



Stuck on the Escalator: What We Know About THRIVING

How to Grow Your Mental Fitness





What is **Mental Fitness (PQ)**?

“I can live life with grit and determination... or with joy, peace and happiness. I can grow through my life’s journey... or I can slough through it.”

PQ Definition

The capacity to respond to life’s challenges with positive growth-oriented, joy and fulfillment rather than restrictive, stagnant , and limiting beliefs.



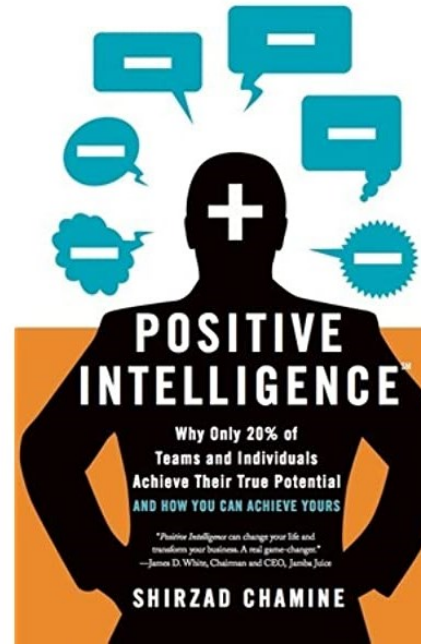
PQ Impact

- ▶ Peak performance at work, in life, and everything in between
- ▶ Peace of mind / wellness
- ▶ Healthy relationships
- ▶ Happiness





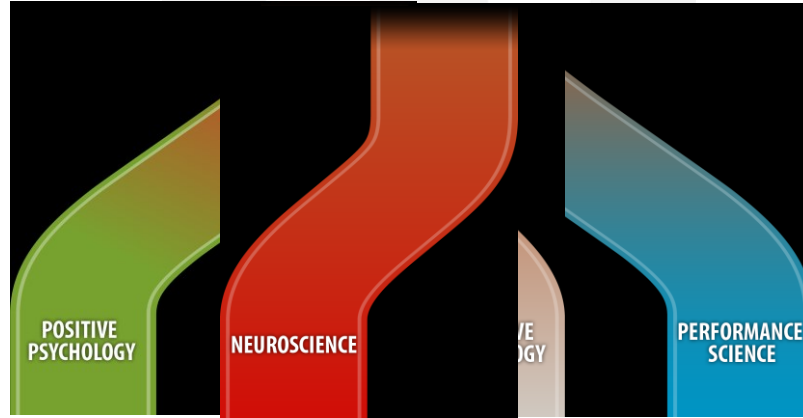
**Research
summarized in the
New York Times
best-selling book,
Positive Intelligence,
by Shirzad Chamine,
translated into 20
languages**





Research Foundation





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Field research includes **results** from...

- ▶ Hundreds of CEOs and their executive teams
- ▶ Stanford students year after year
- ▶ World-class athletes
- ▶ 500,000 participants from 50 countries
- ▶ And for me, over past 5 years, taking hundreds of clients through PQ work



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, Green



Results of Factor Analysis Research

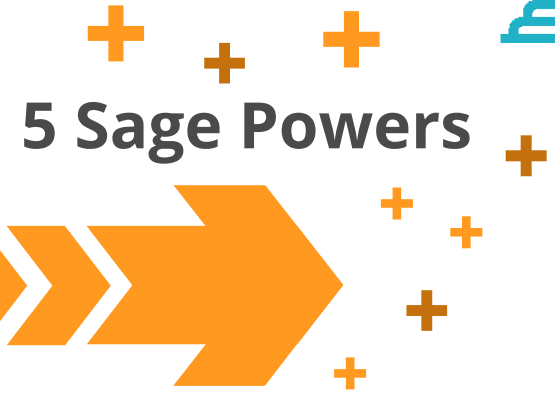
Only three core muscles are at the **root** of “positive intelligence”

01 Saboteur
Interceptor 

02 Sage 

03 Self-Command 







- ▶ Brainstem
- ▶ Limbic System
- ▶ Parts of Left Brain



- ▶ Middle Prefrontal Cortex
- ▶ Empathy Circuitry
- ▶ Parts of Right Brain





10 Saboteurs



- ▶ Motivates you through negative emotions...

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

5 Sage Powers



- ▶ Motivations you through positive emotions...

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





10 Saboteurs



5 Sage Powers



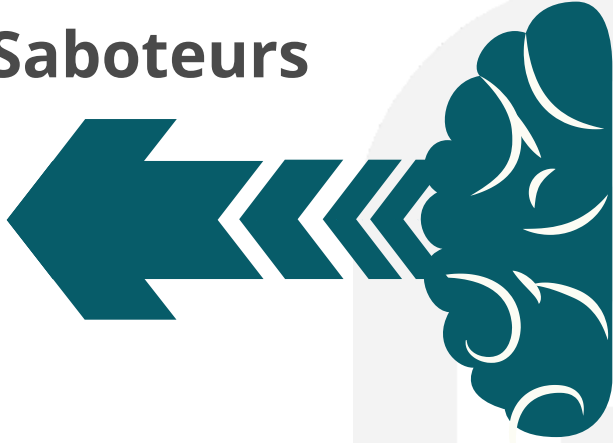
▶ Might generate success, but NOT happiness

▶ Generates your highest success and sustained happiness





10 Saboteurs



1. Saboteur Interceptor

2. Sage

3. Self-Command



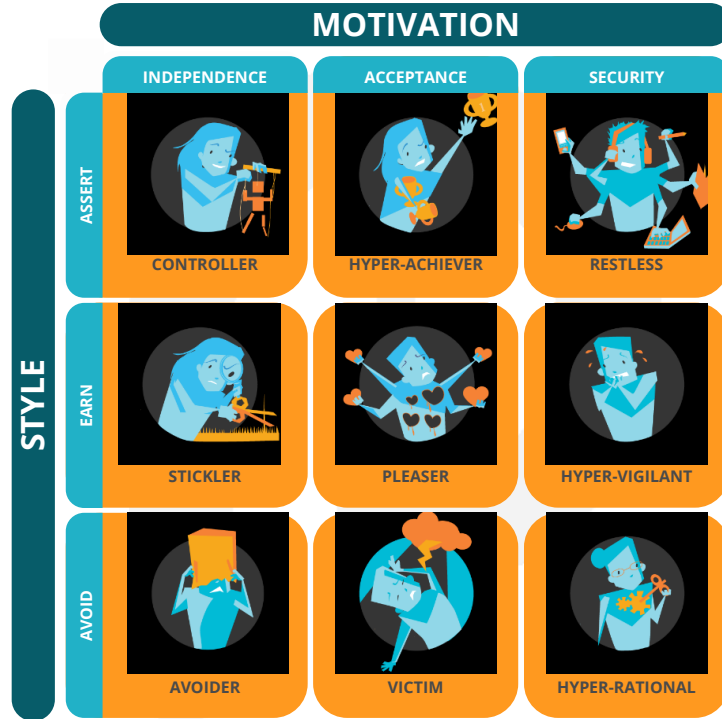
The Judge



Who is Your Judge

- ▶ Who does your Judge, judge the most?
 - ▶ Yourself?
 - ▶ Others?
 - ▶ The situation?
- ▶ What does your Judge **feel** like?
- ▶ What might be your Judge's **name**?







Anxiety-based need to take charge and control situations and people's actions to one's own will.



CONTROLLER

Dependent on constant praise and achievement, self-respect and self-validation.



HYPER-ACHIEVER



RESTLESS

Restless, constantly in search of greater excitement in the next activity or constant busyness.

Perfectionism and a need for order and organization taken too far.



STICKLER

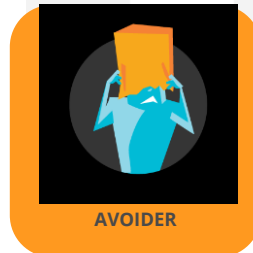
Intense desire for approval, gain acceptance and affection by flattery, pleasing, and flattering others.



HYPER-VIGILANT

Continuous intense anxiety about dangers and what could go wrong.

Loses self in comforting routines and habits.



AVOIDER

Persistent and exclusive focus on internal feelings, particularly painful ones.



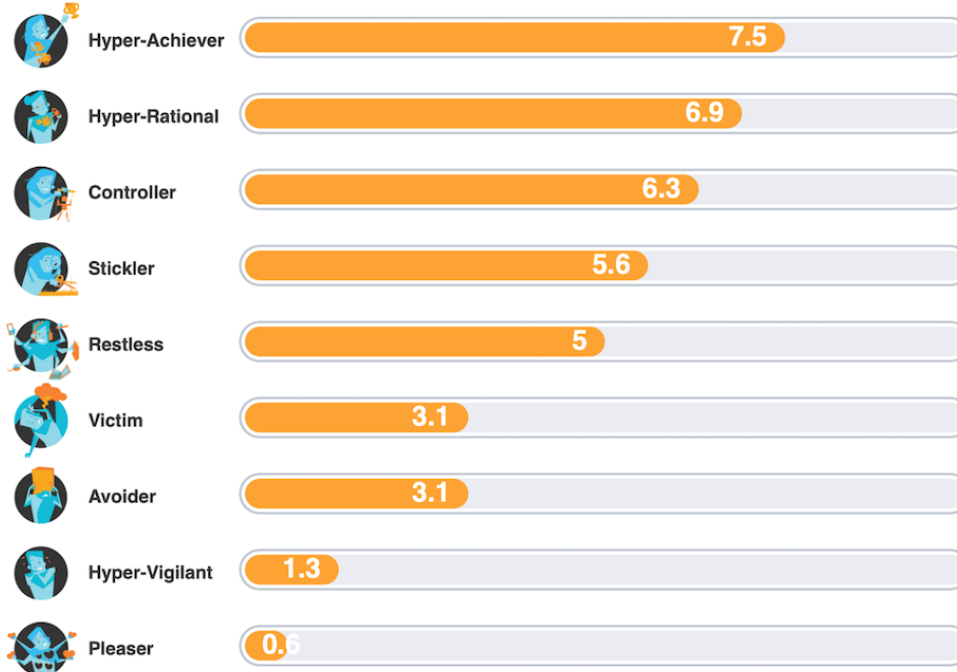
HYPER-RATIONAL

Intense and exclusive focus on the rational processing of everything, including relationships.





Renee, here are your results





Stickler



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.

Feelings

- Constant frustration and disappointment with self and others for not living up to ideal



Do you know your Saboteurs?

What impact have they had on your life?





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



Saboteur Interceptor

Looking at your saboteur instead of looking through it





Saboteur Interceptor


Looking at your saboteur instead of looking through it

- > **When negative emotion comes up, call it out**
- > **Name the saboteur, objectify it**
- > **Use self-talk: “Oh, there’s my <saboteur> again.”**





**Are negative emotions
ever good for you?**

A close-up photograph of a human hand reaching out to touch a glowing, textured surface. The surface has a red and black plaid or checkered pattern and is emitting wisps of white smoke or steam, suggesting heat or fire. The background is dark, making the glowing pattern stand out. The hand is positioned in the center-right of the frame, with fingers slightly spread. The overall mood is one of caution or discovery.

**Is pain
good
for
you?**



Negative emotions...

- ▶ Only helpful for **1 second** as **alert signal**
- ▶ Negative Emotion = Saboteur
- ▶ Staying in negative emotion hurts ability to see clearly and respond with empathy, curiosity, creativity, or laser-focused action





Saboteurs are Insidious!

- ✓ All tell HUGE lies
- ✓ Show up during stress
- ✓ Your saboteurs incite mine
- ✓ Protect us from hard work
- ✓ Seductive, alluring, “comfortable”





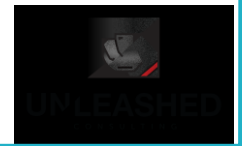
1. Saboteur Interceptor
2. Sage
3. Self-Command





10 Saboteurs

5 Sage Powers





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The Sage

- ▶ Lives in region of brain associated with:
 - ▶ Positive emotions
 - ▶ Peace and calm
 - ▶ Clear-headed focus
 - ▶ Creativity
 - ▶ Big picture
- ▶ Operates from the **Sage Perspective**





5 Powers of Sage

- ▶ Empathy
 - ▶ See the child
- ▶ Explore
 - ▶ Curious Anthropologist
- ▶ Innovate
 - ▶ Yes and...
- ▶ Navigate
 - ▶ Flash Forward
- ▶ Activate
 - ▶ Pre-empt Saboteurs



Sage Perspective

Every outcome or circumstance can be turned into a gift or opportunity.





The Stallion Story



Sage Perspective



What are some of the GIFTS or OPPORTUNITIES of:
Covid - 19?
Divorce?
Job Loss?





Summary Question

Which Perspective is True?

Saboteur: *"This is bad"*

or

Sage: *"This is a GIFT"*





Summary Question

Which Perspective is True?

1. **Saboteur:** *"This is bad"*
2. **Sage:** *"This is a GIFT"*

Answer

Whichever you believe becomes true. Your mindset is everything.





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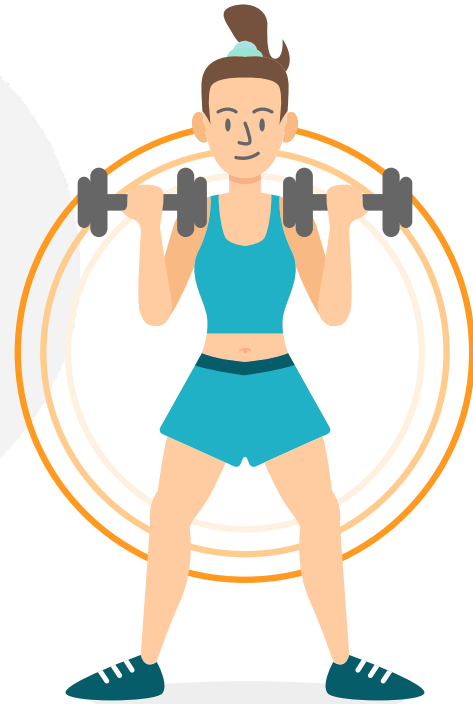




1. Saboteur Interceptor
2. Sage
3. Self-Command



Consciously telling your mind what to do.





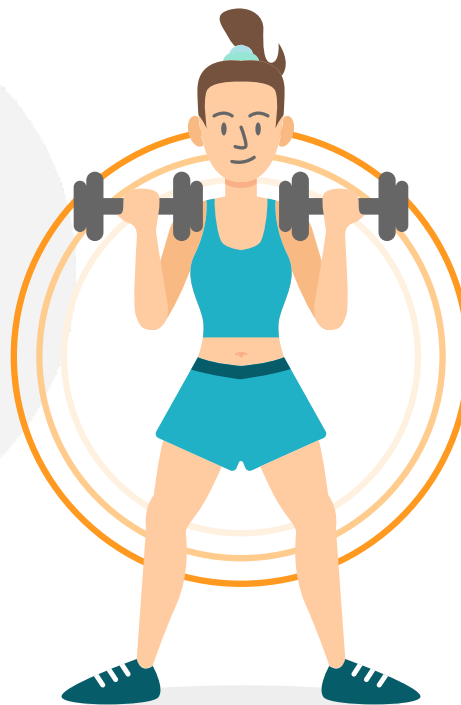
What is PQ?

- ▶ **Positive Intelligence Quotient**
 - ▶ Aim is to have a minimum ratio of 75%
 - 3 positive thoughts for every 1 negative thought





PQ Reps





Your PQ Operating System

1. If you're feeling negative emotions, STOP.
2. Note you're in **Saboteur** mode – call them out.
3. Do some PQ Reps to quiet Saboteurs - and activate **Sage** part of your mind.
4. Assume the **Sage Perspective** that every problem can be converted into a gift or opportunity.
5. Generate the gift or opportunity by using the 5 Sage powers of empathy, innovation, navigation, deep insight, and calm, clear-headed action.





Question

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





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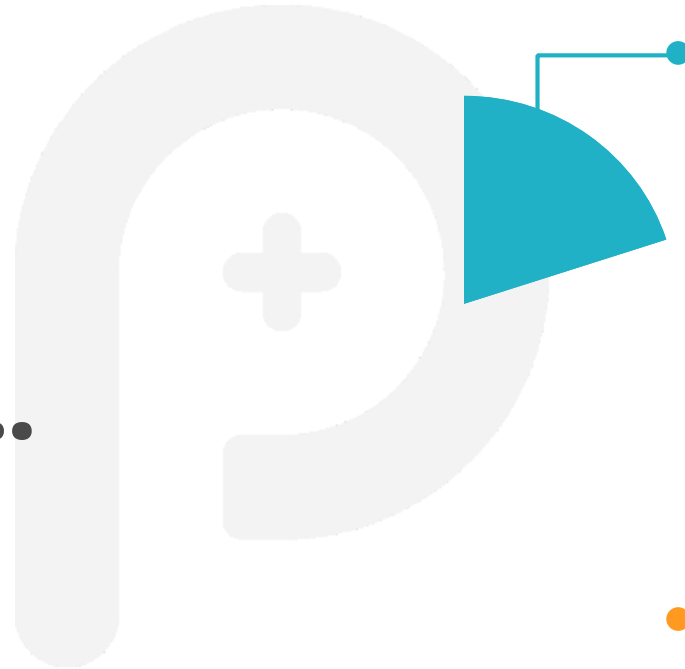
Answer

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





**Lasting,
positive
change
requires...**

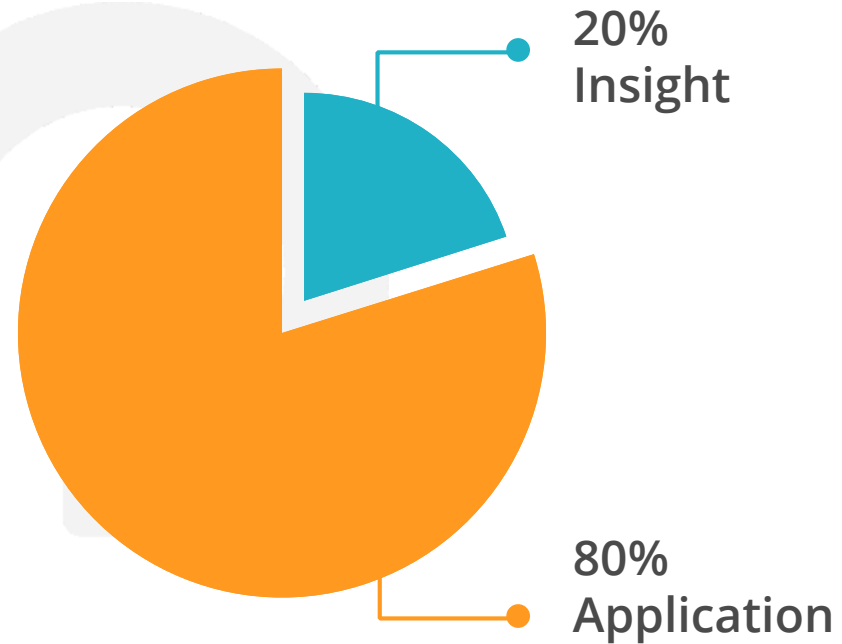


20%
Insight





Lasting, positive change requires...





Success requires **intense** initial practice

You can't defeat a gang of 10 bandits by sending one new fighter per day for 100 days!



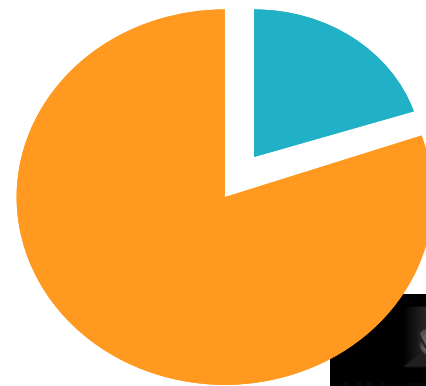


Success requires **intense** initial practice

You can't defeat a gang of 10 bandits by sending one new fighter per day for 100 days!

- ▶ **PQ Growth =**

Insight + 15 minutes/day for 6-8 weeks





Seen Results

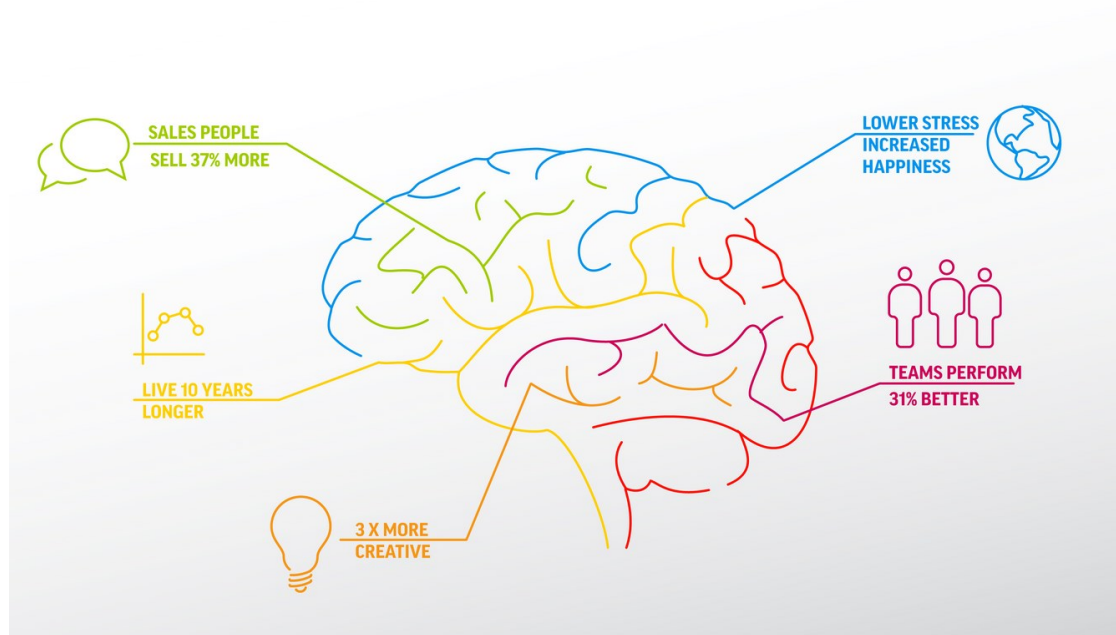
- ▶ Within 6-8 weeks of mental fitness training you'd be able to see the results in MRI imaging:
 - ▶ **Increased grey matter** in the PQ Brain region, home to your Sage (positive mental muscles)
 - ▶ **Decreased grey matter** in the Survivor Brain region, home to your Saboteurs (negative mental muscles)





IMPACT OF POSITIVE INTELLIGENCE

BASED ON RESEARCH COLLATED BY SHIRZAD CHAMINE





Impact of Program

- ▶ At MetLife, trained salespeople outsold the control group by 37%
- ▶ Motorola recorded improved productivity in 93% of trained employees
- ▶ In a UK restaurant group, higher competency resulted in 34% greater profit growth
- ▶ At Sanofi-Aventis Pharmaceutical, the average salesperson with improved competency sold \$55,200 more per month
- ▶ At L'Oreal, strength in these competencies resulted in \$91,370 increase per sales person
- ▶ At CIBC, strength in these competencies account for 32% of booked sales and 71% of pipeline sales



Summary

Saboteurs

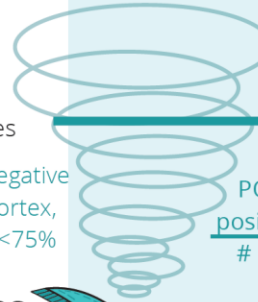
Judge

- Self
- Others
- Circumstances

Negative
vortex,
<75%

Accomplices

- Avider
- Controller
- Hyper-Achiever
- Hyper-Rational
- Hyper-Vigilant
- Pleaser
- Restless
- Victim
- Stickler



> 75%
positive
vortex,
uplifted

PQ Score % =
positive thoughts
of thoughts

3 Strategies

- Weaken Saboteurs
- Strengthen Sage
- Build PQ brain muscles

Sage

5 Powers

1. Empathy
See the child
2. Explore
Curious Anthropologist
3. Innovate
Yes...And
4. Navigate
Flash Forward
5. Activate
Pre-empt Saboteurs







Thank You!



The Positive Intelligence (PQ) Program



Think about your top saboteur

- ▶ What is the biggest lie it tells you? What does that feel like?
- ▶ What impact are your saboteurs having on your life, your relationships and your ability to be happy?
- ▶ What would your life be like if you silenced those saboteurs... and at the same time, strengthened your sage? What would that feel like?





Thank You!