



## **BreakThroughs in Attitudes:** ***How Attitude Affects Performance & Results***

Research has proven that people with "CAN DO" attitudes work harder, persevere in the face of obstacles, and have higher expectations. Too often in business, organizations rely on product knowledge and skills training to improve performance and increase productivity. Although both improve competency, neither addresses the need to develop positive employee attitudes. Unless people have the right attitude, no amount of training will improve performance. People who are confident in their capabilities think, feel, and behave differently from those who don't.



Participants at the end of the program have an opportunity with our expert guidance to “break a board” with their bare hand. The skills and mindset necessary to “break a board” can be immediately applied to their work and demonstrate that they “CAN DO” the seemingly impossible.

**BreakThroughs in Attitudes: How Attitude Affects Performance & Results** is a “self-management” program that enables participants to increase their awareness of themselves - their attitudes, behaviors and characteristic ways of responding to situations and or events and interacting with others. By introducing and underscoring the importance of “accountability”, BreakThroughs in Attitudes challenges participants to adopt empowering attitudes to enhance their effectiveness and reach their potential. It also shows how to develop an attitude of being proactive and interpreting events in ways that are positive and equips participants with the desire and capacity to continually evolve and improve their performance.

### **Outcomes:**

- More “accountable” employees. By promoting such actions as assuming responsibility for one’s attitude, successfully adapting to change and being proactive, BreakThroughs in Attitudes emphasizes the importance of the individual while de-emphasizing the role of the organization when it comes to being solely responsible for employee’s attitudes.
- Enhanced performance and productivity. Through high impact exercises, BreakThroughs in Attitudes encourages participants to



go beyond their current level of performance to reach and exceed their potential.

- Strengthened individual initiative. With its' emphasis on the power inherent within each participant to "Take Charge" of their lives, capitalize on current strengths and take action to improve their weak areas, BreakThroughs in Attitudes puts the onus on individuals to reach "capacity" in terms of their performance – then strive to become even better. Stronger belief in themselves and their capabilities coupled with heightened confidence frees participants to "step up to the plate" in pursuit of organizational goals and objectives.
- Increased ability to work successfully as part of a team. Using BreakThroughs in Attitudes with intact work teams enables the organization to promote a consistently proactive, constructive approach to relationships and tasks.
- Attitude Renewal. Renewal means rejuvenating participants' commitment, repairing the damage of wear and tear to their attitude caused by change, reestablishing a positive focus and adapting a "Can Do" attitude.

### **Content:**

The program's specific content areas include:

***Success Cycle: A Model for Performance Empowerment*** - Techniques to achieve and maintain focus . . . How to mentally prepare to achieve goals . . . Strategies for reducing stress and improving performance . . . Understanding risk taking . . . Viewing mistakes as learning opportunities

***Beliefs: Changing I CAN'T to I CAN Thinking Patterns*** - Analyze the accuracy of beliefs . . . Isolate inaccurate, dysfunctional beliefs and challenge them . . . Identify positive, functional beliefs to replace old ones

***Psychology of Limiting Attitudes and Beliefs: Removing Obstacles to Peak Performance*** - Effects on behavior, performance, and results . . . The most common types . . . Five-step method to minimize their effects . . . Three-step process to identify, understand, and change them

***Achievement Factors: Skills for Achieving Results*** - Five factors that lead to peak performance . . . Methods to guide daily activities . . . Using self-acknowledgment and rewards to positively influence actions