

# POSITIVE INTELLIGENCE

## SUMMARY OF MENTAL FITNESS CONCEPTS

### POSITIVE INTELLIGENCE OVERVIEW

If you're physically fit, you can climb steep hills without physical stress. If you're mentally fit, you can handle life's great challenges without feeling stress, upset, frustration, or impatience. You perform better, feel better, and have healthier relationships.

Stanford lecturer and New York Times bestselling author Shirzad Chamine has researched positive intelligence and mental fitness with 500,000 participants. His neuroscience-based tools are pragmatic and immediately actionable. [Access Shirzad Chamine's Ted Talk](#) Know Your Inner Saboteurs

**Positive Intelligence** is the science of developing mastery over your mind so you can reach your greatest happiness in life.

**Positive Intelligence Quotient (PQ)** is the % of time your mind is working positively to serve you as opposed to sabotaging you. It is an indicator of how much mastery you have over your own mind.

Chamine provides evidence in his book, *Positive Intelligence*, that teams and individuals with higher PQ performed better and report greater happiness and less stress.

**Mental Fitness** is our capacity to respond to life's challenges with a positive rather than a negative mindset. It is a measure of the strength of your positive mental muscles (Sage) versus the negative (Saboteur). The measure of your Mental Fitness is called PQ or Positive Intelligence Quotient.



[Access the Positive Intelligence Quotient Assessment](#)

emotion.

There are **10 Saboteurs: Judge, Controller, Avoider, Stickler, Pleaser, Hyper-Rational, Hyper-Achiever, Hyper-Vigilant, Restless, and Victim**. Saboteurs react to challenges in ways that generate negative

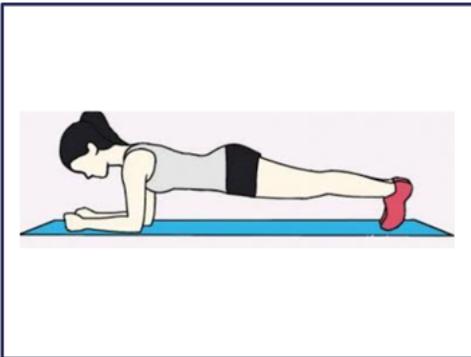
**Saboteurs** start off as our guardians to help us survive the real and imagined threats to our physical and emotional survival as children. By the time we are adults, we no longer need them, but they have become invisible inhabitants of our mind. Our Saboteurs' patterns of thinking, feeling, and reacting become coded in our brain through neural pathways. When these neural pathways are triggered, we are "hijacked" by our Saboteurs and feel, think, and act using their patterns. [Access the Saboteur Assessment](#)

## POSITIVE INTELLIGENCE SUMMARY OF MENTAL FITNESS CONCEPTS

Your **Sage** responds to challenges through positive emotions like empathy, gratitude, curiosity, creativity, self-confidence, and calm, clear-headed, laser-focused action.

You can boost your **Sage Power** and decrease your saboteur(s) with focused effort, called **PQ Reps**. One PQ rep is 10 seconds of focused attention on one physical sensation which activates the region of the brain that boosts SAGE, the self-command muscle.

### STRENGTHEN YOUR PQ MUSCLES (AND YOUR SAGE)



- Shift attention to your body and any of your 5 senses for 10 seconds (= 1 PQ rep)
- Strive for 100 PQ reps per day
  - Turn daily routines into PQ muscle builders (teeth brushing, showering, workout routine)
  - Be aware of your breaths
  - Listen to the sounds on your walk
  - Be present while eating (chewing, tasting, swallowing)
  - Listen to music – hone in on one instrument
  - Be present when hugging someone – listen for their heartbeat

Disappointment over a setback or mistake is only useful for about 10 seconds until you switch to curiosity about how to learn from it.

Feeling stress over an important presentation or deliverable is of limited benefit at best – only up until the time you start preparing. About 10 seconds worth! Beyond that, it hinders your performance.

Whenever you find yourself in a negative feeling or reaction for more than the informative 10 seconds, try the **PQ Operating System**:

**Step 1.** If you are feeling negative emotions, STOP. You're in saboteur mode.

**Step 2.** Do PQ reps to quiet the Saboteurs and activate your Sage.

**Step 3.** Assume the Sage Perspective that every problem can be converted into a gift or opportunity.

**Step 4.** Generate the gift using the Sage powers of Empathy, Explore, Innovate, Navigate and Activate.

Take your hand off the hot stove of life's challenges. You'll see how much easier life instantly becomes.

**For more information about Positive Intelligence and corresponding app, contact:**

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**PROGRAMS & OFFERINGS**

LIFECAMP | The Mental Fitness Company is a talent development firm. Our mission is to motivate, educate and inspire people for leadership and service. We believe in the art of the possible. We believe in uncovering the “more” in leaders and teams that’s ready to be revealed. More Courage. More Care. More Consciousness. More Capability. More Creativity. We provide clients with tools that allow them to navigate life’s challenges with a positive mindset rather than getting upset or overwhelmed. Our clients successfully deliver value to themselves, others, and the business.

*“My passion is helping people reach their full potential. Clients refer to me as a people and performance accelerator with an ability to cultivate trust and accountability. I love sharing new perspectives and shining a light on possibility!”*  
*Rosario Sanchez-Ledesma Co-Founder & Principal Consultant*

**LEADERSHIP DEVELOPMENT**

**THE EXCEPTIONAL LEADER SERIES™** is a proven and targeted leadership development program, designed to grow exceptional leaders. It can be delivered in-person or virtually. Each workshop is best delivered in a series, but can be offered as a stand-alone course, to fit your needs. The series can be held at your location or through public forum. Here are a few highlights of the program:

- Action-oriented immersive activities and exercises
- The Exceptional Leader Learning Cycle™
- Practical skills that can be used quickly on the job
- Reinforced learning through small, facilitated coaching groups
- One-on-one time with an experienced leadership coach
- Skill-assessments to measure progress and learning needs
- Customized to your organizational values and practices
- On-site delivery at your location or through public forums
- Master-level facilitators

<b>ASPIRING</b>	CCL Skillscope® Assessment Targeted Development Roadmap The Role of the Leader Knowledge of Self Personal Brand	<b>STRATEGIC</b>	Apples & Oranges™ Leading Strategic Change Emotional Intelligence 2.0™ StrengthsFinder 2.0™ Positive Intelligence™	Leader as Coach Business Presentations DiSC™ 12-Driving Forces™
<b>FRONTLINE</b>	DiSC™ Leadership Transition Priority Management Engaging Others Expectations & Accountability Virtual Leadership Today's Technology			
	Workforce Generations Motivating Others Difficult Conversations Boss Coach Problem-Solving Managing Differences Agile Move™ Interview & Hire	<b>SENIOR</b>	Understanding Self/Executive Coaching (6-months) Decision Base Simulation™ The Leadership Moment (Ethics and Integrity) Diversity, Equity, & Inclusion	

# PREMIER WORKSHOPS

TITLE	DESCRIPTION
<b>5 Dysfunctions of a Team</b> ®	<ul style="list-style-type: none"> <li>• This workshop outlines the root causes of politics and dysfunction on teams and the keys to overcoming them.</li> <li>• Using the original team assessment designed by Patrick Lencioni, teams discover their strengths and areas of improvement around the Five Dysfunctions.</li> <li>• Counter to conventional wisdom, the causes of dysfunction are both identifiable and curable.</li> </ul>
<b>Agile Move</b> ™	<ul style="list-style-type: none"> <li>• Celemi's Agile Move is a simulation to explore agile thinking principles.</li> <li>• Discover how agile principles and an agile mindset can be applied in concrete everyday situations.</li> <li>• Make a link to your organization and discuss how and when agile thinking can be applied in your workplace.</li> <li>• Agile Move™ is NOT about agile tools and specific agile methods.</li> </ul>
<b>Apples &amp; Oranges</b> ™ <i>Business Simulation</i>	<ul style="list-style-type: none"> <li>• Celemi's Apples &amp; Oranges is a business finance simulation.</li> <li>• This is a hands-on learning method that imitates the real world, allowing a team to practice and improve their business acumen.</li> <li>• Participants get an overview of how their whole organization functions and can relate their daily actions and decisions to the company's profit and loss statement.</li> <li>• Participants are grouped in teams. Each team runs a company, competing with the other teams. To see if they win or lose, they have to complete the financial statements for a simulated year.</li> </ul>
<b>Emotional Intelligence 2.0</b> ®	<ul style="list-style-type: none"> <li>• Travis Bradberry, author of Emotional Intelligence 2.0, believes if you elevate your EQ you elevate your potential.</li> <li>• This workshop is an accelerated introduction to emotional intelligence.</li> <li>• Understand your current level of EQ from the Emotional Intelligence assessment results and create your own development plan and strategies to put into practice.</li> </ul>
<b>Gallup StrengthsFinder 34</b> ® <i>Introduction &amp; Advanced workshops</i>	<ul style="list-style-type: none"> <li>• Do you know your talents? This is an area that you have a passion for – that others think you demonstrate great ability – that you have found success.</li> <li>• This workshop will use Gallup's StrengthsFinder 34 to assess and identify your top talents.</li> <li>• When you tap into this source of wisdom and power, you are more efficient, you act with more confidence, direction, and you are more productive.</li> </ul>
<b>Hogan Assessments</b> ®	<ul style="list-style-type: none"> <li>• Hogan demonstrates impact on organizational success with the use of a personality assessment to improve workplace performance.</li> <li>• Hogan offers Leadership Talent, 360, Talent Acquisition and Talent Development assessments.</li> </ul>
<b>Monday Morning Leadership</b> ™	<ul style="list-style-type: none"> <li>• Based on the best-selling book Monday Morning Leadership this workshop is designed to mentor your managers and help them develop eight leadership principles.</li> <li>• The concepts are simple, doable, and can be implemented immediately.</li> <li>• The principles are relevant to the realities and challenges faced by your managers every day.</li> </ul>
<b>MyersBriggs (MBTI)</b> ®	<ul style="list-style-type: none"> <li>• The Myers-Briggs Type Indicator® (MBTI) assessment is one of the world's most popular personality tools.</li> <li>• It's simple, yet powerful, and introduces a common language for referring to and discussing personality preferences that play an essential role in everyday life.</li> <li>• The MBTI assessment gives you a framework for understanding yourself and appreciating differences.</li> </ul>
<b>New Leader Assimilation</b>	<ul style="list-style-type: none"> <li>• This is a process for opening communication channels for new or existing leadership and their staff.</li> <li>• In the case of a new manager, it answers questions and provides a pulse for how the team is doing with the new leader.</li> <li>• It sets the stage for building stronger and better individual and team relationships.</li> </ul>
<b>Positive Intelligence</b> ™	<ul style="list-style-type: none"> <li>• Positive Intelligence (PQ) is a measure of your mental fitness. It is the best predictor of how happy you are and how well you perform relative to your potential.</li> <li>• Mental fitness is about learning to manage life's challenges with a positive mindset rather than getting stressed or upset.</li> <li>• Boost your PQ with practice. Learn to quiet your inner critic. Uplevel your wellness, relationships, and performance.</li> </ul>

# PREMIER WORKSHOPS (CONT.)

TITLE	DESCRIPTION
<b>Psychological Safety</b>	<ul style="list-style-type: none"> <li>• Psychological safety is about creating an environment where people feel comfortable being genuine, honest, and able to speak with candor.</li> <li>• Participants will walk away with an understanding of how to create a psychologically safe presence for themselves and those they work with.</li> <li>• With more people working in a hybrid work model, psychological safety builds trust and transparency, improves health and well-being, employee engagement, retention, productivity, and innovation.</li> </ul>
<b>Presentation Leader</b>	<ul style="list-style-type: none"> <li>• Presentation Leader is our specialty, for teams or individuals. It is interactive with hands-on activities and focus on the essential skills to design, build and deliver your next presentation.</li> <li>• Each participant will deliver three short video-taped presentations and receive personalized constructive feedback.</li> <li>• The focus will be on strengths, while addressing areas of improvement. Results are amazing!</li> </ul>
<b>TTI™ DiSC™ Talent Assessments for Teams and Individuals</b>	<ul style="list-style-type: none"> <li>• DiSC™ assessments open up how to interact and better communicate with your team member.</li> <li>• DiSC™ tools provide decision makers and team leaders with tools to create the best teams and supercharge their performance.</li> <li>• Identifies the talents on a team and how to leverage those talents for high-performance.</li> </ul>
<b>TTI™ 12-Driving Forces™</b>	<ul style="list-style-type: none"> <li>• 12-Driving Forces™ is an assessment that measures WHY a person does what they do. It measures the motivation (and strength) behind a person's behaviors, using 6 different motivators.</li> <li>• By knowing what motivates you, you will be able to change your approach to your daily work to drive improved results</li> </ul>

## TEAM BUILDING & TEAM RETREATS

### TEAM BUILDING

Team Building can be described as fun activities for a quick “downtime” for high-performing teams. It can also be described as an opportunity to build a team's mission and objectives. Each team building session is customized to the team's needs. Both opportunities are offered with a menu of team building activities, here is a sample:

- StrengthsFinder 2.0, DISC Behavioral styles, Scavenger Hunts, etc.
- Customized activities to build team norms and operating standards
- Team assimilation
- Team trust

### TEAM RETREATS

Team Retreats are a time away to get to know each other, to strategize, be creative, learn new methods together, and have fun. Team Retreats are usually events that are a full day or longer, are done offsite, have a set agenda, and are customized. We can help you plan a team retreat for a productive outcome. Here are a few examples:

- Building organizational strategy and communication planning.
- Change management initiatives
- Making connections to organizational strategies and how to execute your divisional goals
- Team bonding, building team trust
- Team planning

### TEAM ASSIMILATION

Team assimilations is an opportunity to have one-on-one interviews with individuals, both on and off the team, to gain a 360 perspective and pulse of how the team is doing, and sometimes the organization. It is an opportunity to collect authentic and confidential feedback with a two-way dialogue so that leadership can address the feedback. The assimilation is done with a professional facilitator. Upon completion, an analysis is done to identify themes and any critical issues. It includes a team debrief where a two-way conversation can be conducted.



# EXECUTIVE COACHING

We match leaders with ICF certified Executive Coaches to work with them individually to identify and enhance their key strengths. The coach will guide the individual through a safe and confidential process using assessments and development plans. Our coaches work with individuals over a 6 -9-month journey where they focus on learning about themselves, improving performance, and when needed transitioning to a new role. Each person we work with is assessed, and a plan is developed. Each coaching engagement is fully customized.



# TALENT DEVELOPMENT CONSULTATION & STRATEGY

## TALENT REVIEW

The 9-box grid is an assessment tool that evaluates an employee's current and potential level of contribution to the organization. The 9-box grid is most commonly used in succession planning as a method of evaluating an organization's current talent and identifying potential leaders. It is also used to determine talent development investments.

## SUCCESSION PLANNING

Succession planning is a process for identifying and developing new talent who can replace leaders when they leave or retire. Succession planning increases the availability of experienced and capable employees who are prepared to assume these roles as they become available.

## TALENT DEVELOPMENT

Good talent is a desired and hard to find commodity. Building a talent development strategy is needed in today's VUCA world. It ensures the organization has a strong bench ready to fill key positions, but it also increases employee engagement, retention, and serves as a recruitment tool. Today's employees consider an employer's talent development strategy as a "required benefit" when accepting a position. This offering will help you build a Talent Development Roadmap.