Passion Energizes!

Being an Inspiring Leader in Times of Uncertainty

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Let’s Talk About Passion!

The more passionate the leader, the more inspirational they become to others!

**passion** noun

A strong feeling of enthusiasm or excitement for something or about doing something.
In This Webinar We Will Explore:

- Why Passion Matters in Leaders
- How To Discover Your Passion At Work
- Ways To Cultivate Passion In Others
"A person can succeed at almost anything for which they have unlimited enthusiasm."

— Charles M. Schwab, American Steel Magnate
Why Does Passion Matter?

Impacts Your Performance

Impacts the Performance of Others
Impact on You

- Since passion is born out of something that is meaningful to you, it often **leads to mastery and success**.
- Passion influences your daily choices and activities and **gives you perspective and clarity**.
- Passion **inspires others** to join and identify with your vision.
Impact on the Performance of Others

- Passion *elevates productivity and employee commitment*
IMPACT ON THE PERFORMANCE OF OTHERS

Engaged Employee
- Involved at work
- Committed to their role
- Enthusiastic about the overall work experience

34%
Actively Disengaged
- Unhappy with job
- Let overall unhappiness push them at work
- Spread negativity to co-workers

13%
IMPACT ON THE PERFORMANCE OF OTHERS

Not Engaged
- Generally satisfied
- Fine just showing up & doing bare minimum
- Have no cognitive or emotional connection to their role or the workplace

53 ____%

Due to their lack of attachment, they’d accept another role for a slight pay raise or just “quit and stay”.

American University
Washington, DC
Passion elevates productivity and employee commitment

Passion fosters employee commitment to your vision

Inspires others - No one has ever been inspired by a leader who is not passionate

Passion – and alternatively, the lack of passion – is contagious!

If you want to have a passionate, inspired workforce, it begins with you: the leader
"I have no special talents, I am just passionately curious."

- Albert Einstein
The Road to Discovering Your Passion

EI

Burn Down Your House

Declare Your WHY
Discovering Your Passion at Work

emotional intelligence

noun

the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.

"emotional intelligence is the key to both personal and professional success"

Emotional Competence Inventory, published by The Hay Group
Increase **self – awareness** by tapping back into your knowledge of yourself and do an inventory of what you need at work during this time:

- Emotionally
- Physically
- Intellectually
Discovering Your Passion at Work

Identify sources of stress and the negative impact. Exercise *self-management* by consciously changing the patterns you’ve created (others have gotten used to).
Increase your **social awareness** by going on a 5-10 minute “tour”.

During the workday, take a few minutes to observe things you’ve never noticed before. Things to "look" for virtually could include the look and feel of people’s home workspace, the timing of when different people speak during meetings, and which people seek interaction versus who does not.

- Avoid making too many assumptions or conclusions
- Simply observe
- Think about your new **social awareness**
Discovering Your Passion at Work

**Relationship management** is especially critical in times such as those we are currently experiencing.
- Communication methods have changed
- Rhythm of work varies
- Feelings of uncertainty become amplified

Now, more than ever, passionate leaders need to be **open and curious**.
- Share information about yourself
- Ask meaningful and respectful questions
Are there relationships that need your attention?
If you lost everything tomorrow, would you
- Rebuild your home in exactly the same way?
- Fill it with all the same stuff?
- Start your career over, and in the exact same way?
- Recruit all the same people back into your life and work?

“I'd not wish it on anyone,” Branson said, “but sometimes the best way to get clear about what has meaning to you is to imagine starting over from scratch!”
Discovering Your Passion at Work

Golden Circle:
- Why do you do what you do? What's the purpose?
- How do you do what you do?
- What do you do?

Start with Why

How great leaders inspire everyone to take action

Simon Sinek

Idea: Simon Sinek

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Discovering Your Passion at Work

To help you define your “WHY”:
- What attracted you to the career / field / role you are currently in?
- Do you love your work?
- What parts energize you?
- What parts drain you?
- What gives you a sense of meaning in your day / work?
- What elements might you begin to appreciate if you looked at them from a different perspective?
- What do you want to change?

We lead who we are and cannot create what we have not become. Leadership is first an inside job.
Cultivating Passion in Others
TIPS FOR CULTIVATING PASSION IN OTHERS

Share

Be open about things you are passionate about and ways this has shaped your decisions and contributions, be a role model for pursuing and publicly owning your purpose.
Inquire

Make a habit of genuinely asking others about their passion one-on-one and in group settings.
Encourage

Provide opportunities for team members to publicly pursue their passion whenever possible. Help others to see the relationship between passion and their inherent gifts and talents.
TIPS FOR CULTIVATING PASSION IN OTHERS

Acknowledge

Be transparent about acknowledging that you and others may not be passionate about everything.
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**Emotional Intelligence 2.0**  
Bradberry, Travis & Greaves, Jean

**Work is Love Made Visible; Finding Your Purpose from the World’s Greatest Thought Leaders**  
Hesselbein, Frances, Goldsmith, Marshall, McArthur, Sarah

**Start With Why; How Great Leaders Inspire Everyone To Take Action**  
Sinek, Simon

**Drive: The Surprising Truth About What Motivates Us**  
Pink, Daniel H.
“If you love them, set them free”
Why building the workforce you need for tomorrow means giving them wings to fly today

”Activate Yourself to Crush Mediocrity”
https://davidspungin.com/tag/leadership-behaviors/

Dare to Lead https://brenabrown.com/blog/2020/03/28/weekly-round-up/

“Fewer e-mails, more dialogue: sharing creativity at the office, wandering spirit and innovation”