

Ignite the Joy of Work™

People Don't Change. They Grow!

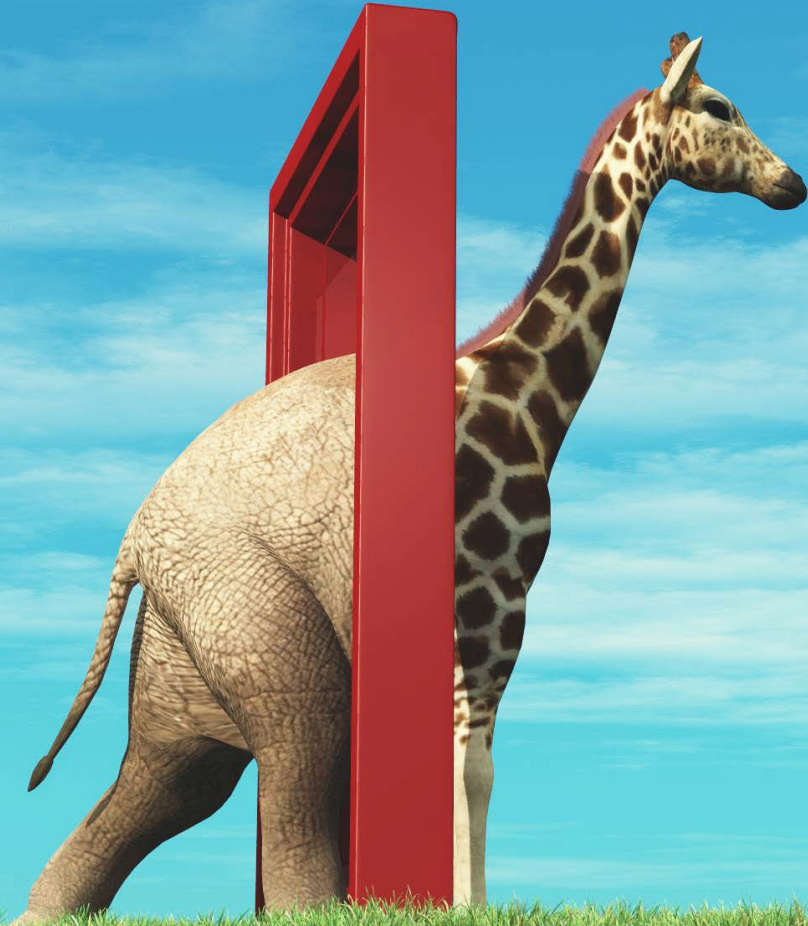
Michael J. O'Brien

September 20th 2023



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Did I change?





How Much Change Really Happened From Week 1 To Week 2?



- 1. There is a trap when we expect ourselves and others to change.**
- 2. How do we lead ourselves, teams and our communities towards successful growth?**
- 3. What does growth look like?**



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OF YEARS OF SCIENTIFIC STUDY
COMBINED WITH THE EXPERIENCE
OF MANY YEARS.**





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Reticular Activating System (RAS)

- Controls what we are conscious of
- Keeps us focused by filtering information so that we perceive what we **BELIEVE** is important for us
- It is critical for goal setting





The Trap When We Expect Ourselves And Others To Change





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How Do We Lead Ourselves And Others Towards Successful Growth?



Our Approach to Growth



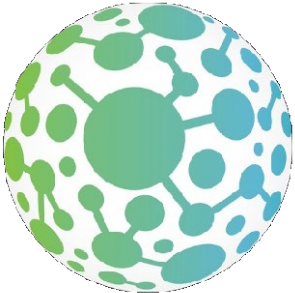


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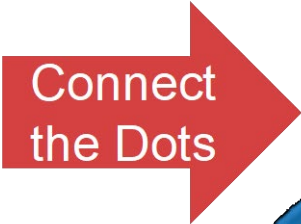




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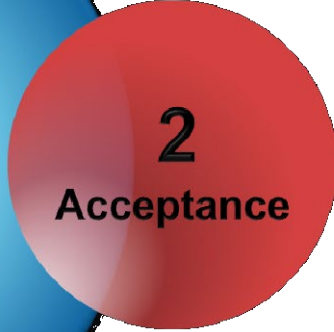
The Why



Connect the Dots



1 Awareness



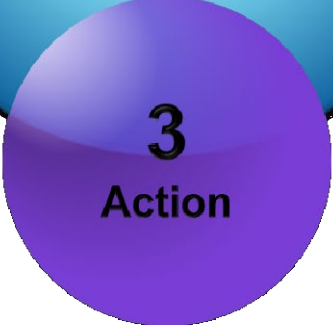
2 Acceptance



4 Achievement



Growth



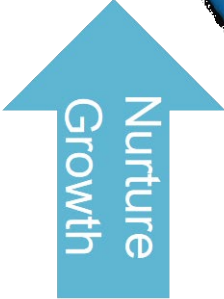
3 Action



Energize Action



The What



Nurture Growth



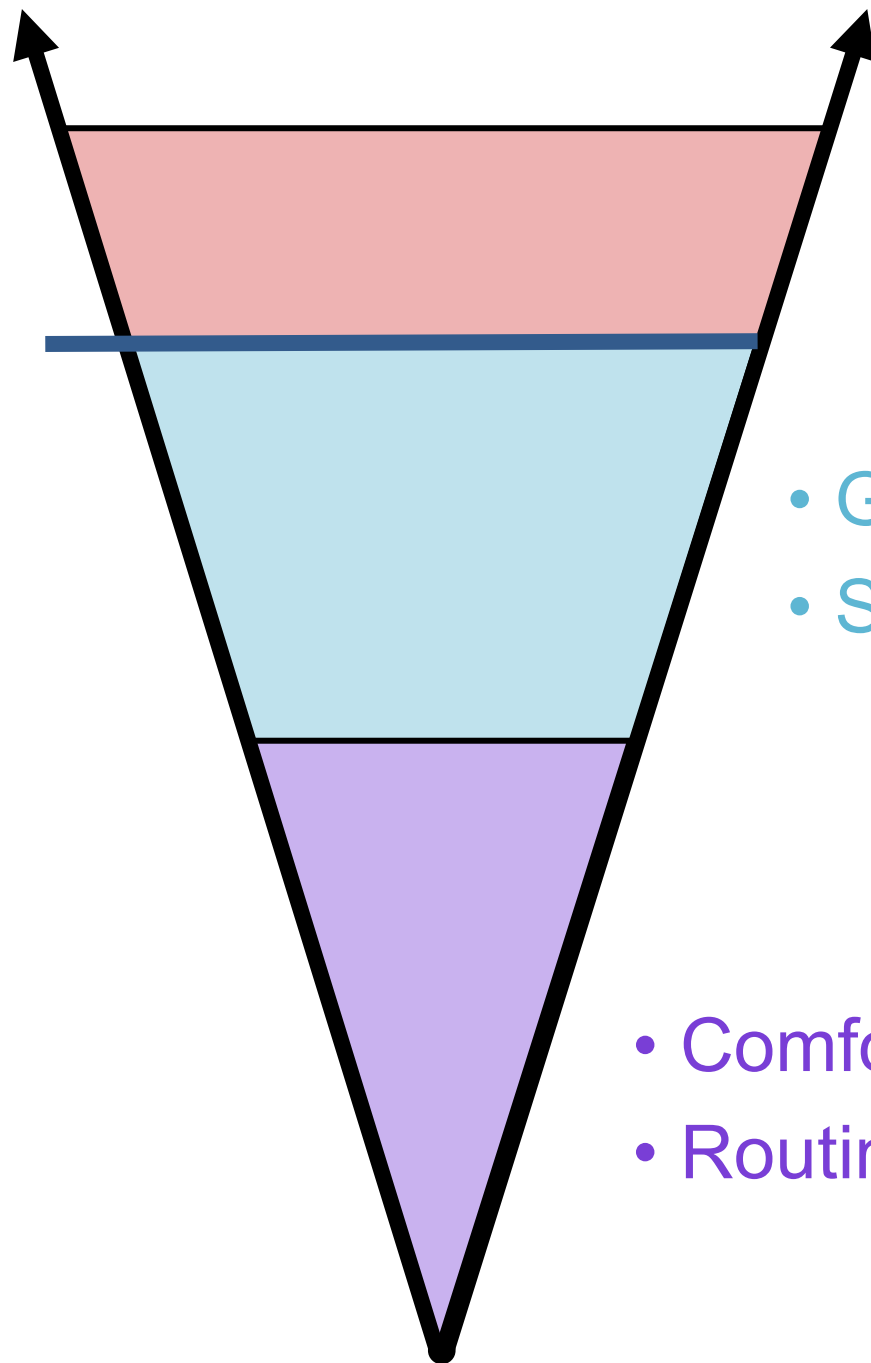
The How





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The Edge



- The Discomfort Zone
- Distress

- Growth / Risk Zone
- Stretch

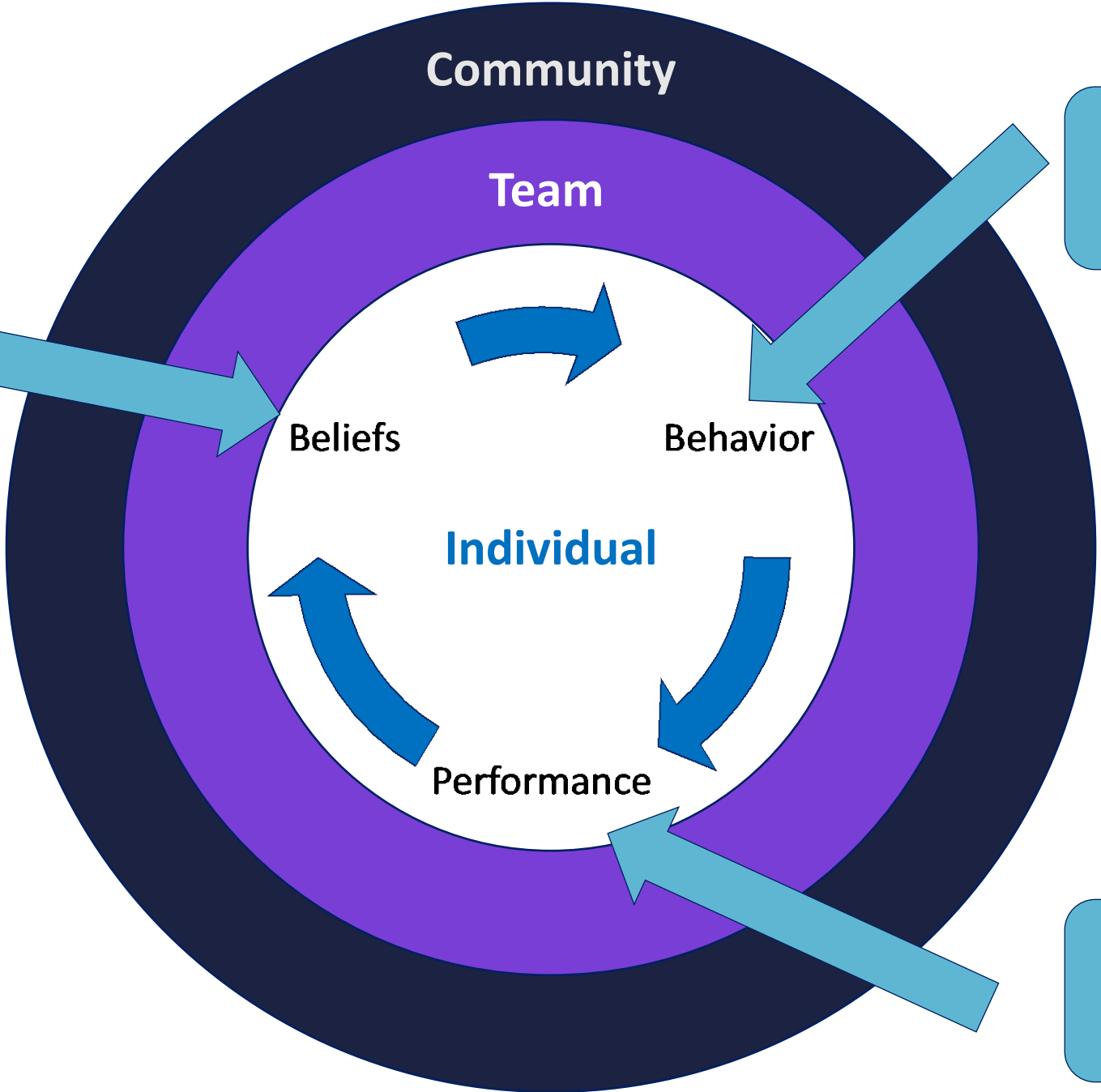
- Comfort Zone
- Routine



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Lead
Why....



Lead
Try....



Lead
See....

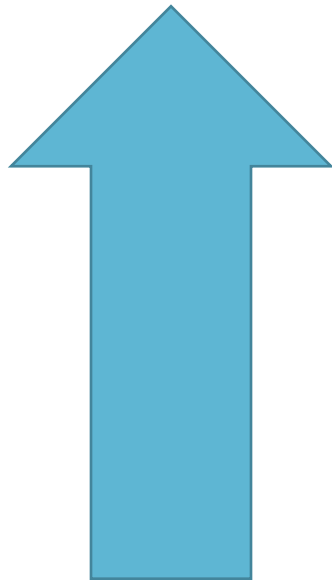
What Does Growth Look Like?





How to set your RAS to Growth

- Look for the frequency and intensity of the new behavior to increase
- Look for the frequency and intensity of the old behavior to decrease



Change

Growth

What are you looking for?



Questions & Comments



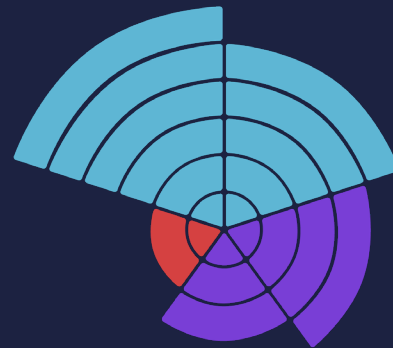
Review



- When you expect change you set yourself and others to look to failure
- Have a clear replacement picture – What is it that you want?
- Create growth through stretch goals
- Connect the dots – Why? – create the belief
- Energize Action – What? – try behaviors
- Nurture Growth – How? – see the results
- Expect growth

I am ... growing!

Thank you!



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