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A Shot of Vitamin E: ENGAGEMENT

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THE QUADRILLION

#IREMforward

“A SHOT OF VITAMIN E”

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IT TAKES TALENT AND PASSION NOT JUST CAPITAL TO BUILD GREAT COMPANIES!

WHAT YOU DO TODAY IS IMPORTANT BECAUSE YOU ARE EXCHANGING A DAY OF YOUR LIFE FOR IT!

SOMEWHERE BETWEEN SIGH AND CRY

87% of employees spend the vast majority of every day somewhere between sigh and cry!

– Jonathan Fields

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WHY PEOPLE STAY AT A JOB THEY DON'T LIKE:

- The fear of change.
- Depending on a steady income.
- Lack of updated skills.
- The money is "too good."
- Friendly co-workers.

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FEAR DESTROYS JOY

LIVING BY DESIGN,
NOT BY DEFAULT.

YOU ARE A
MASTERPIECE.

SUCCESS NATURALLY FOLLOWS WHEN WE DO THE THINGS THAT NATURALLY BRING US JOY!

STAY TRUE TO WHAT YOU ALREADY LOVE TO DO

WE WEAR MANY HATS IN REAL ESTATE

- Visionary
- Trailblazer
- Communicator
- Coach
- Educator
- Diplomat
- Politician
- Counselor
- Cheerleader
- Inspector
- Judge
- Engineer

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WHAT CAUSES STRIFE IN TEAMS?

Scarcity of Resources

↓

Conflict over Priorities

↓

Ambiguity over Goals

↓

Turf Guarding

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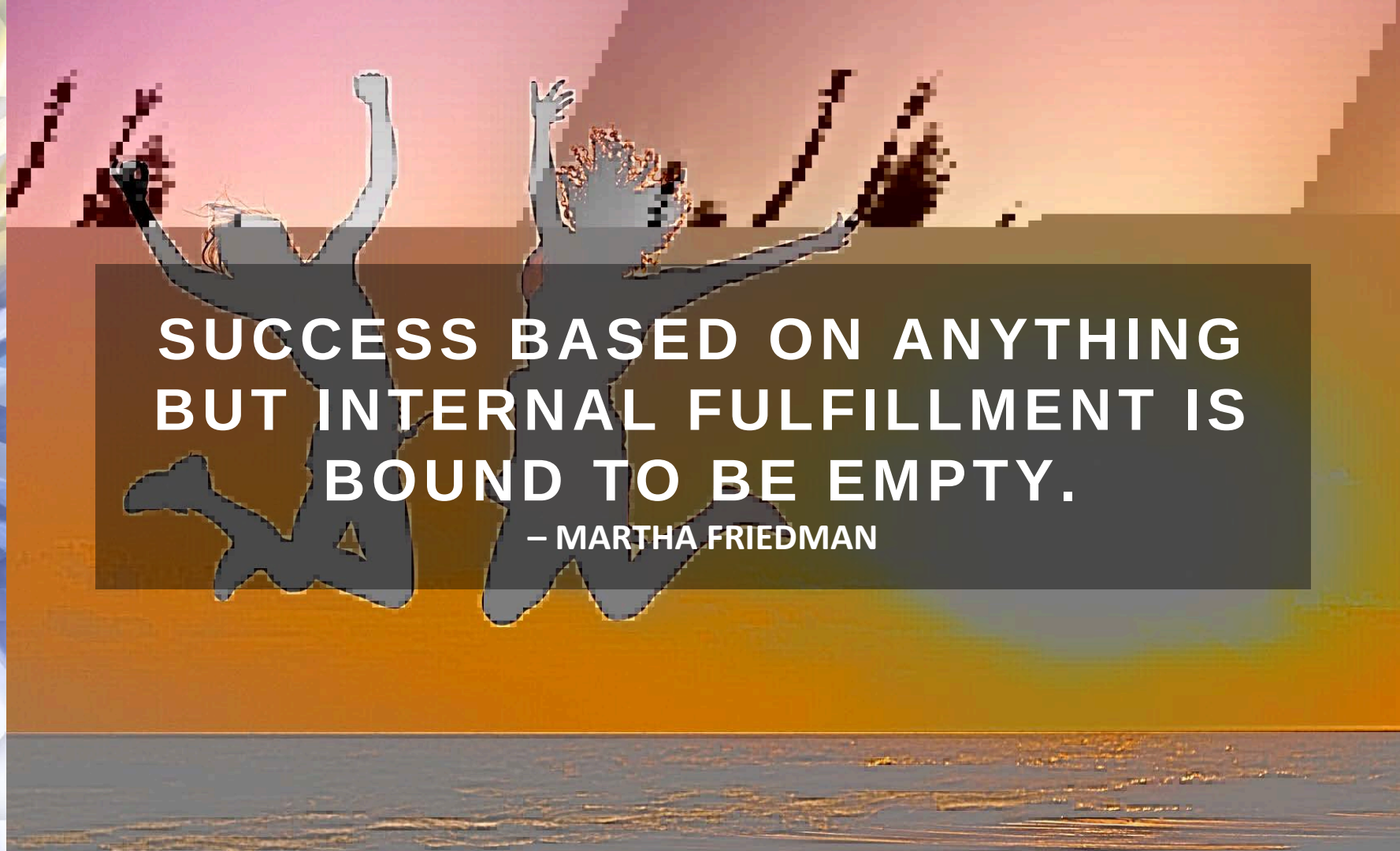
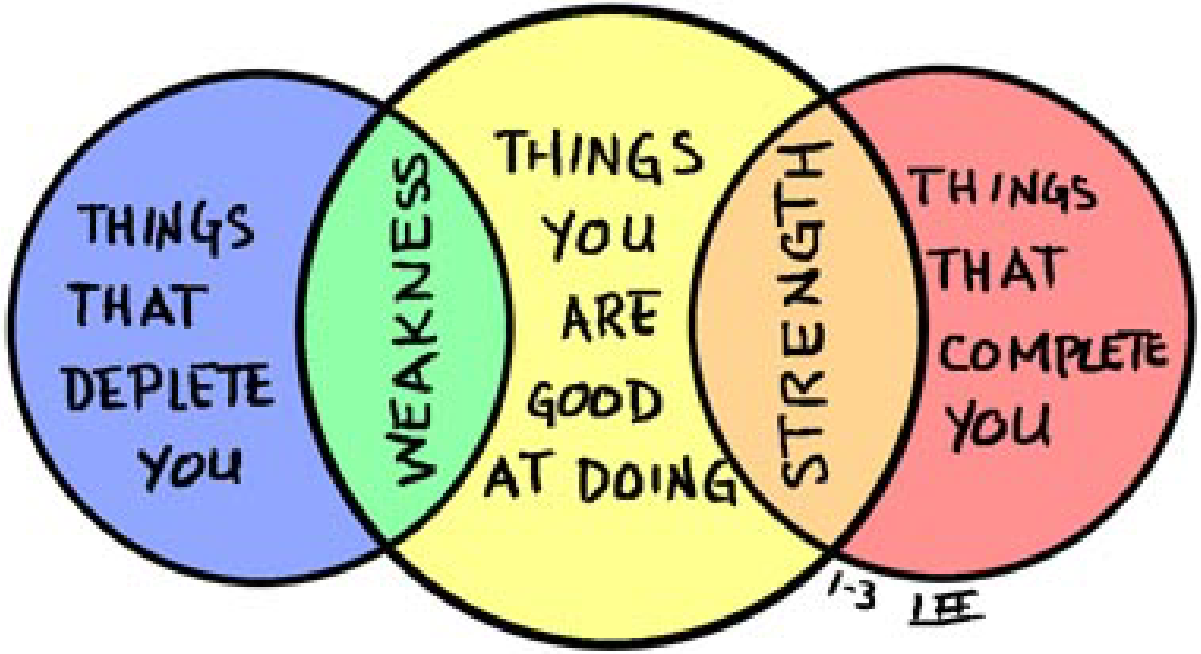

SUCCESS BASED ON ANYTHING BUT INTERNAL FULFILLMENT IS BOUND TO BE EMPTY.
– MARTHA FRIEDMAN



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GENIUS ZONE

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“FAR AND AWAY THE BEST PRIZE THAT LIFE HAS TO OFFER IS THE CHANCE TO WORK HARD AT WORK WORTH DOING.

THEODORE ROOSEVELT

(www.MoveMeQuotes.com)

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LETTING GO OF THE OLD.
MAKING ROOM FOR
THE NEW.

YOU ARE NOT A TREE, YOU CAN MOVE!

DON’T WASTE YOUR ENERGY RESISTING!

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SITUATIONS THAT NEED ATTENTION

RED LIGHT

YELLOW LIGHT

GREEN LIGHT

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REACTION & RESPONSE
CREATES YOUR REALITY!

BY CONTROLLING WHAT COMES INTO YOUR CONSCIOUS MIND, YOU CAN INFLUENCE YOUR OWN ACTIONS.

“Man is what he thinks all day long.”

– Emerson

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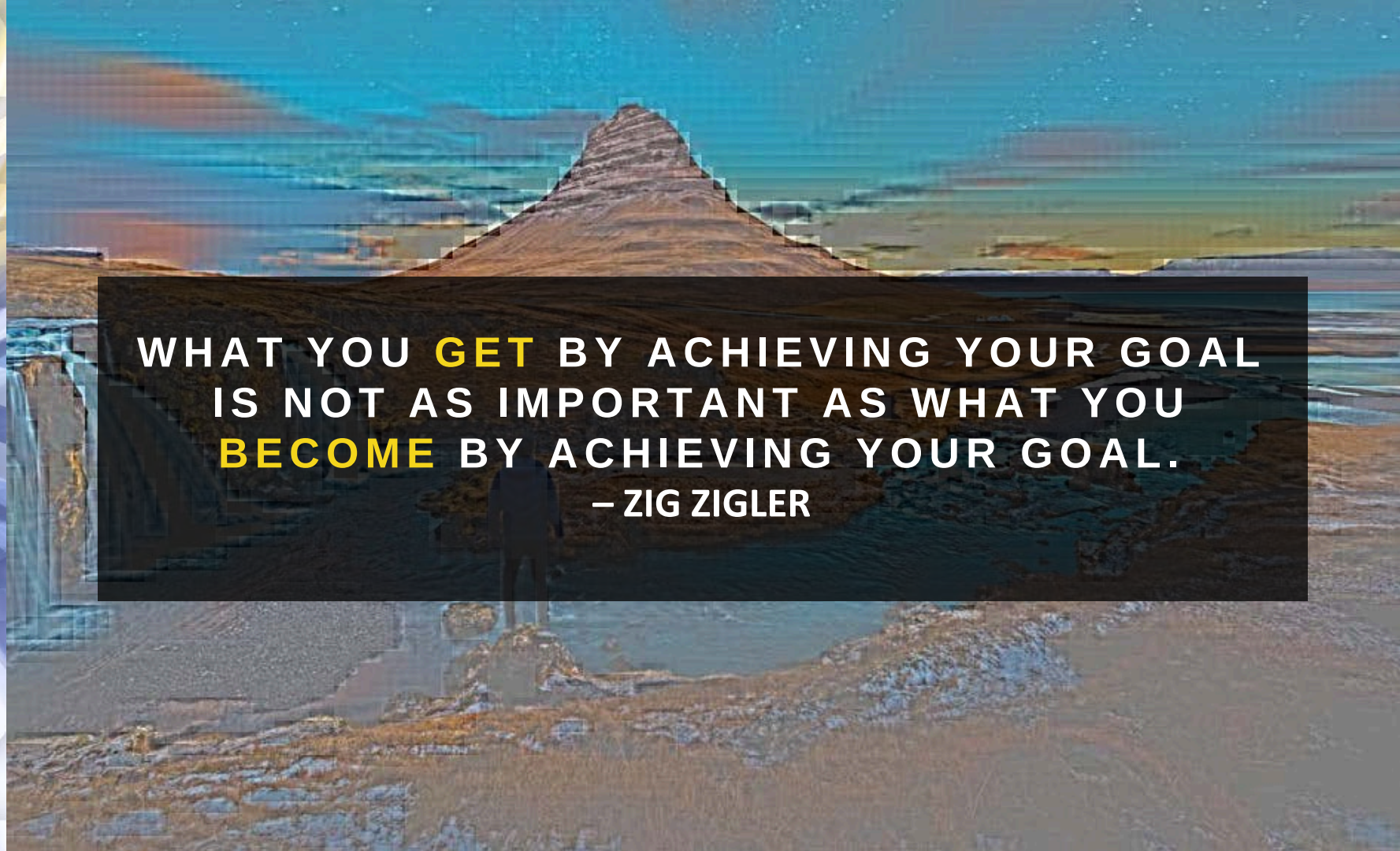
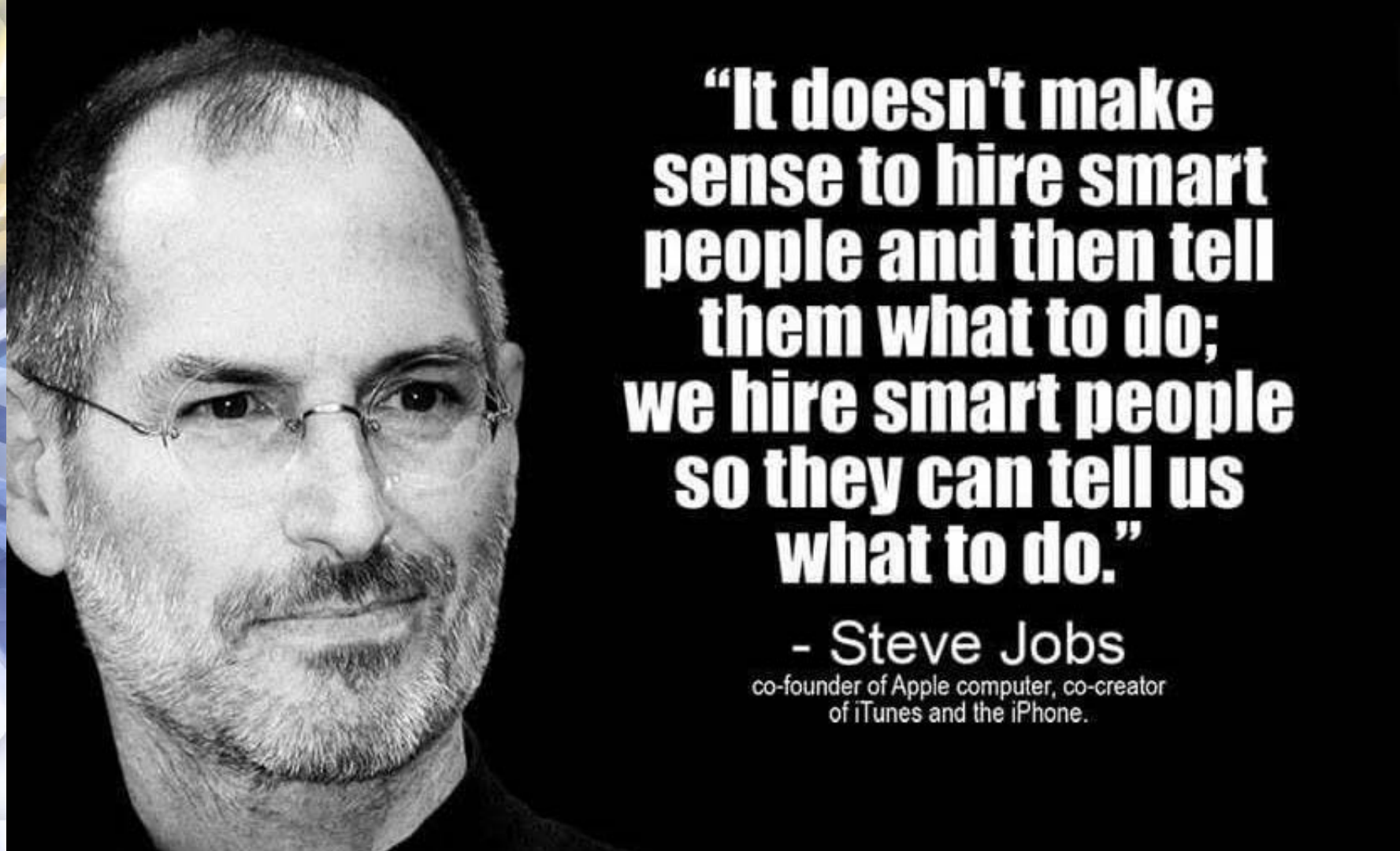
EVERYONE'S MOUNTAIN
IS DIFFERENT


WHAT YOU GET BY ACHIEVING YOUR GOAL IS NOT AS IMPORTANT AS WHAT YOU BECOME BY ACHIEVING YOUR GOAL.
– ZIG ZIGLER


"It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do."
- Steve Jobs
co-founder of Apple computer, co-creator of iTunes and the iPhone.

READING THE GAUGES

Look at your:

People

Processes

Income

Engagement

THE MOMENT YOU CHANGE YOUR MIND AND STOP GIVING POWER TO THE PAST; YOUR MISTAKES WILL LOSE POWER OVER YOU.

Intention

Nurture your mind with great thoughts for you will never go any higher than you think.

– BENJAMIN DISRAELI

BECOME AN ESSENTIALIST

NONESSENTIALIST

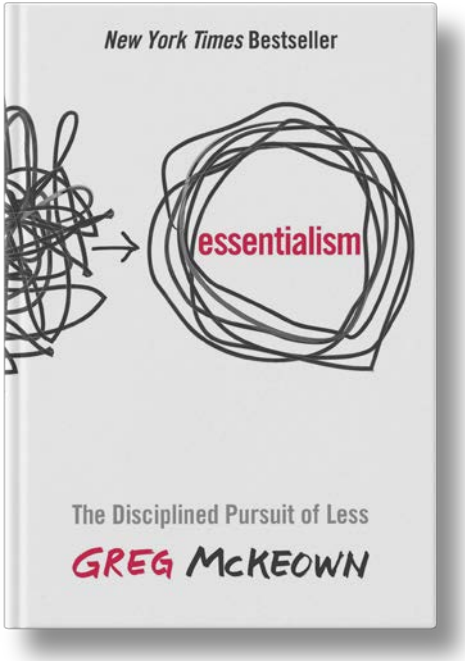
"I have to."

Forfeits the right to choose.

ESSENTIALIST

"I choose to."

Exercises the power of choice.



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BIG BIG BIG!

1. Associate with people of integrity.
2. Live by principles instead of feelings.
3. Reject anything that tempts you to lower your standards.

Most people would rather be comfortable than excellent.

CHOOSE EXCELLENCE!

TAKE RESPONSIBILITY FOR A TOUGH DECISION YOU ARE PUTTING OFF.

LEARN TO TRUST YOURSELF.

GET YOUR CAN OF BELIEF

BELIEVE YOU CAN

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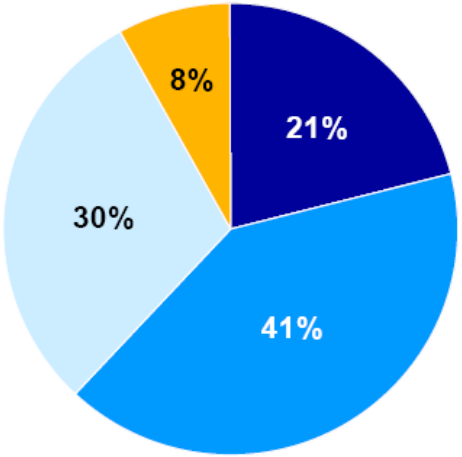
WHEN TALENTS ARE ALIGNED WITH JOB DEMANDS, MANAGERS EXPERIENCE:

- 13% lower employee turnover
- 15% more in sales
- 20% more in profit
- 24% fewer unscheduled absences

THE ENGAGEMENT GAP



Engaged | Enrolled | Disenchanted | Disengaged

Fully engaged ⟷ Fully disengaged

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ENGAGEMENT REDEFINED

“An employee putting forth extra discretionary effort, as well as the employee being loyal and remaining with the organization over the long haul.” – (Clifton, 2002)

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12 ELEMENTS OF ENGAGEMENT

1. I know what is expected of me at work.

2. I have the materials and equipment I need to do my work right.

3. At work, I have the opportunity to do what I do best every day.

4. In the last seven days, I have received recognition or praise for doing good work.

5. My supervisor, or someone at work, seems to care about me as a person.

6. There is someone at work who encourages my development.

12 ELEMENTS OF ENGAGEMENT (CONTINUED)

7. At work, my opinion counts.

8. The mission or purpose of my company makes me feel my job is important.

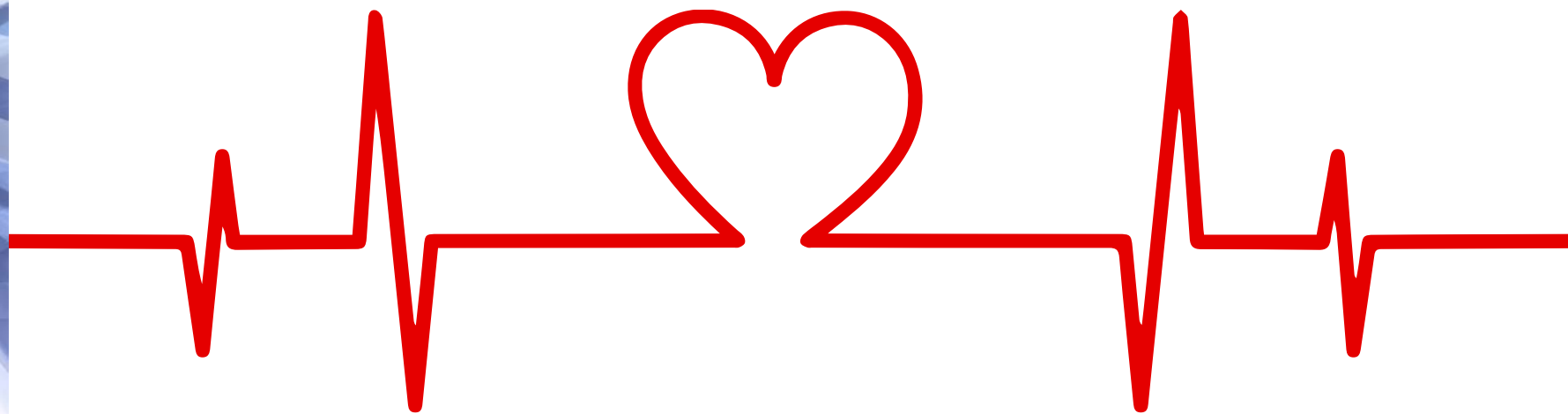
9. My associates or fellow employees are committed to doing quality work.

10. I have a best friend at work.

11. In the last six months, someone at work has talked to me about my progress.

12. This last year, I have had opportunities at work to learn and grow.

GETTING TO THE HEART OF THE MATTER



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HEART

- **Handle** all matters with care.
- **Engage** stakeholders in the process.
- **Act** self-employed but be a team player.
- **Respond** promptly and professionally.
- **Thank** people often!

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"I'VE LEARNED THAT PEOPLE WILL FORGET WHAT YOU SAID, PEOPLE WILL FORGET WHAT YOU DID, BUT PEOPLE WILL NEVER FORGET HOW YOU MADE THEM FEEL."
– MAYA ANGELOU

SHIFT FROM ”PERFORMANCE BASED” TO “PURPOSE DRIVEN”

SHIFT FROM ”JUDGEMENT” TO “COMPASSION”

WHAT HOLDS PEOPLE BACK:

- Fear
- Uncertainty
- Confusion
- Self-Doubt
- Perfectionism
- Comparison

OUR PHASES

Dependence
Independent
Interdependence

Making It
Mastering It
Making It Meaningful

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YOUR DESTINY IS DETERMINED BY THE CHOICES YOU MAKE

CHOOSE NOW. **CHOOSE WELL.**

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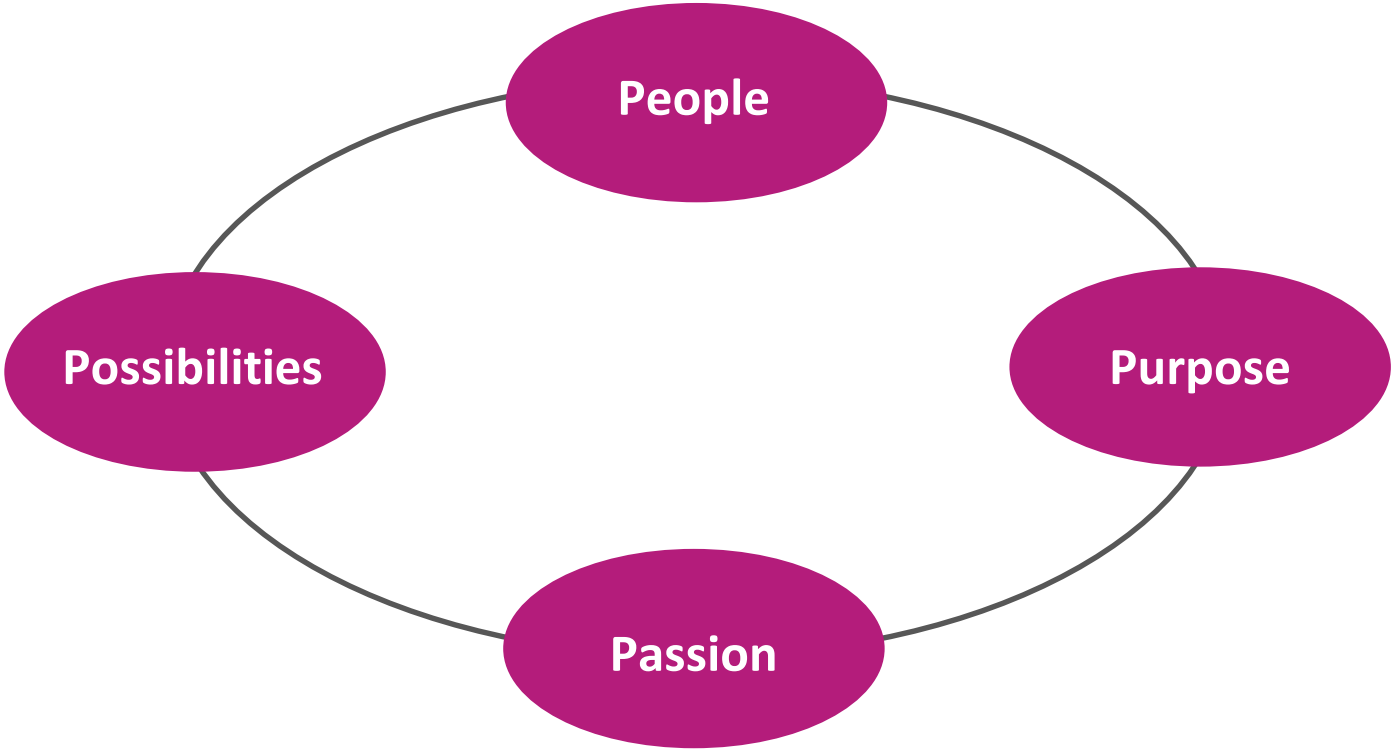
CONNECT



PROGRAM YOUR MIND…
MISSION POSSIBLE?
IMPOSSIBLE
I'M POSSIBLE

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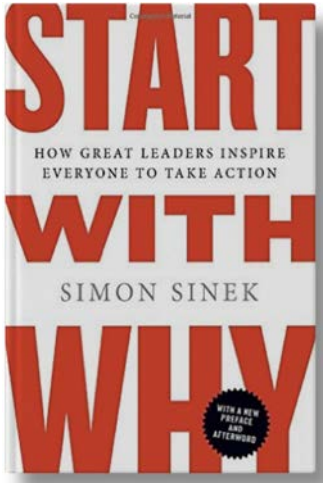
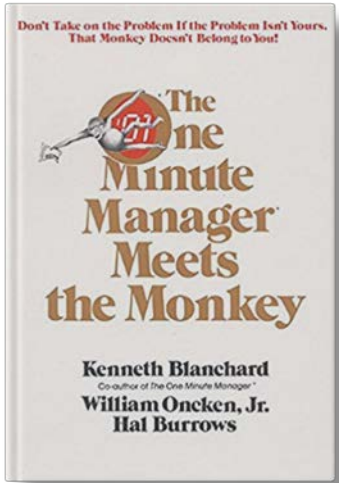
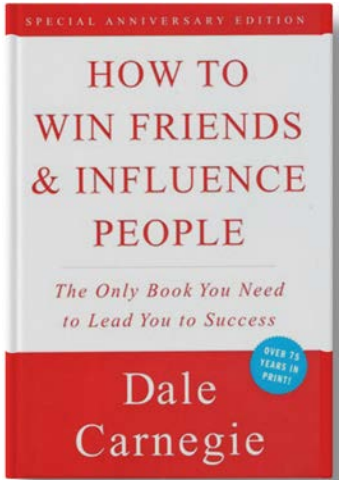

START
HOW GREAT LEADERS INSPIRE EVERYONE TO TAKE ACTION
WITH
SIMON SINEK
WHY
WITH A NEW PREFACE AND AFTERWORD


Don't Take on the Problem If the Problem Isn't Yours. That Monkey Doesn't Belong to You!
The One Minute Manager Meets the Monkey
Kenneth Blanchard
Co-author of The One Minute Manager
William Oncken, Jr.
Hal Burrows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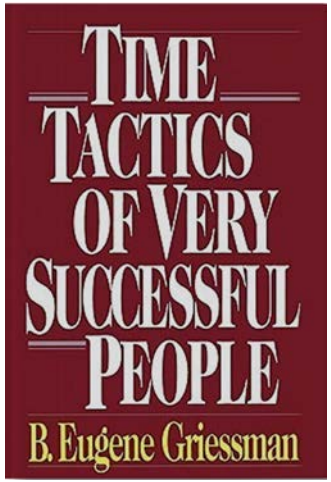
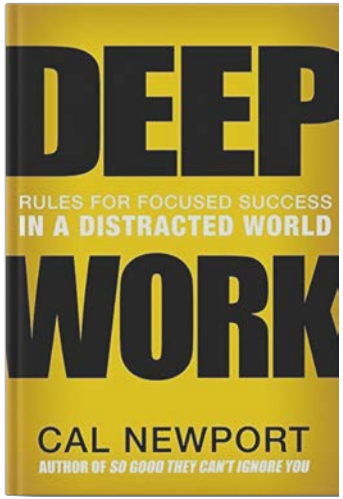
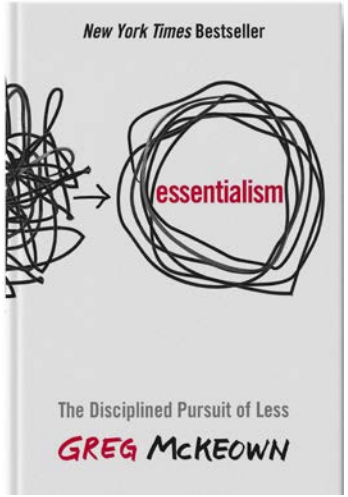
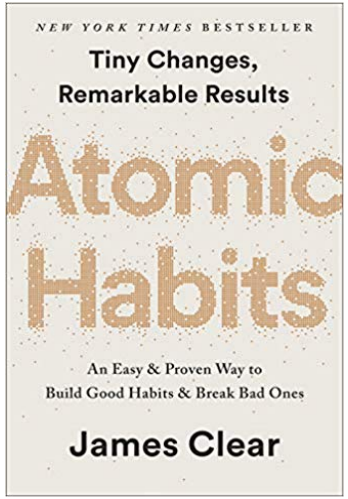
Dale Carnegie


TIME TACTICS OF VERY SUCCESSFUL PEOPLE
B. Eugene Griessman


DEEP
RULES FOR FOCUSED SUCCESS IN A DISTRACTED WORLD
WORK
CAL NEWPORT
AUTHOR OF SO GOOD THEY CAN'T IGNORE YOU


New York Times Bestseller
essentialism
The Disciplined Pursuit of Less
GREG McKEOWN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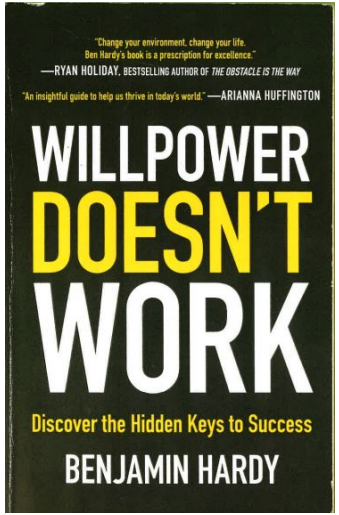
Atomic Habits
An Easy & Proven Way to Build Good Habits & Break Bad Ones
James Clear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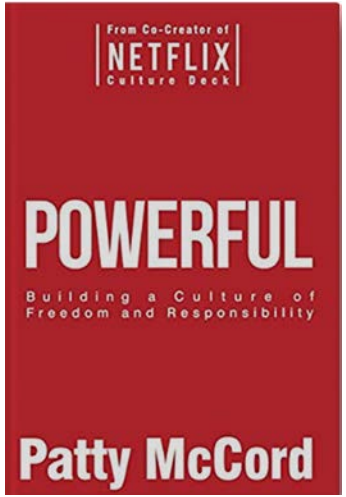
Discover the Hidden Keys to Success
BENJAMIN HARDY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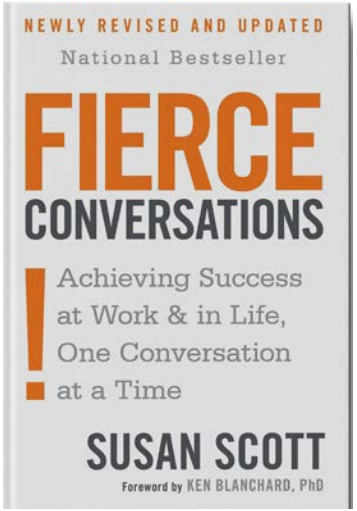
Culture Deck
POWERFUL
Building a Culture of Freedom and Responsibility
Patty McCord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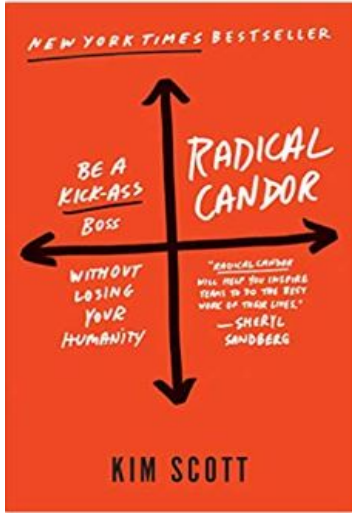
SUSAN SCOTT
Foreword by KEN BLANCHARD, PhD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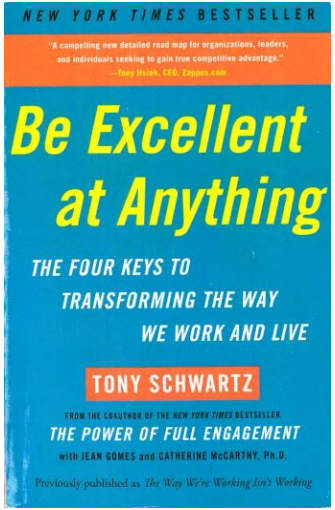
RADICAL CANDOR
WITHOUT LOSING YOUR HUMANITY
"RADICAL CANDOR WILL HELP YOU INSPIRE TEAMS TO DO THE BEST WORK OF THEIR LIVES." —SHERYL SANDBERG
KIM SCOTT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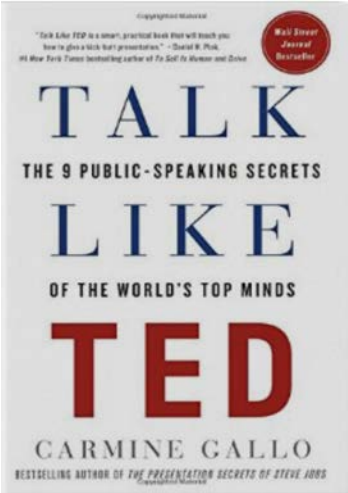
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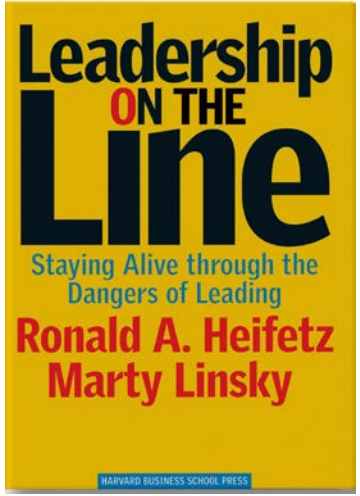
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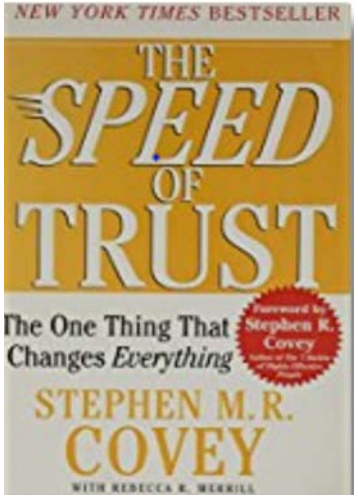
Staying Alive through the Dangers of Leading
Ronald A. Heifetz
Marty Linsky
HARVARD BUSINESS SCHOOL PRESS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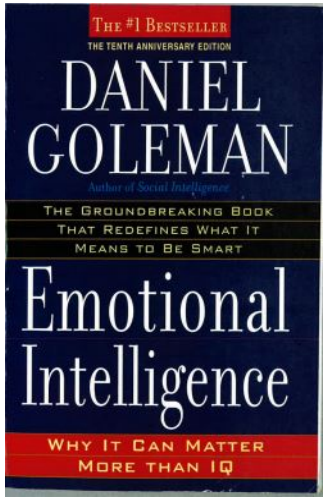
The One Thing That Changes Everything
Foreword by Stephen R. Covey
STEPHEN M.R. COVEY
WITH REBECCA R. MERRILL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