



Inspired By Sage

Avoiding Burnout & Maintaining Work-Life Balance

Jill Brown, Founder, CEO & Coach

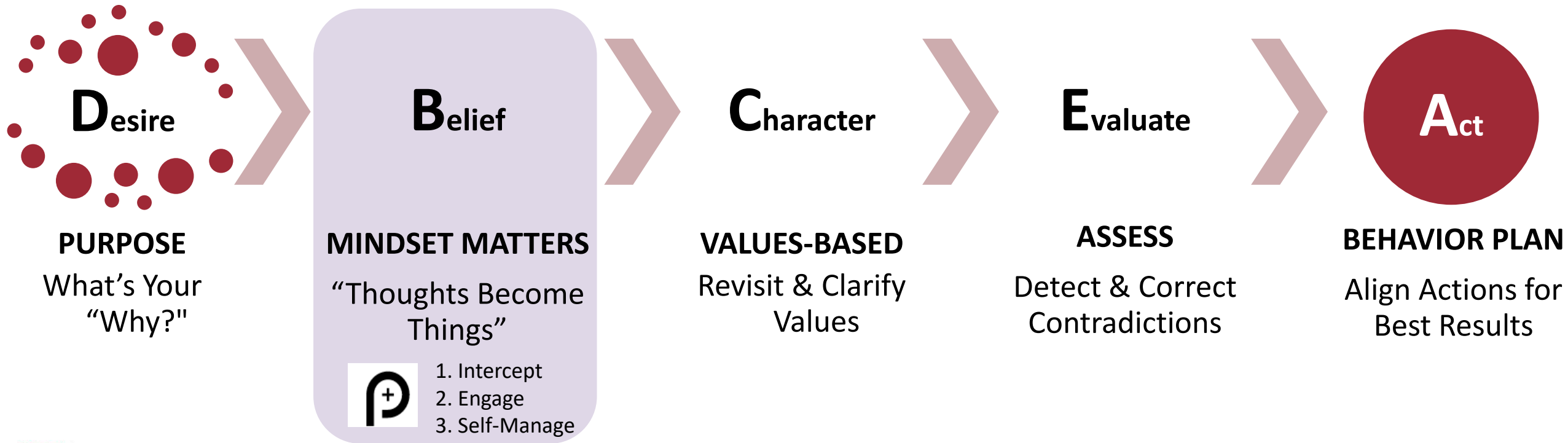
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YOU
DESERVE
IT



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5-Step Success Plan



Desire

- ❖ Your Purpose
- ❖ More than a hope, dream, or wish
- ❖ The fire that wakes you up & gets you going – it ignites your PASSION
- ❖ The way you transmute your greatest gifts to the world!
- ❖ Your VISION

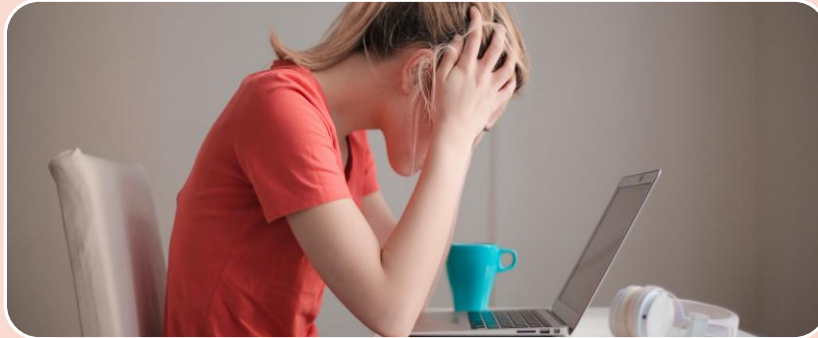


Belief

- ❖ Mindset
- ❖ Thoughts > Emotions > Behavior > Result
- ❖ Evolutionarily Built for Survival
- ❖ Can Be Transformed
- ❖ What You Believe You Receive



Fixed versus Growth Mindset



Fixed

*limited, constrained,
victim/powerless, comparing
& competing*

*“I CAN’T because I don’t
know how.”*



Growth

*expanding, empowering,
creator/limitless,
appreciating & confident*

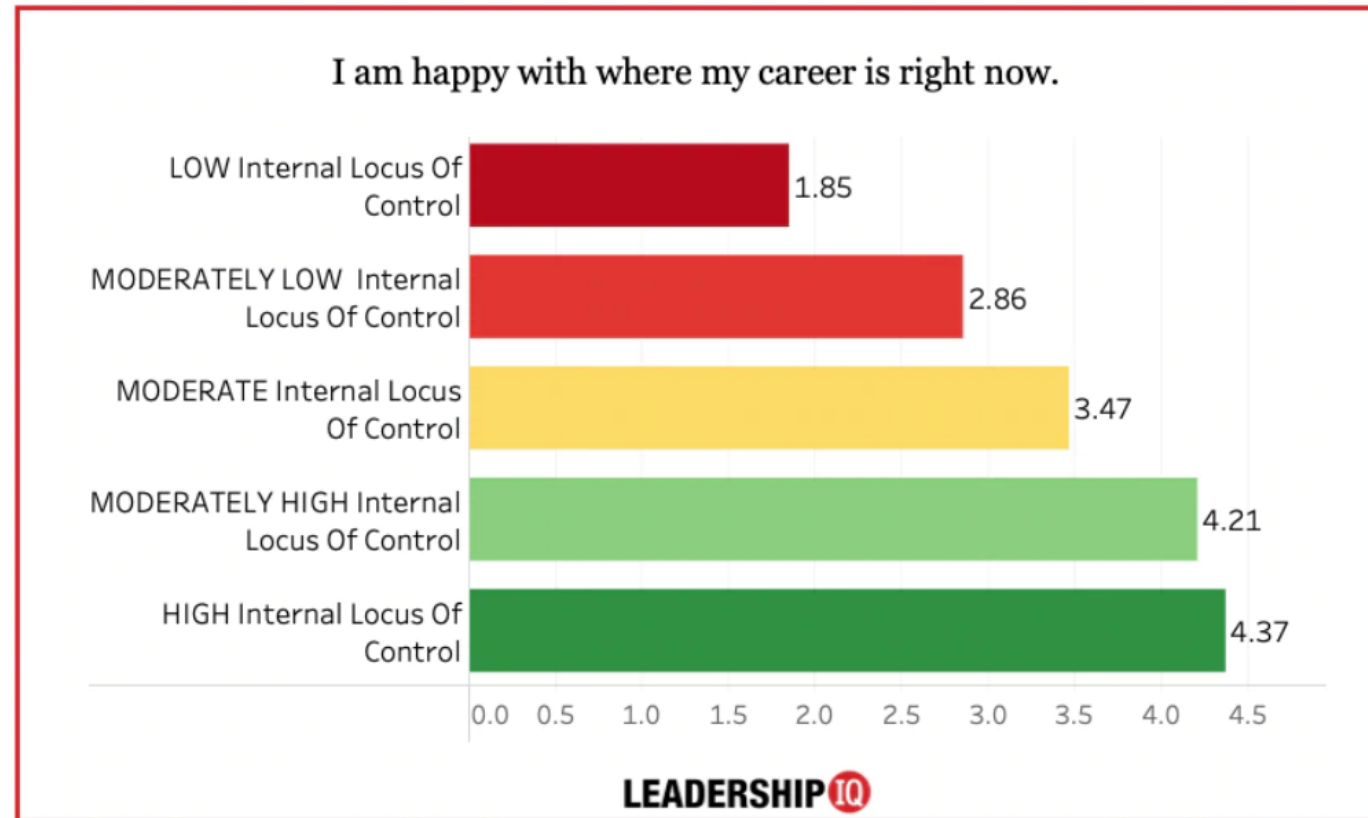
*“I CAN because I will learn
how.”*

Locus of Control, Health & Satisfaction

Those who reported an **internal locus** of control are more likely to:

- ✓ **be in better health**
- ✓ **show lower levels of psychological stress**
- ✓ **have greater confidence in their ability to influence outcomes in their lives.**

Ref: Internal Locus Of Control: Definition And Research



Surviving versus Thriving Brain



Primal Brain

Brainstem, limbic system and parts of left brain

Survival, drive, and instinct

Sympathetic Nervous System

“Fight, flight, freeze, flock”

Attention to sensory detail, flaws, risk, danger

Primary driver: survival via fear



Modern Brain A

Frontal cortex

Storage, Problem solving, judgment, impulse control, and reasoning

Parasympathetic Nervous System

“Rest and digest”

Attention to calm, rest and renewal

Primary driver: alive via intellect



Modern Brain B

Middle prefrontal cortex, portions of the right brain, and the “empathy circuitry”

Empathy, curiosity, creativity, integrity & right action

“Positive emotions while handling life's challenges”

Attention to inner wisdom & values

Primary driver: thrive via love

80% of thoughts are negative

95% of them are automatic or unconscious



Mental Fitness

Definition:

Your capacity to respond to life's challenges with a positive rather than negative mindset.

Impact:

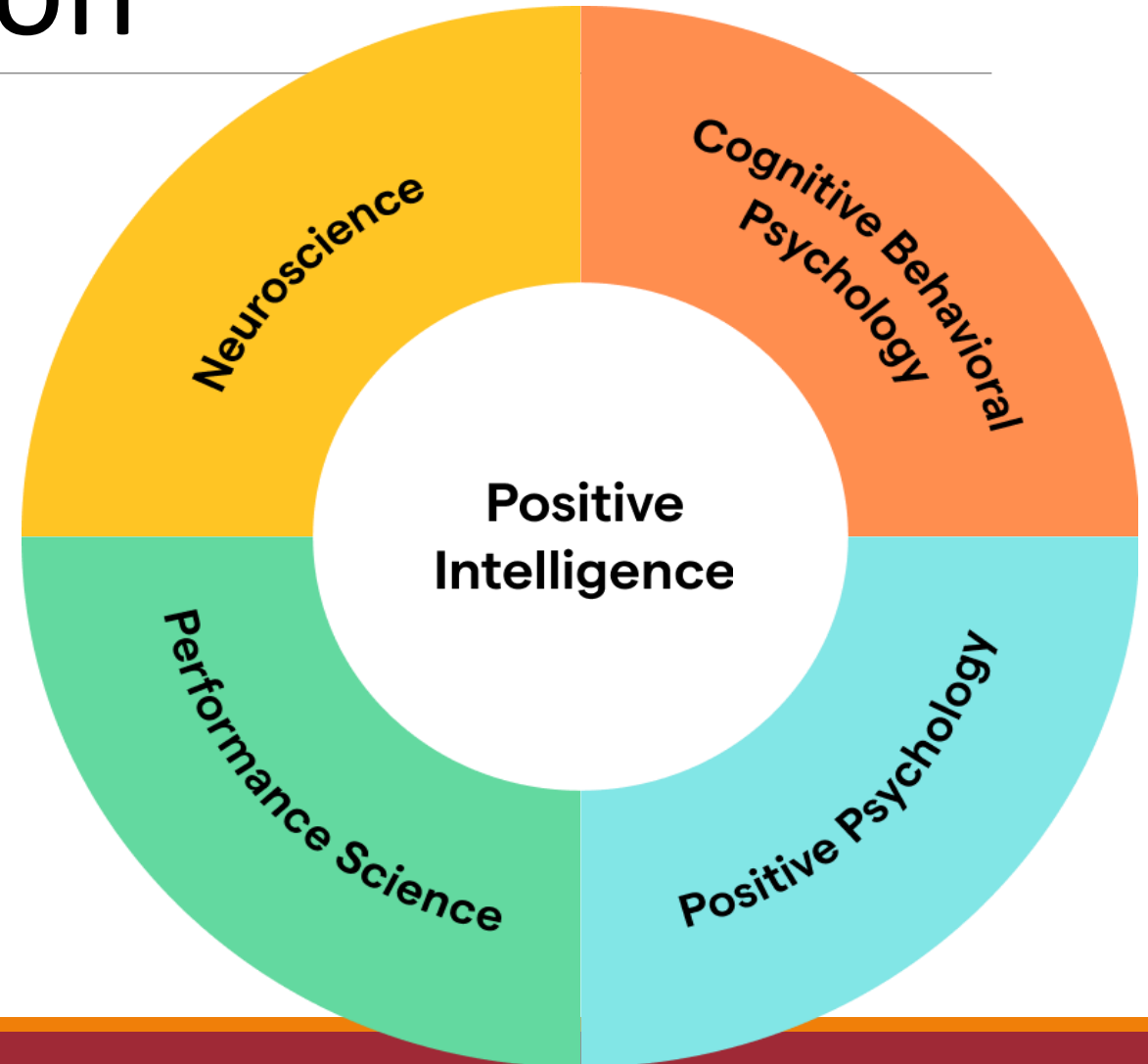
- **Peak performance**
- **Peace of mind/wellness**
- **Healthy relationships**

Research Foundation

So How Does It Work?

Synthesis of cutting-edge discoveries in neuroscience, positive psychology, cognitive behavioral psychology, and performance science.

Culminated into what is now known as Positive Intelligence.



Power of Factor Analysis

- ✓ Discovers the **root cause**
- ✓ Results in **radical simplification**

Example

At the root of thousands of colors are only three factors:

Red Blue Yellow



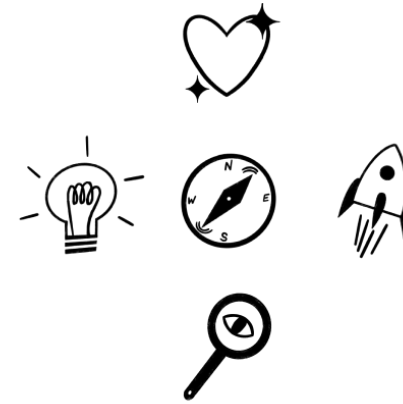
Results of Factor Analysis Research

Only 3 core muscles are at the root of mental fitness

1. **Saboteur Interceptor**
2. **Sage**
3. **Self-Command**



10 Saboteurs



5 Sage Powers

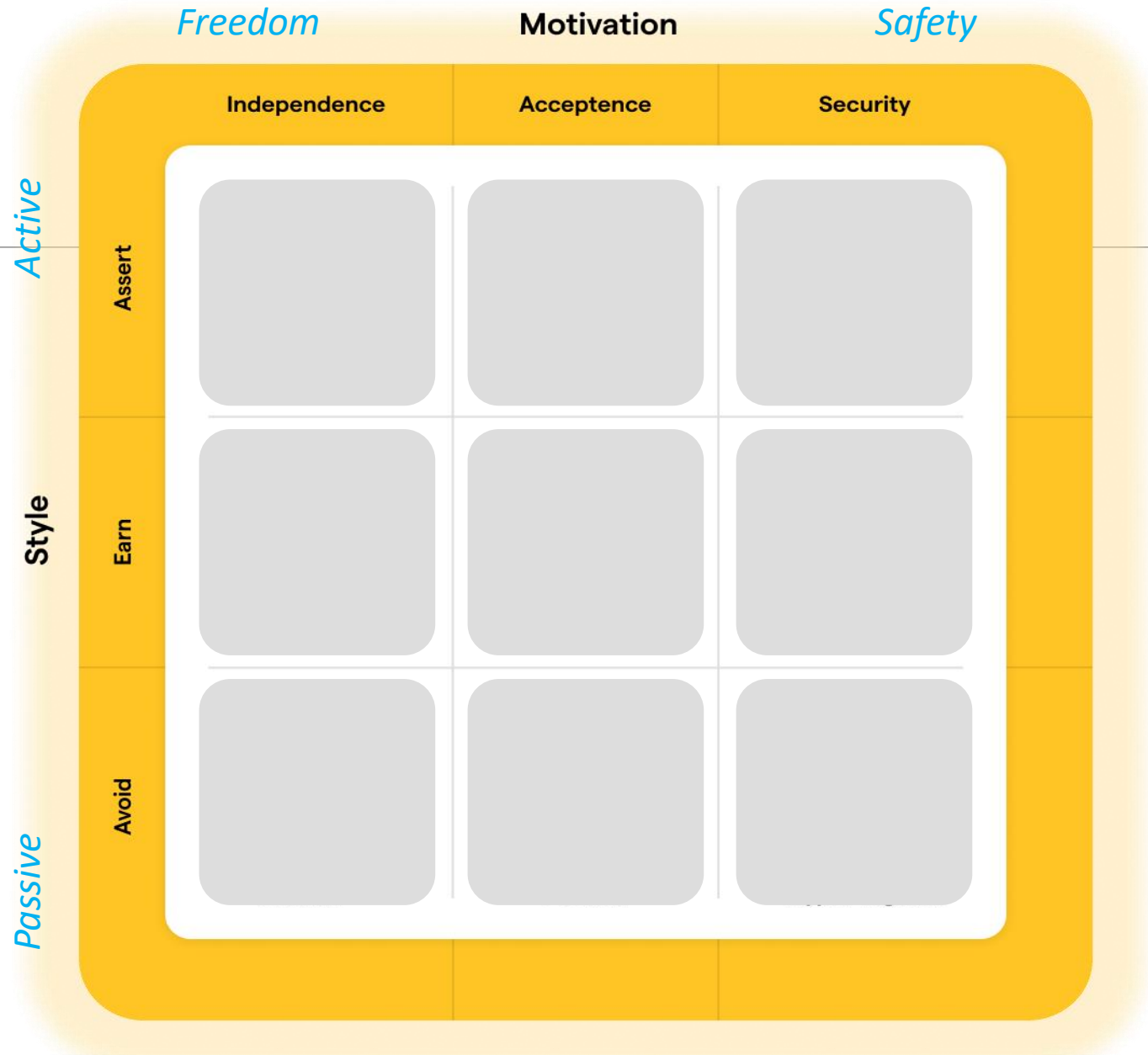
1. Saboteur Interceptor

2. ...

3. ...

The Judge





Freedom

Motivation

Safety

Independence

Acceptance

Security

Active

Assert



Controller



Hyper-Achiever



Restless

Style

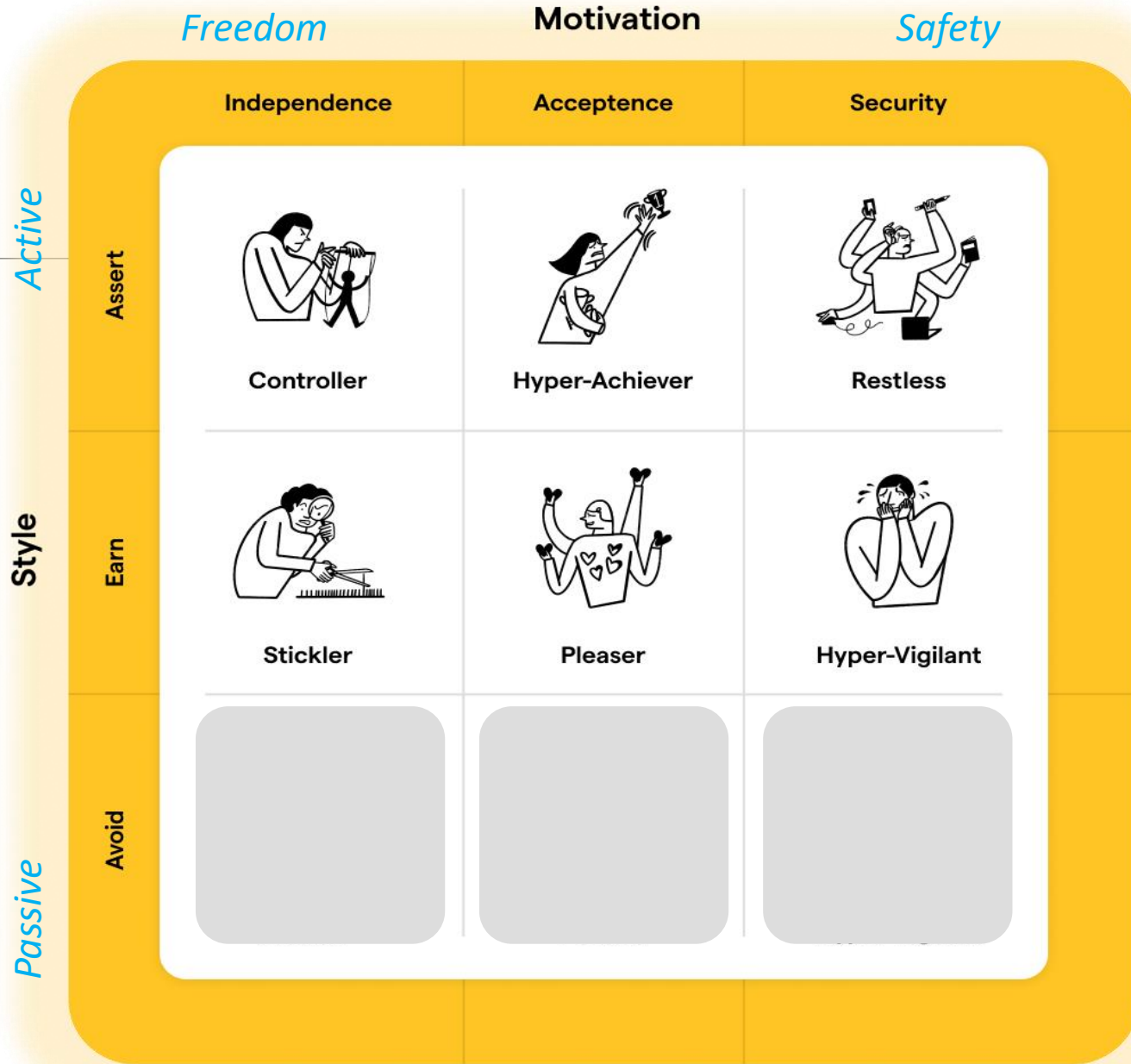
Earn



Passive

Avoid





Freedom

Safety

Active



Passive



Controller



Hyper-Achiever



Restless



Stickler



Pleaser



Hyper-Vigilant



Avoider



Victim



Hyper-Rational

James, here are your results



Controller



Avoider



Hyper-Vigilant



Pleaser



Victim



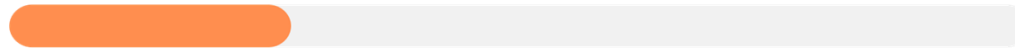
Restless



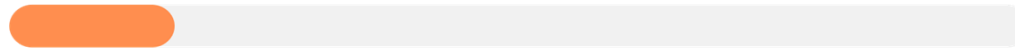
Stickler



Hyper-Rational



Hyper-Achiever



Explore saboteurs' descriptions and notice the ones that speak to you. Remember, no one fits any Saboteur description completely. Look for the general patterns.

You can switch between saboteurs in the bottom menu

Stickler

5.6

Perfectionism and a need for order and organization taken too far

Characteristics

- Punctual, methodical, perfectionist.
- Can be irritable, tense, opinionated, sarcastic.
- Highly critical of self and others.
- Strong need for self-control and self-restraint.
- Works overtime to make up for others' sloppiness and laziness.
- Is highly sensitive to criticism.

Thoughts

- Right is right and wrong is wrong.
- I know the right way.
- If you can't do it perfectly, don't do it at all.
- Others too often have lax standards.
- I need to be more organized and methodical than others so things get done.
- I hate mistakes.



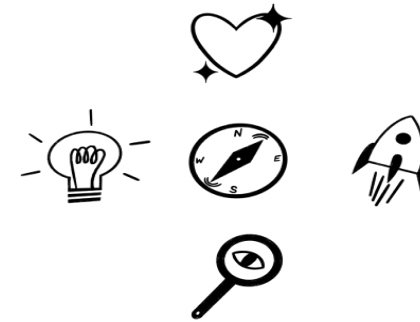
Saboteur

Primal Brain

Brainstem

Limbic System

Parts of Left Brain



Sage

PQ Brain

Middle Prefrontal Cortex

Empathy Circuitry

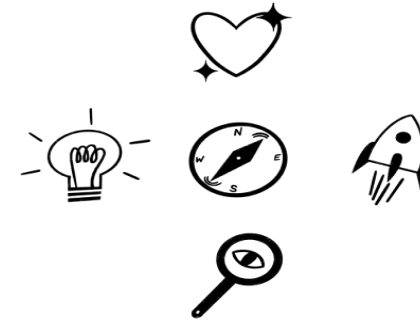
Parts of Right Brain



Saboteur

**Motivates you through
negative emotions ...**

...fear, stress, anger, guilt,
shame, insecurity, ...



Sage

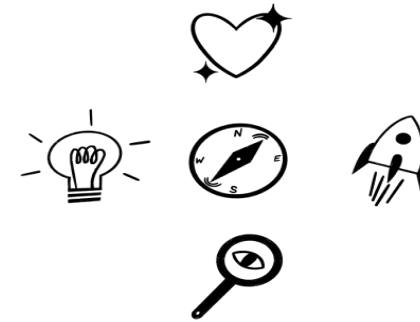
**Motivates you through
positive emotions...**

...empathy, curiosity, creativity,
passion and purpose.



Saboteur

**Might generate success
but NOT happiness.**



Sage

**Generates your highest
success and sustained
happiness.**



10-Second PQ Reps



Simplicity of the PQ Operating System

1. If you're feeling negative emotions STOP. You're in **Saboteur** mode.
2. Do some PQ Reps to quiet Saboteurs and activate **Sage**.
3. Assume the **Sage Perspective** that every problem can be converted into a gift & opportunity.
4. Generate the gift by using the **Sage powers** like empathy, curiosity, creativity, and calm, clear-headed action.

QUESTION:

Is it really possible to just shift from Saboteur to Sage response, even in tough challenges?

ANSWER:

YES, but the speed and depth of the shift depends on mental muscle strength.

Character

- ❖ Values as decision-making filters
- ❖ Alignment with values GIVES ENERGY, misalignment DEPLETES ENERGY
- ❖ PQ Sage Power of **Navigate**
- ❖ What are values?



Core Values



Revisit your values from time to time as your life evolves.

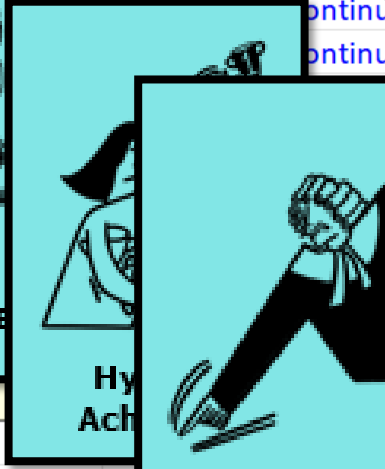
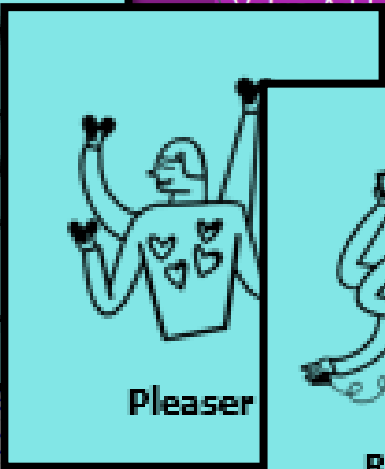
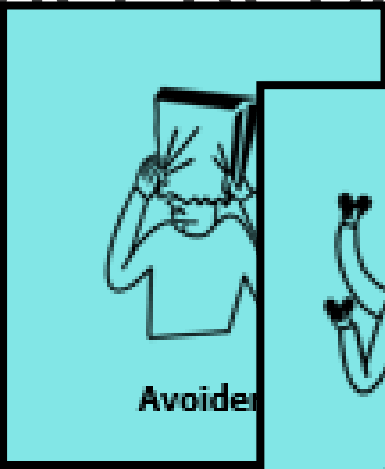
Evaluate

- ❖ Assess results and the behaviors that are creating them
- ❖ With desire, belief, and values in mind, discover areas of misalignment
- ❖ PQ Sage Powers of **Explore & Innovate**
- ❖ **Energy-Impact Rebalancer**



Energy-Impact Rebalancer

1	Task/Duty/Meeting	Value-Benefactor (actual)	Value Ratio	Notes
2	My Daily Team Stand-Up	Customer, Company	0.18	continue
3	Leader's Team Meeting		(0.20)	Seek ways to increase energy and
4	Run, Analyze, Prepare, Distribute Report		(0.20)	Stop: Either a) delegate to a team
5	Break - stretch/coffee			continue
6	Staff 1-1s (4x30 min)			continue
7	Customer rounding (culture building)			
8	Plan/Organization			
9	Program Quality Review/Feedback	0.75		this to leaders
10	Filing	0.25		to appropriate tea
11	Email	1	3	
12				
13				
14				
15				
16				
17				
18				
19				
20	TOTAL DAILY HOURS	10		

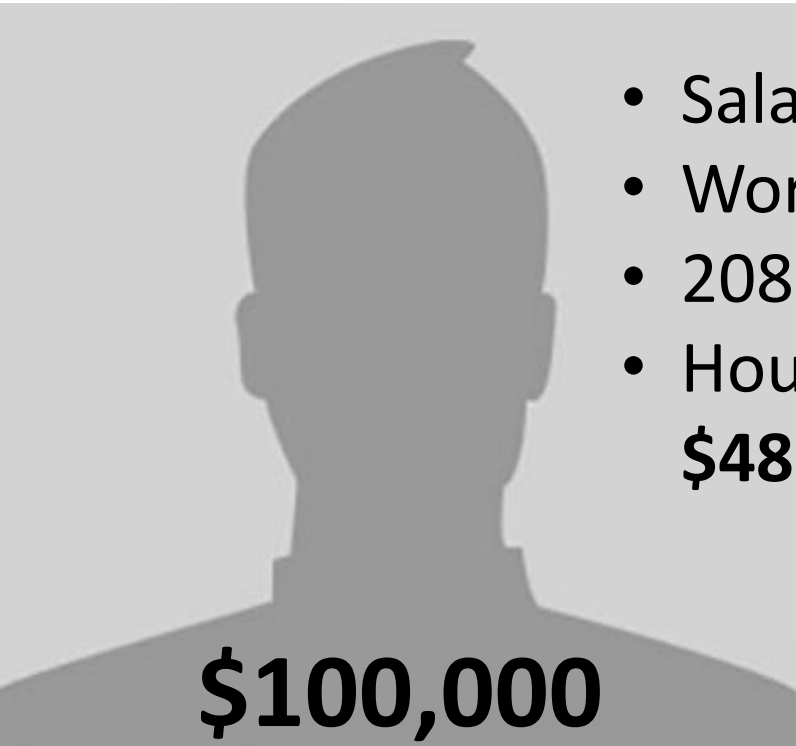


To what degree does this affirm your sense of meaning, or ignite your passion?
1 low - 5 high

To what degree is this "other peoples work" that should be returned to them?
1 Low - 5 High

To what degree does this add value? To company, leader, team customers, and/or self?
1 Low - 5 High

Invaluable or Devalued?



- Salaried
- Works 40 hrs./wk
- 2080 hours/year
- Hourly Equivalent: **\$48.07**



- Salaried
- Works 40 hrs./wk
- 2080 hours/year
- Hourly Equivalent: **\$43.27 (-\$4.80)**
- 50-hour/week
- 2600-hr/year
- Hourly Equivalent: **\$34.62 (-\$13.45)**

Boundaries



We don't set boundaries for other people to respect them.

Setting boundaries is **how we respect ourselves.**

Other people simply experience our boundaries – the degree to which we value and respect ourselves by how we hold true to them.

Energy-Impact Rebalancer

	Task/Duty/Meeting	Time	Energy	OPW	Value-Add (actual)	Value-Benefactor (actual)	Value Ratio	Notes
1	My Daily Team Stand-Up call	0.25	4	1	4	Team, Self, Customer, Company	0.21	Continue
2	Leader's Team Meeting	1	3	1	3	Leader, Peers, Team, Customer	0.59	Updated: Through feedback the format
3	Run, Analyze, Prepare, Distribut	0	0	0	0		0.00	Stop: Postponed and delegated once rea
4	Break - stretch/coffee	0.25	5	1	5	Self, Team, customer, comp...	0.26	Continue
5	Staff 1-1s (4x30 min)	2	5	1	4	Team, Customer, Company, self	1.88	Continue
6	Customer rounding	1	4	1	5	customer, comp	0.94	Continue
7	Plan/Organization	0.5	4	1	5	Self, then others	0.47	Continue
8	Lunch	0.5	5	1	5	self the all	0.53	New Add
9	Program Quality Review/Feedba	0	0	0	0	client leaders??	0.00	Stop: Transition this to leaders
10	Filing	0	0	0	0	company	0.00	Stop: Delegated to appropriate team me
11	Email	1	3	1	3	all	0.59	Continue
12	Prof Dev activities	0.5	5	1	5	all	0.53	New Add
13	Strategy	0.5	5	1	5	all	0.53	New Add
14	Continuous Improvement	0.5	5	1	5	all	0.53	New Add
15	OPEN for ad hoc	0.5	3	1	3		0.29	New Add
16								
17								
18								
19								
20	TOTAL DAILY HOURS	8.5						

Act

Create your best life by taking actions aligned with purpose, passion, values & goals

- ❖ PQ Sage Power of **Activate**
 1. Learn how to boost your mental fitness
 2. Reset your daily routines
 3. Incorporate healthy habits
 4. Bring your Sage to work - Nurturing a Wellness Culture



5-Steps in Review

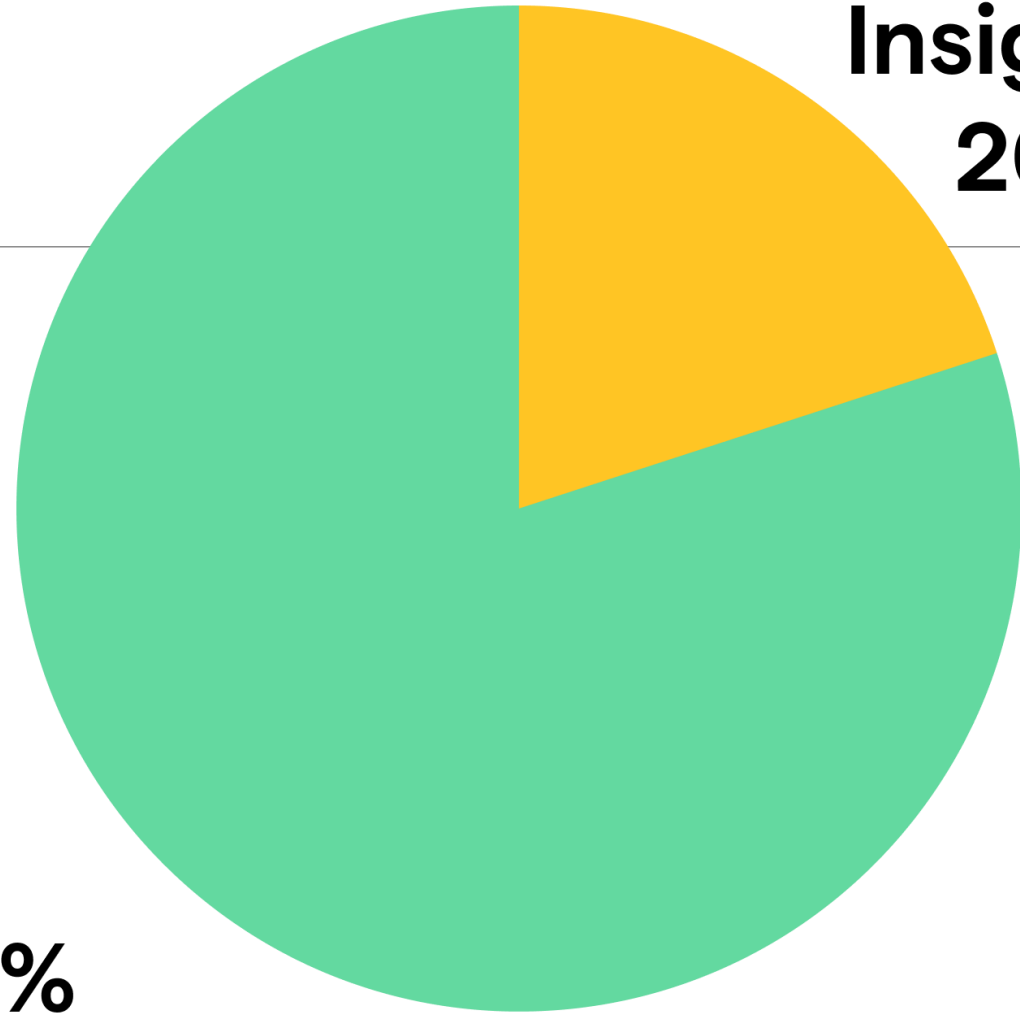


1. It Starts with a **DESIRE** - this is your purpose and passion – your “why”
2. Your **BELIEF**s drive the bus - “Whether you think you can or you think you can’t, you’re right” – Henry Ford
3. Strength of **CHARATER** – Your values are your guidance system and energetic enablers of your desires
4. Continuously **EVALUATE** to detect & correct contradictions holding you back
5. Have and work a plan to align/realign your **ACT**ions to bring your desire to life

**Lasting
positive
change
requires...**

**80%
Mental Muscle**

**Insight
20%**



Success requires intense initial practice



Judge



Intercept



Empathize

15 minutes/day for 6-8 weeks

Positive Intelligence Program

- ▶ 6 weeks duration
- ▶ Watch 1-hour weekly video (on weekend or Monday)
- ▶ 15 minutes/day of practice in the app
- ▶ Read 8 chapters of Positive Intelligence book (PDF provided)
- ▶ Through the app, I provide mental fitness coaching



Resources for You

- **DESIRE** – Resources to help you clarify your life's purpose, desires, & vision
- **BELIEF** - PQ Assessments
- **CHARACTER** – Personal Core Values Assessments
- **EVALUATE** – Energy-Impact Rebalancer
- **ACT** – Nurturing a Wellness Culture Tips Sheet

Email me at jill@jillbrowncoaching.com for my FREE **Inspired By Sage Resource Kit**

**Also includes the opportunity to book a free consultation with me to debrief your PQ assessment results!

Note Reference Code: **USET23**

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jillbrownTM

jillbrown™

www.jillbrowncoaching.com

602.527.2206

jill@jillbrowncoaching.com

LI: www.linkedin.com/in/jill-brown-9161971b FB: jillbrowncoach IG: jillbrowncoach

