

Confidence Quadrant™ Handout



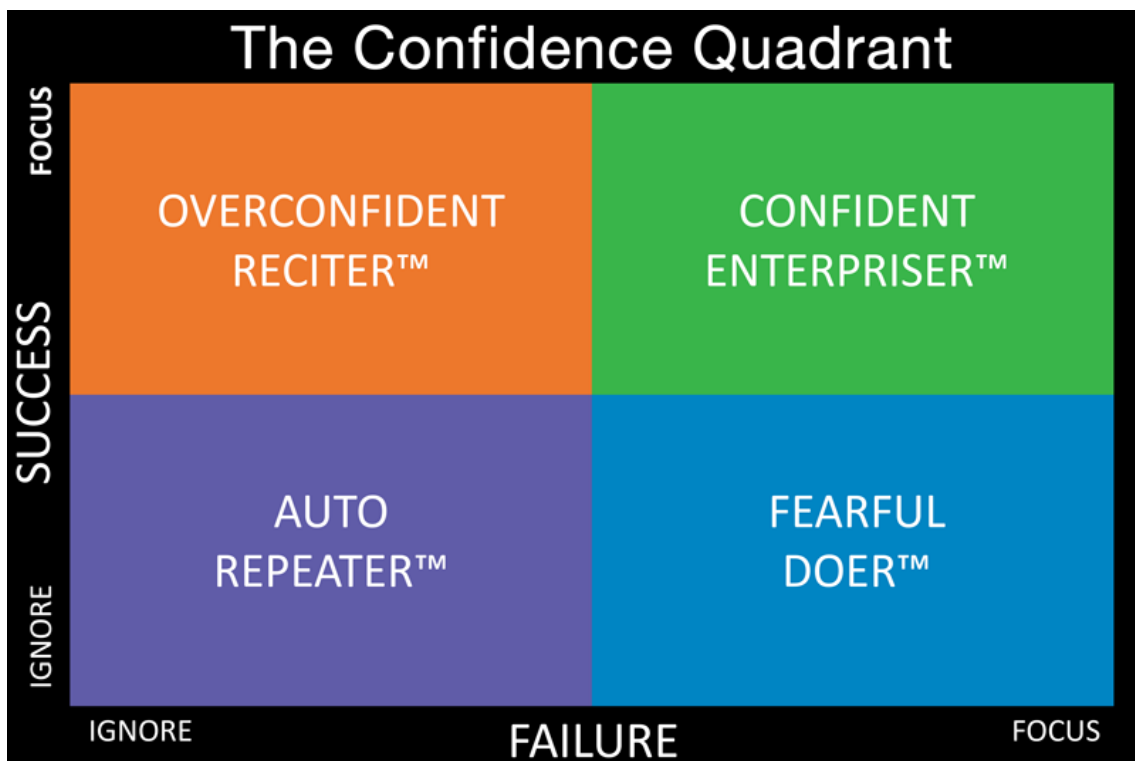
SPEAR™ Strategic Process



ANALYZE

The Analyze stage assesses the Plan successes and failures to determine if they plan should continue or change.

Within the Analyze process there are four (4) specific attitudes or patterns of thinking that each person develops. Each attitude develops over time based on whether they focus or ignore success and failure. Success is defined as completion of a goal, task or behavior. Failure is non-completion of a goal, task or behavior. Success and Failure are subjective and objective. Successful people understand the value of each and ensure they analyze their successes accordingly. There's a presumption within the model that everyone is successful in some capacity and has areas of improvement.



Take the free e-course

7 Days to Becoming a More Confident Leader (spearity.com/7)



Confidence Quadrant™ Handout



The Four Quadrants

OVERCONFIDENT RECITER™	AUTO-REPEATER™	FEARFUL DOER™	CONFIDENT ENTERPRISER™
Focus Success	Ignore Success	Ignore Success	Focus Success
Ignore Failure	Ignore Failure	Focus Failure	Focus Failure
Confident	Timid	Timid	Confident
Rigid	Rigid	Flexible	Flexible
Action Steps:	Action Steps:	Action Steps:	Action Steps:
<ul style="list-style-type: none"> Establish objective (SMART) goals Document three (3) per period Document failures and explain why Develop a plan together to address failures 	<ul style="list-style-type: none"> Establish objective (SMART) goals Document three (3) per period Document failures but don't address at this time Set a time to address failures after confidence improves 	<ul style="list-style-type: none"> Establish objective (SMART) goals Document three (3) per period Document failures but do not dwell on them 	<ul style="list-style-type: none"> Establish objective (SMART) goals Document three (3) per period Document failures and explain why Establish stretch goals to keep growing individually and in leadership

SPEAR Training Opportunities

Area	Title	Long
SPEAR	SPEAR™ Strategic Improvement Process	SPEAR™ Strategic Improvement Process. The SPEAR™ Strategic Improvement Process takes goal achievement and breaks into micro segments. In doing so, implementers continuously improve the process of achieving the goal while developing skills to achieve the objective.
SMART Goals	Invigorate the Objectives Process	Invigorate the Objectives Process. The goal setting process can be daunting to a point where it's avoided instead of tackled. The process doesn't have to be that way. Our unique approach helps teach everyone to write objective goals.
Plan	Lower the Bar	Lower the Bar. The SPEAR™ Planning process covers that skills needed to be good at planning so goals are achieved and not just written. Writing goals can be easy. Developing the plan is crucial. Learn how!
Execute	Focus Focus Focus	Focus Focus Focus. Technology is great, until it isn't. As the abundance and frequency of data increases the ability to prioritize and focus on the important tasks becomes more difficult. Great executors focus. Learn how to become an excellent plan executor.
Analyze	The Confidence Quadrant™	The Confidence Quadrant™. The Confidence Quadrant™ exams how two individuals can have the same experience, yet take away entirely different results. Some, come away more confident while others do not. Some fail and adapt, while others keep making the same mistakes over and over again.
Realign	FearMotional Cycle™	FearMotional Cycle™. Nearly everyone has had a failure and said, "I know I need to change" but didn't actually change for many reasons. However, greatness can only be achieved when we really adjust our behavior after failure. Learn the reasons why change is so hard and how to make the adjustments to achieve our desired results.

