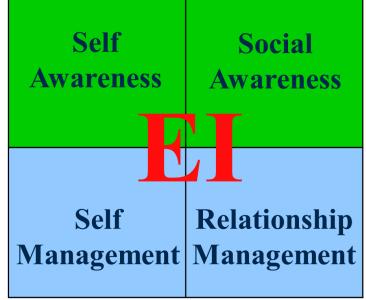


Recipes





Watch your Language! (words & thoughts) Our language often communicates that we do NOT have the ability to

Give yourself a score in each quadrant. 0 to 10. 10 is consistently world-class.

influence our emotions – that we've abdicated that ability to someone or something else – that the bottom of the grid doesn't even exist. Monitor language. Catch yourself saying or thinking phrases that give the "jalapeño" away. "That makes me feel..." & "This project is killing me"= giving away the jalapeño! Sometimes this is obvious, but often it is not. For example, you may say, "I don't know what to do." If you add the word "yet" to the end, doesn't it changes your thinking & emotions significantly? Compare saying, "I can't figure this out" with "I haven't figured it out, yet."

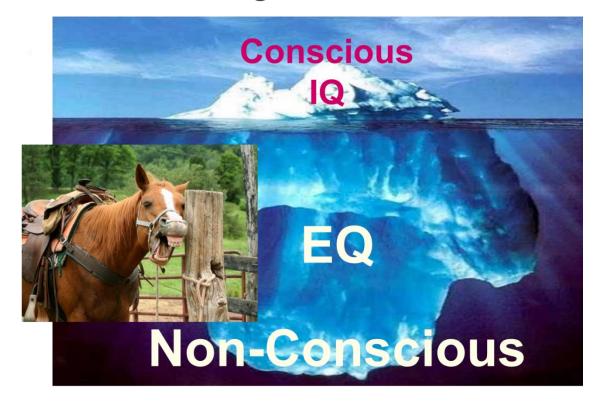
When and how do you give the jalapeño away? How will you improve at monitoring and changing your language?

In which scenarios are you most likely to give away the jalapeño? With which people? Around which conversations/topics? How can you interrupt your thought/speech pattern? What might you think/say instead?

Enlist help! Do you have a friend who can partner with you on this? Ask that person to help you watch your language. Discuss it regularly. Try to be brutally honest and ask them to hold you to it!



## The *Iceberg*... and the *Horse*



Emotions are	Ū	•		J				ontagious e	motions.	
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in TURBULENT times















We have a much greater ability to influence the other three points on the TFAR Cycle, especially Thoughts and Actions. Commit to a practicing shifting your confidence along this scale. Start with <u>Thoughts</u> and <u>Actions</u>.

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## in TURBULENT times

**Emotional Contracts:** Unwritten and unspoken agreements still carry a time/hours safety/care tremendous emotional weight. This could be in the form of "I do \_\_\_\_\_: effort/ideas training/dev performance You do \_\_\_\_\_." A few examples include marriage, parenting, friendship, recognition results qualifications commitment co-worker relationships, in-laws, and business agreements. For example, workspace/equip loyalty promotion/growth mobility as a parent, I expect to do \_\_\_\_\_\_, while I expect my kids to do \_\_\_\_\_\_. At responsibility supervision life-balance/well-being innovation interest/variety/travel work, I expect to contribute \_\_\_\_\_, while I expect my peers to contribute management flexibility/tolerance drive change or I expect my employer to give me . How often do you status/respect leadership benefits/pension sacrifice/tolerance control/influence expect to see your friends? How quickly should they respond to your risk/investment ownership/equity calls/texts? What is your preferred ratio of talking / listening? Map out at employee employer least one of your unwritten agreements. Highlight expectations that seem 'inputs' rewards to cause a lot of trouble! Where do YOU go from here? Most of life's game-changers are simple things that we actually put into practice. What strategy, routine, habit, or approach will be your game-changer?

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