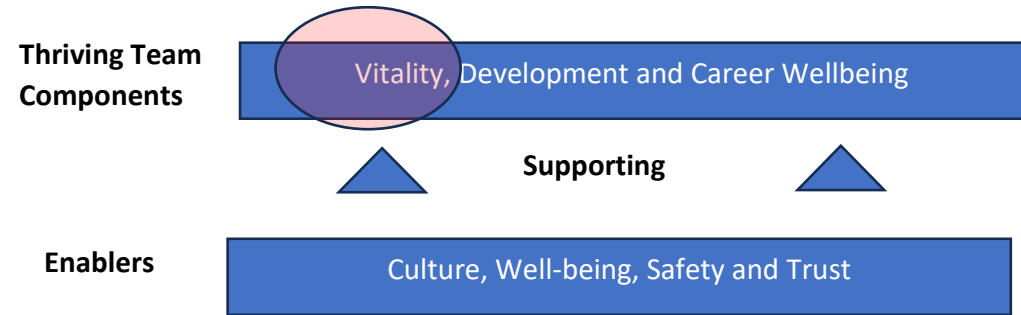
- The model was created based on:
 - 24+ years of experience improving and supporting team performance in Community Sector organizational transformation
 - Significant evidence-based research in the areas of High Performance, Applied Neuroscience and Psychology (Sports, Humanist, and Positive branches)
 - Experience coaching Community Organization Teams, improving performance, and resurrecting challenging cultures
- This model is useful to:
 - Understand how to create the conditions for teams and individuals to performance at their best
 - Assessing whether and how you have the conditions to help your staff to achieve their best



Thriving at Work

Vitality

- The experience of having energy, enthusiasm, and zest while engaging in work activities. It reflects a sense of aliveness and a positive feeling of vigor and excitement about one's work.
- Being vital and energetic is part of what it means to be fully functioning and psychologically well.
- The ways to achieve vitality at work can include:
 - Meaningful work
 - Positive relationships
 - Autonomy and control
 - Opportunities for growth
 - Task variety and challenge



Generally, we can assess vitality by measuring these 4 factors:

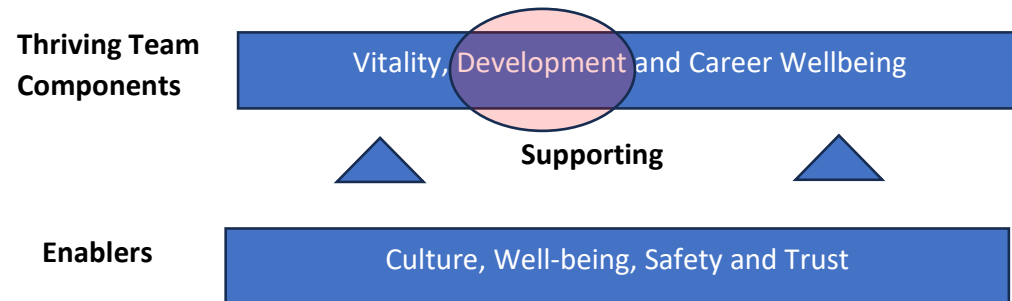
1. "I feel alive and vital"
2. "I feel alert and awake"
3. "I feel attentive and aware"
4. "I feel full of energy"

Thriving at Work

Development

This part typically refers to opportunities for personal and professional growth, skill enhancement, and career advancement within the workplace. It can include:

- Skill Enhancement
- Career Advancement
- Feedback and Coaching
- Goal Setting and Planning
- Opportunities for Learning
- Challenging Assignments
- Recognition and Reward

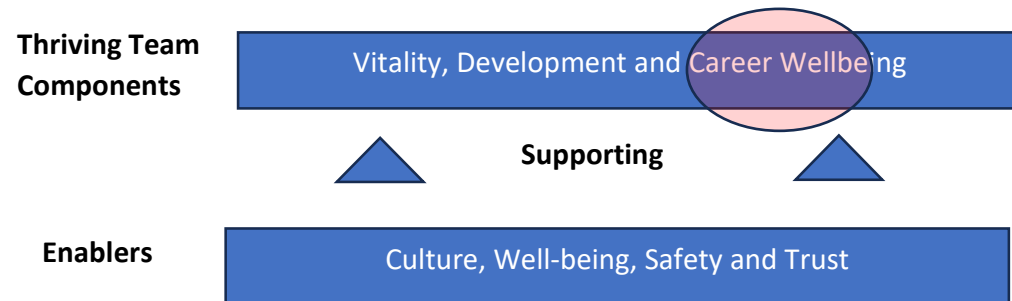


Thriving at Work

Career Well-Being

The subjective experience of fulfillment, satisfaction, and purpose derived from one's work: “loving what you do every day”. The key components include:

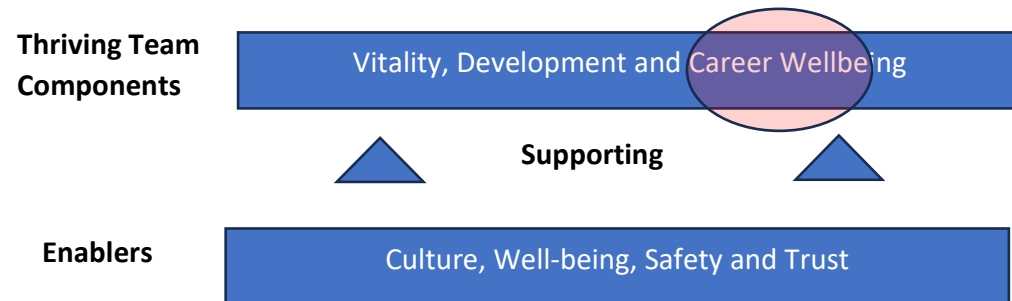
- ✓ Purpose and meaning
- ✓ Engagement and flow
- ✓ Development and growth
- ✓ Work-life balance
- ✓ Autonomy and control
- ✓ Recognition and appreciation
- ✓ Connection and collaboration



Ways to Use This Model

Like with the other models, there are a variety of ways Community Organizations can use this model (on its own or in conjunction with the others):

- Assess and improve employee vitality
- Promote professional development
- Enhance career well-being
- Foster positive workplace relationships
- Create a positive work environment
- Monitor and track organizational health





High Performing Community Team Framework



High Performing Community Team Framework

- Similar to the other framework, this model is based on my experience and research.
- The world's largest and longest running study on employee wellbeing – run by Gallup every year for over 30 years and based on interviews with 43 million employees on 5 million teams in more than 5000 organizations in 212 countries
- The world's largest and longest running study on high performance at home and work. Run by the High Performance Institute, it spans:
 - 10 years
 - 190 countries
 - 300 interviews with leaders in 11 countries
 - 174,954 survey participants
 - 2,000,000 online education users
 - 70,000 high performance coaching sessions



High Performing Community Team

A high performing team is one that *consistently performs at a high-level, supports employee/team/organizational well-being, and maximizes your people.*

Research and experience shows you need four areas to achieve it:

1. **High Performance** – the characteristics required for high performance in a community team
2. **Employee Well-Being** - the holistic state of health, satisfaction, and fulfillment experienced by individuals within the workplace.
3. **Maximizing your People** - This refers to having the right factors in place to allow your team members to thrive in the team. This trumps #1 and #2 above.
4. **Safety and Trust** – Nothing works without team and organizational safety and trust. This trumps all of the others

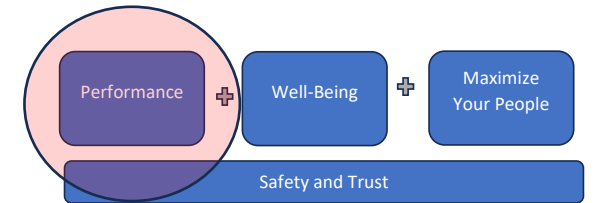


High Performance Community Team

High Performance

These are the factors that contribute most to achieving sustainable high performance at a Team level:

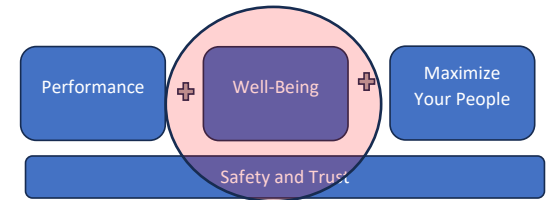
- **Clarity** – Do the Team members know, understand, and accept what the goals of the Team are? Is there clarity in what they are pursuing?
- **Identity/Relevance** – High performing teams show a strong connection between personal and collective team (and even organizational) identifies, values and goals. These questions relate to the degree to which a person can relate to their team’s work, and how relevant they find their work
- **Alignment** – High performing community organization teams have a strong alignment between their team’s work, the organization’s vision, and even the goals of the funding agency/Ministry. These questions relate to how well that alignment is perceived to exist.
- **Efficiency and Effectiveness** – A highly successful team is one that has the approaches, processes and tools to repeatedly achieve their goals with a low amount of resources
- **The Right People, Skills, Roles** - High performing and effective teams have the right set of roles, responsibilities and skills for the work that is to be completed. This also includes conflict management, inter-relationship and other skills that are important for teams to work effectively.



High Performance Community Team

Employee Well-Being

- Employee well-being is a holistic view of how employees perceive their lives, not just in terms of physical health but in multiple areas that contribute to overall life satisfaction and daily experiences.
- Employee wellbeing, when achieved properly, improves employee productivity, performance, retention, engagement and morale, support for the organization, and so many other benefits.
- There are different flavors or parts to Well-Being:
 1. Career Well-Being
 2. Social Well-Being
 3. Financial Well-Being
 4. Physical Well-Being
 5. Personal Well-Being

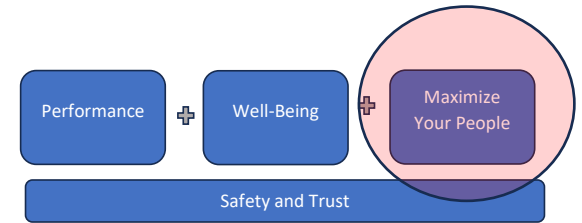


High Performance Community Team

Maximize Your People

This refers to having the right factors in place to allow your team members to thrive in the team.

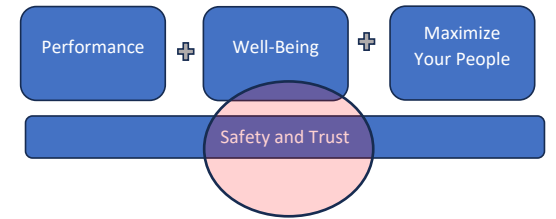
- **Improved Employee Engagement** – Research in the fields of psychology and neuroscience show that employee engagement is essential for a net thriving and resilient culture, and for achieving maximum performance. There are a variety of things here, but 3 factors impact employee engagement the most: having a job that leverages their natural strengths, autonomy and a supportive supervisor that gives meaningful feedback.
- **Culture** – Corporate and Team Culture can either make or break a team’s performance. Is the Team culture reflective of the organizational culture? Is it conducive for inclusivity, curiosity, engagement, and motivation?
- **Collective Creativity** - Collective creativity refers to the process by which a group of individuals work together to generate new and innovative ideas, solutions, or products. It involves the sharing of ideas, perspectives, and knowledge among group members, and the combination of their unique insights and expertise to create something new. Organizations that focus on achieving collective creative imbue more motivation, focus, productivity, and creativity within their team members. And those team members achieve more fulfillment from their roles.



High Performance Community Team

Safety and Trust

- Psychological safety and trust underlie the 3 other sets of factors, because none of them work without safety and trust. This comes from Team Safety and Trust research, psychology research, neuroscience research, and many experts in the field of Team performance.
- A team can only perform well, and over time, if the teammates trust each other and work in psychological safety. Do members feel safe to take risks, be vulnerable and engage each other in a fulsome manner? The questions for this area address each team member's sense of safety, trust and overall team culture.



Ways to Use This Model



Some of the Ways Community Organizations Use This Model:

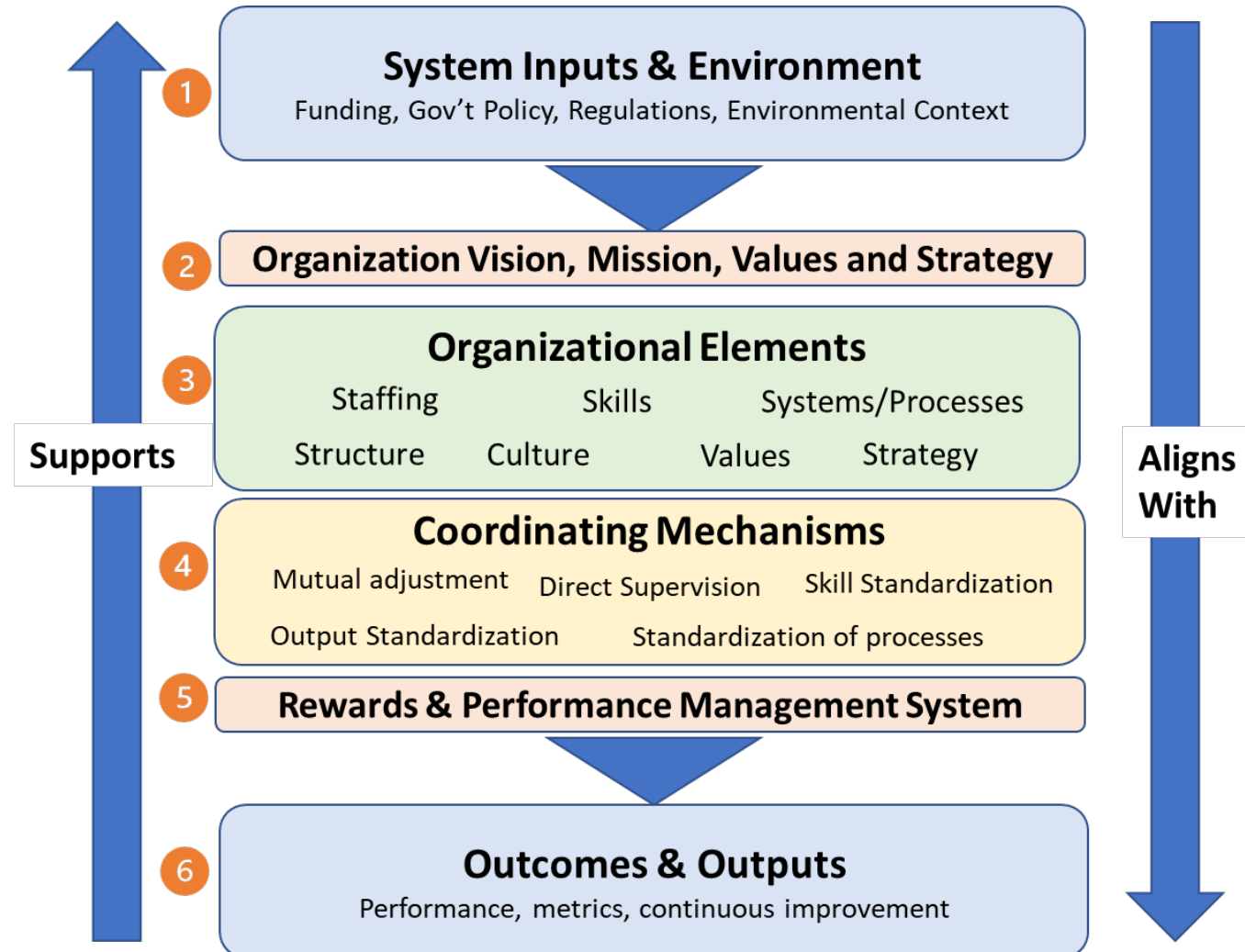
- ✓ Evaluate team dynamics and performance
- ✓ Enhance leadership and team alignment
- ✓ Promote psychological safety and trust
- ✓ Improve decision-making and problem-solving
- ✓ Foster accountability and ownership
- ✓ Assess and build team resilience
- ✓ Support leadership development
- ✓ Strengthen communication and collaboration



High Performing Community Organization Framework



High Performing Community Organization Framework



Takeaways

- High Performance is Built on Purposeful Practice
- You need more than high performance, but well-being to achieve sustained thriving
- Your team can start thriving at any time
- You can use the high performance or thriving frameworks during difficult times

More Ways to Learn

- Resources and tools on [Invictus.coach/resources](https://www.invictuscoach.com/resources)
- The Achieve More Podcast
- Monthly Community Membership
- Learn to Thrive Digital Course



Thrive Hive Monthly Community Membership

A monthly membership to help teach, coach and support individuals, organizational teams and their leaders in reaching their full potential and living a flourishing life with balance and well-being.

By Joining this membership:

- You get **ongoing support**
- Access to a **private community** of others looking to learn and grow and improve, who can support you and help you find accountability
- Access to **training material** each month
- **Group coaching and support** that you won't get on your own



This Community is for...

- ✓ **Individuals** - People from all walks of life who are looking to improve their lives in some way. It could be you are looking for high performance training, self-help, business...

The Thrive Hive Monthly Community Membership

What you get:

- Monthly training
- Monthly group coaching, Q&A
- Access to frameworks, templates, worksheets and cheats-sheets
- Ongoing support
- Access to a private community
- Topic based material, supports and discussion

Member Price

- *If you use the link from this presentation, you can get **2 months free** to try it out*
- *You can back out anytime*
- *After that it is **\$27/month or \$260/year***

What others have said:

"If you're feeling burnt out, unsure of where you want to go in life, or even just need a clear strategy for your next project (because yep, he helped me with that too, ha!), I can't recommend Michael's program enough."

"This community has truly been instrumental in my growth, and I highly recommend it to anyone dedicated to their advancement and success."

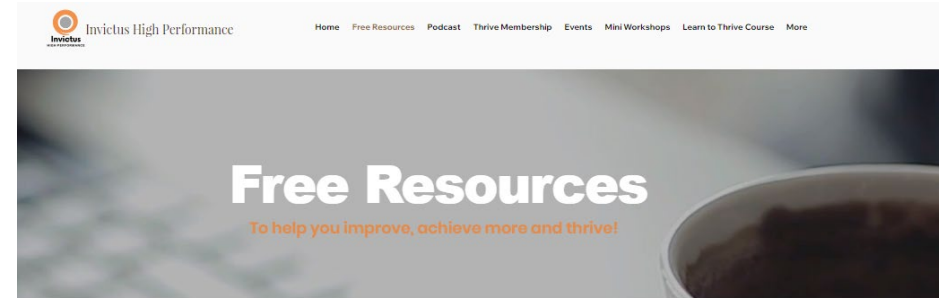
"I can't recommend the Thrive Hive enough. The tools are amazing, and I have learned so much"

The link is: bit.ly/4eczfSr

If you want to learn more, check out Invictus.coach/thrivemembership

Free Resources at Invictus.Coach/Resources

- Assess Your Wellbeing
- #1 Way to Reduce Overwhelm
- How to Set and Maintain Boundaries
- Goal Planning Checklist
- Balanced Life Worksheet
- Top Ten List for Aging Successfully
- High Performing Team Framework
- Life Satisfaction Gauge
- Thriving at Work framework



Below are some free resources you can use to help you on your path to learning how to improve and achieve more, or to finding your thriving, engaging, fulfilling life.

Each of these resources are based on ideas that have been successfully applied by many of my clients, as well as being founded on evidence-based practices and approaches.



Assess Your Well-being

A workbook to help you figure out how you can use the PERMA wellbeing model to assess your current well-being score, where you want to get to, and how to get there. Yes, you can create a flourishing life for yourself!



#1 Way to Reduce Overwhelm

If you are feeling overworked, overwhelmed and maybe even burned out, but feel like you are too busy to deal with it, this resource is for you. The #1 thing you can do to stop the pain train and start getting a hold of your life



How to Set and Maintain Your Boundaries

This resource lays out an evidence-based framework for how to set and maintain your personal boundaries so you don't get so overwhelmed with life

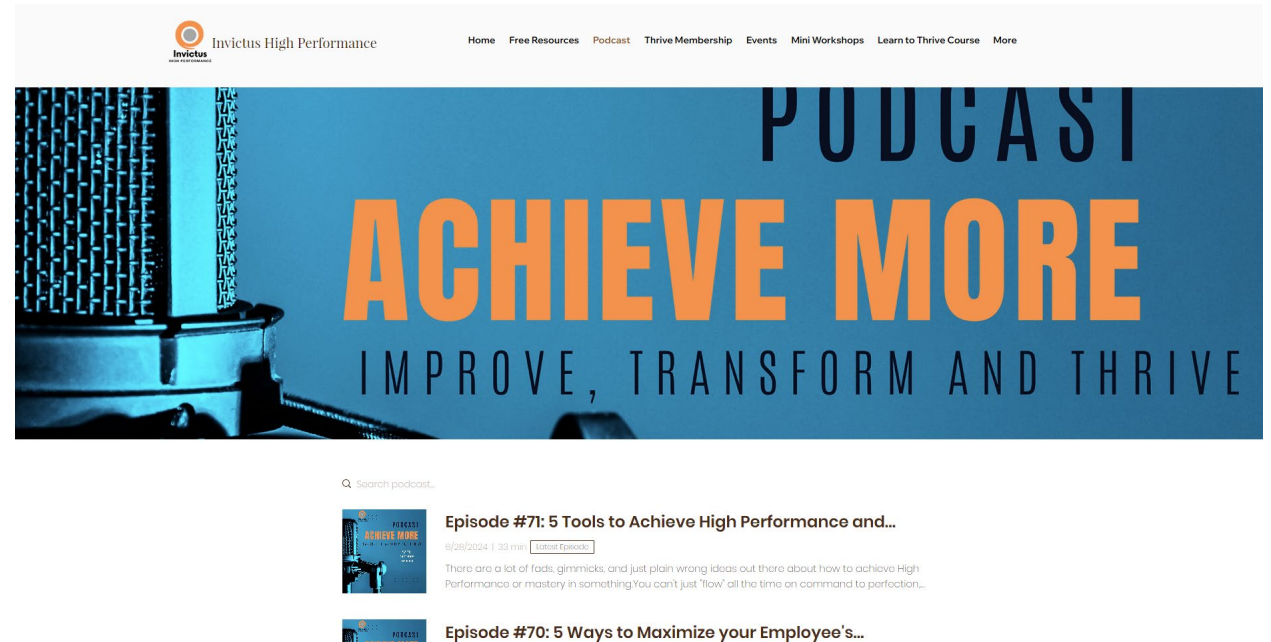
Achieve More Podcast

Helping people, teams and organizations to learn how to achieve their goals, improve their performance, achieve well-being and unleash their full potential

My website: www.Invictus.coach/podcast

Apple Podcasts: apple.co/47kgp8n

Spotify: <https://spoti.fi/49aduQD>





Thank You!

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Achieve More Podcast: [Invictus.coach/podcast](https://www.invictus.coach/podcast)

Instagram: [instagram.com/invictus.life.coaching](https://www.instagram.com/invictus.life.coaching)

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