

Charged Up:

The 4 Core Passions that Fuel Your Focus, Energy & Impact

Staff Welcome Back Day
 Portage College, September 18, 2024
 With Andrea Jacques



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 WORK TRANSFORMED

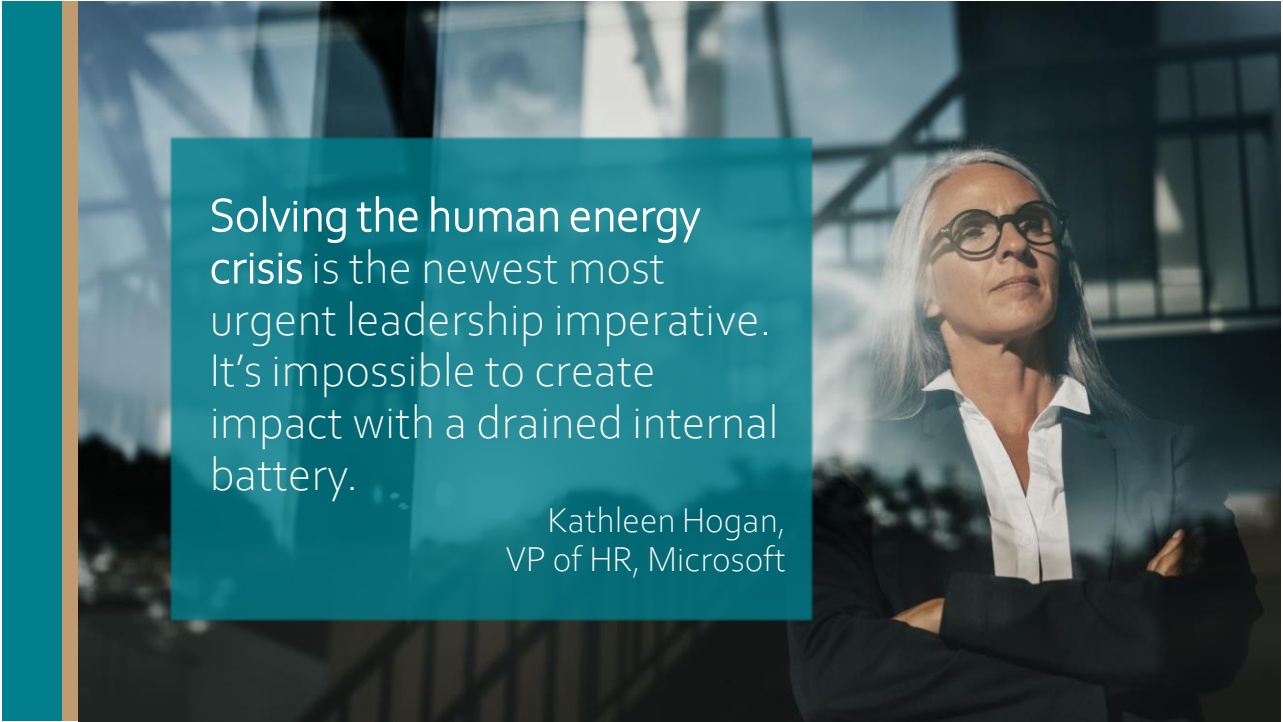
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Humanity's biggest challenges aren't technical – they're human.

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Solving the human energy crisis is the newest most urgent leadership imperative. It's impossible to create impact with a drained internal battery.

Kathleen Hogan,
VP of HR, Microsoft

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Your Passions:
The Ultimate Source of Renewable Energy

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Future Work: The Need for Speed



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Defining Passion

Passion is the internal GPS system that helps us navigate the world efficiently and (when programmed correctly) can be counted on to guide us home to ourselves (and one another).

- Kyosei

The Problem With Passion

“You can’t manufacture passion or “motivate” people to feel passionate. You can only *discover* what ignites your passion and the passions of those around you.”

- Jim Collins, Author of “Good to Great”

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Passion is an
Essential
Leadership Skill!

A leader is anyone who **takes responsibility for finding potential in people and processes** and has the courage to develop that potential.

- Brené Brown

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Why Passions Matter

Passions Steer (and Energize!)

- **Being:** Values
- **Doing & Knowing:** Strengths & Interests
- **Giving:** Purpose
- **Creating:** Vision



The Kyosei Thrive Bicycle™

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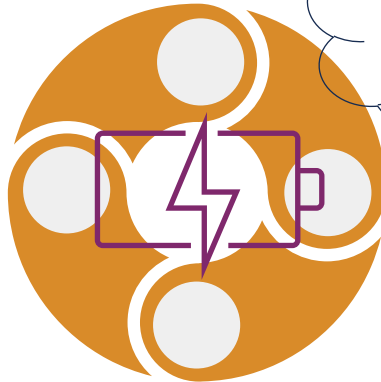
The 4 Core Passions (Personal)

PASSION FOR BEING

Your values, principles and style. What you stand for and will stand up for.

PASSION FOR GIVING

Your noble purpose. What you want to give to the world and why it matters.



PASSION FOR DOING & KNOWING

Your natural strengths, interests and talents.

PASSION FOR CREATING & ACHIEVING

Your vision. What you want to create and achieve in your life, work and the world.

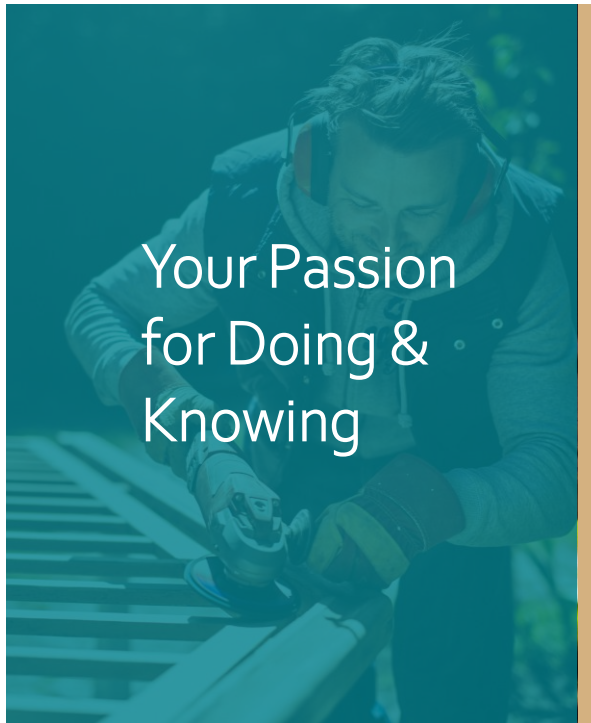
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Main Benefit:
Charges You Up
While You Drive



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Your Passion
for Doing &
Knowing



Clues for This Passion

Activities that:

- You love doing and learning
- Put you in the flow
- Make you lose track of time
- Energize you
- Fill your tank
- Create "good tired"

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Exercise: Praise Behind Your Back



Goal: Help others see their Passions for Doing & Knowing

1. Groups of 3
2. One person faces forward. Other two sit with their backs to that person as if they are talking about them without realizing that they are there.
3. 2 mins/person in "hot seat" and then switch roles.
4. Examples of things to Discuss:
 - Their strengths. What they are good at doing. The expertise they have and why it is so helpful for you or the team. The way they naturally show up and do certain things that you couldn't imagine doing, etc.

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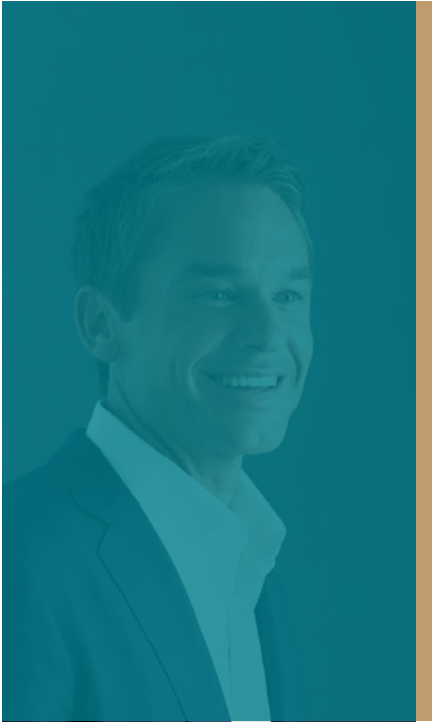
Exercise: Praise Behind Your Back



Small Group Debrief

1. How did it feel to be in the "hot seat"?
2. Were you surprised by the strengths and qualities that were mentioned?
3. How did it feel to be the "praiser"?

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Draw Out What Was Left In

“ People don't change that much. Don't waste time trying to put in what was left out. Try to draw out what was left in. That is hard enough.

- Marcus Buckingham
First, Break all the Rules



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Every Weakness Points
to a Strength.



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Exercise: Draw Out What Was Left In

Goal: Find the Strengths Behind Your Weaknesses



1. Call to mind one of your weaknesses.
2. What strength might be on the “flipside” of that weakness?
 - Ability to see creative options might strength behind difficulty making decisions
 - Being determined could be strength behind stubbornness
3. Share your weakness with a partner and the strength that you think is behind it. (If your partner isn’t sure what strength could be behind the weakness, give them some ideas.)

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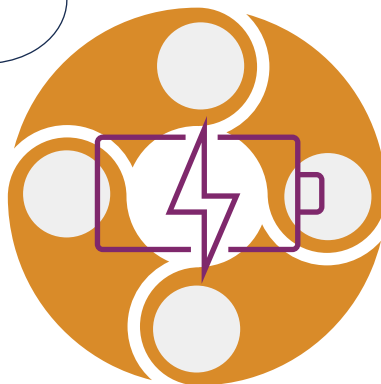
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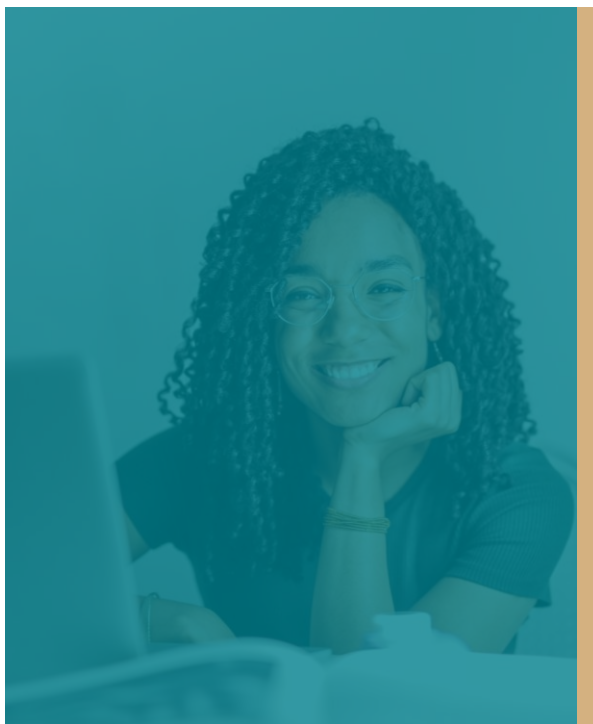
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PASSION FOR CREATING & ACHIEVING

Your vision. What you want to create and achieve in your life, work and the world.

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Your Passion for Being

- Who and how you are passionate about being
- Values and principles
- The promises you make to yourself
- What you stand for (and won't stand for)
- Misalignment leaks energy

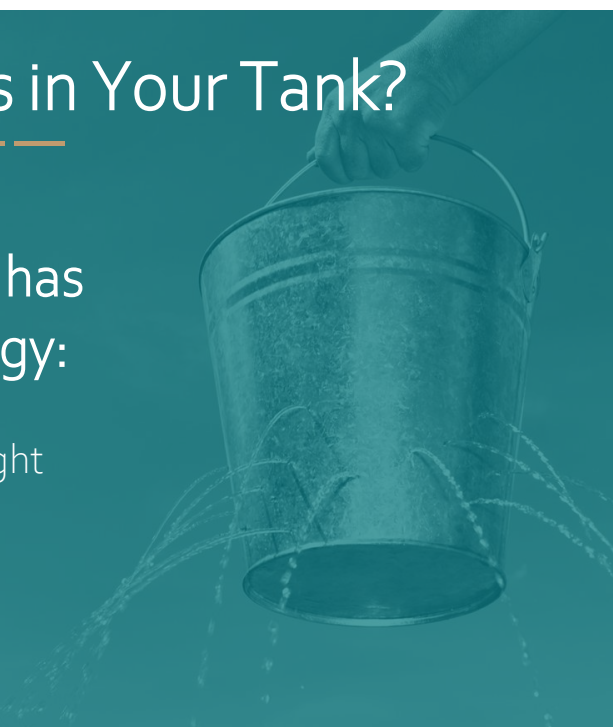
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Where Are the Holes in Your Tank?

Think of a situation that has been draining your energy:

- What value, principle, or preferred way of being might this situation be violating?

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Values List

Achievement	Frugality	Recognition
Authenticity	Growth	Relationships
Balance	Hard Work	Respect
Beauty	Honesty	Responsiveness
Caring	Initiative	Security
Challenge	Innovation	Service
Collaboration	Integrity	Speed
Compassion	Kindness	Spontaneity
Creativity	Listening	Teamwork
Efficiency	Mastery	Trust
Enthusiasm	Order	Winning
Empowerment	Professionalism	Wisdom
Excellence	Profit/Money	Abundance
Friendships	Quality	Obedience
Fun / Humour		



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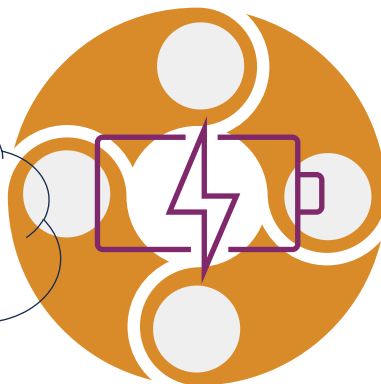
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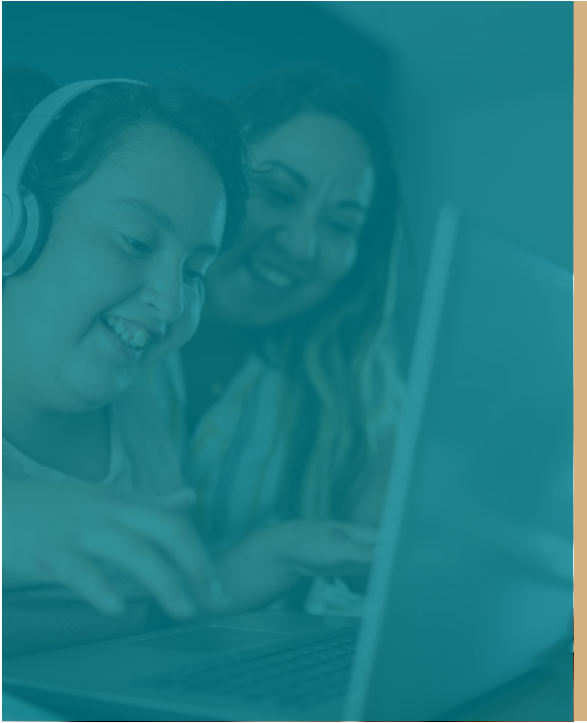
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Your Passion for Giving

- Your purpose
- Why you do what you do (beyond making money)
- How you are passionate about making a difference
- What you are passionate about giving to others and the world
- Where your talents “plug in” to the needs of others

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Purpose Focuses Energy

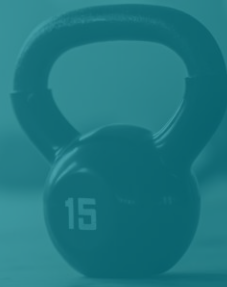


Purpose
makes it clear
what to say
“no” to.

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Purpose Gives Strength to Persevere

Clarity of purpose keeps you safe from “kneejerk” reactions that can be driven by Survive and Strive Needs.



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Purpose Helps You Live Large

Easier to be brave for others vs. self.



Purpose calls forth your courage.



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Just as each species has a unique niche and an environment where they function best, so does each person.

-Andrea Jacques



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Exercise: What You Love to Give

Goal: Start to articulate how you love to contribute.



1. Grab your notebook
2. Complete the following statement with 1-5 words or a phrase:
I love to make a difference by...

Examples:

- Listening deeply, creating safe space, creating order, bringing humour, creating beauty, nurturing growth, sparking thinking, being a good friend, nourishing bodies and minds, igniting innovation, etc.

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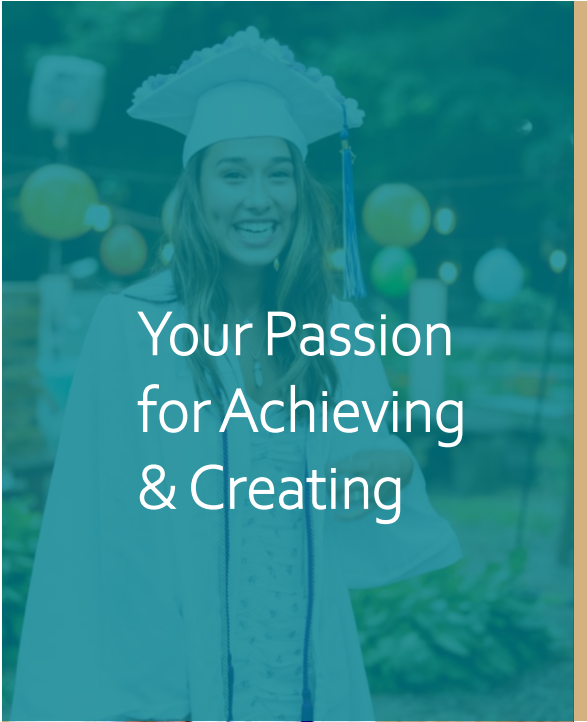
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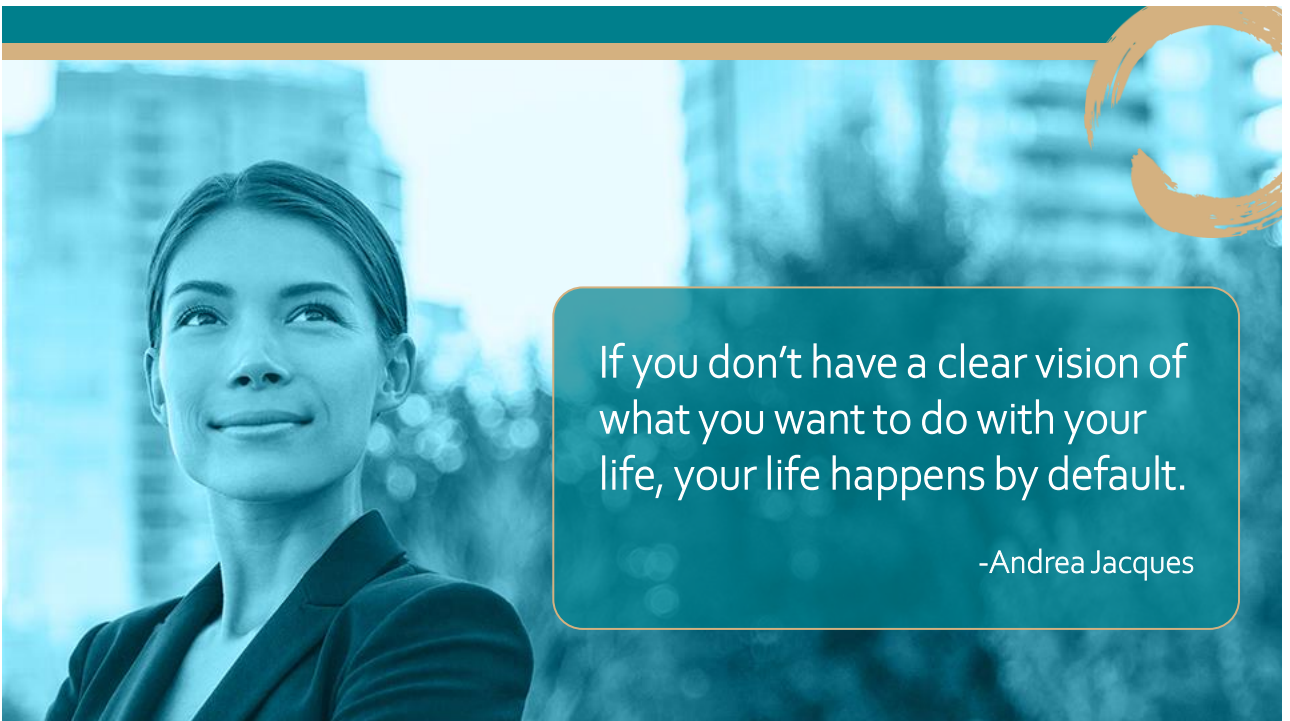
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Clues for This Passion

- The results you want to create in the world
- Your vision
- Your BHAGs (Big Hairy Audacious Goals)

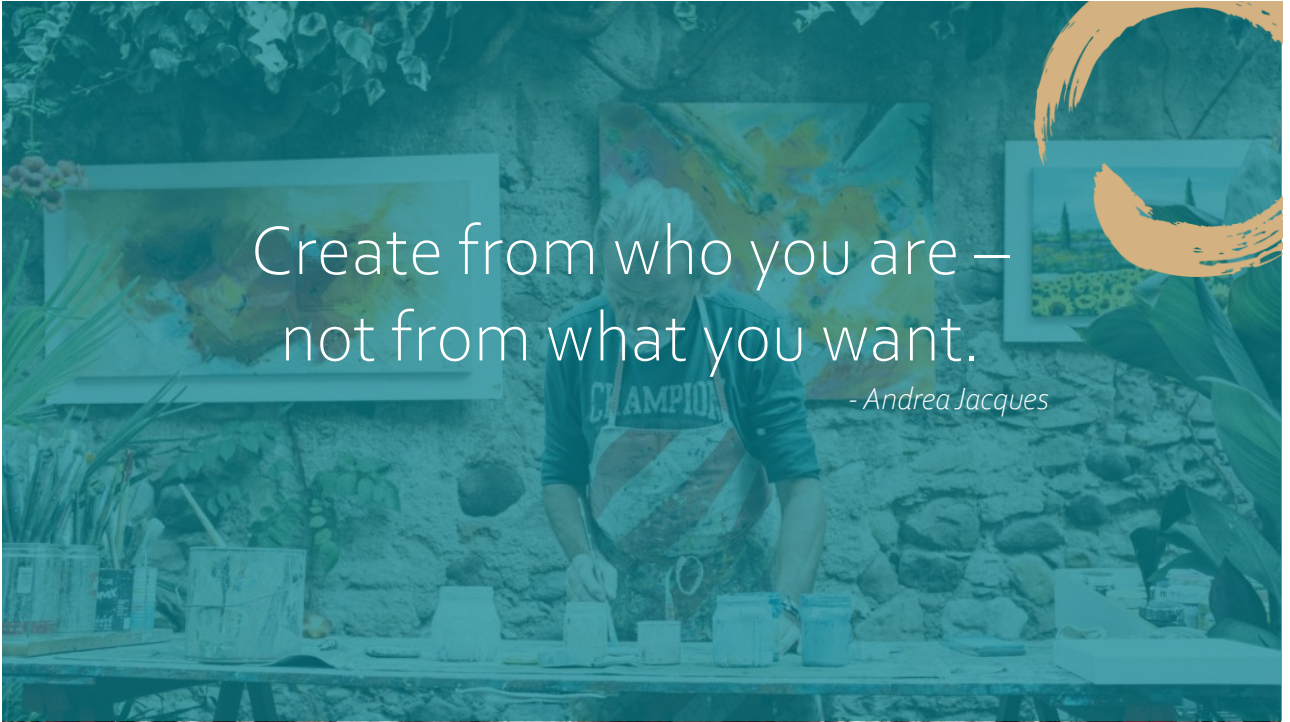
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If you don't have a clear vision of what you want to do with your life, your life happens by default.

-Andrea Jacques

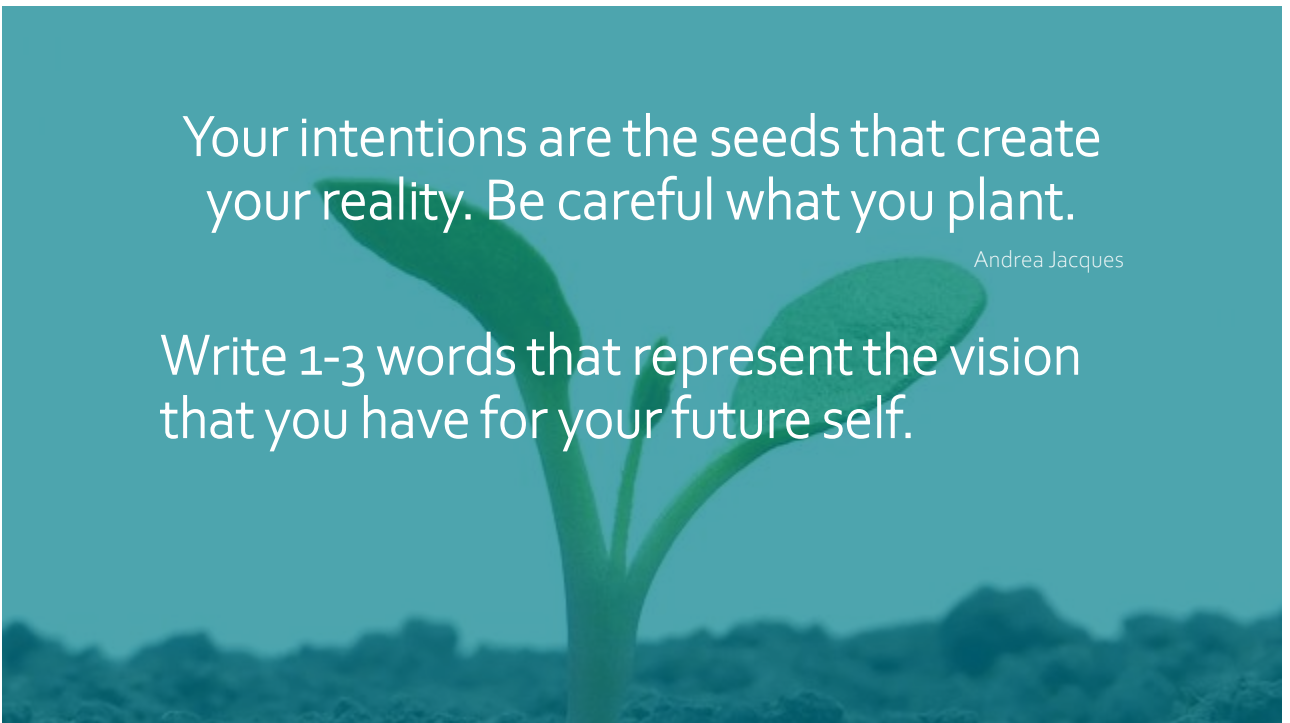
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Create from who you are —
not from what you want.

- Andrea Jacques

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Your intentions are the seeds that create
your reality. Be careful what you plant.

Andrea Jacques

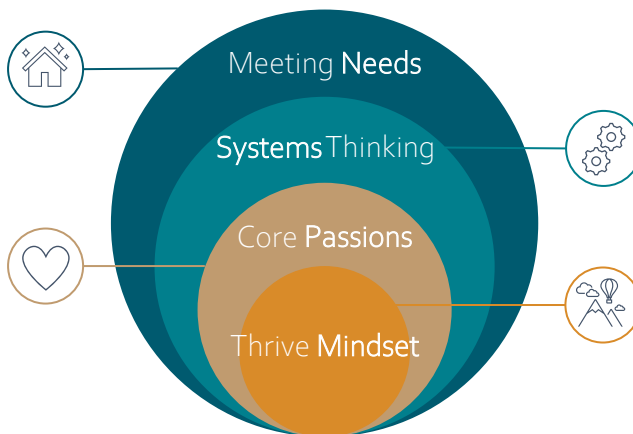
Write 1-3 words that represent the vision
that you have for your future self.

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Fulfillment from the Inside Out

4) Be aware of Needs, but don't put Survive & Strive Needs in the driver's seat.

2) Align with Core Passions amplify energy, focus and impact so you can "charge while you drive".



3) Design Systems to meet needs in ways that align with your Passions

1) Make the choice to lead with a Thrive Mindset –so you can create a world where everyone thrives.

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The Kyosei Thrive Bicycle™

The 4 Factors of Thriving in Life, Work and Leadership



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Thank-you!



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