

Confidence Quadrant™

The power of developing an adaptable and confident attitude



About SPEARity

- Darren Fisher CEO/Founder
- Started w/ DFC 2010
- Air Force Veteran
- Strategic leadership culture
- Others' greater success



“Darrenisms”

#1 responsibility of a leader ensure people have resources to be successful

Why are you here?

- A. Escape from work
- B. To increase my confidence
- C. My boss made me
- D. I have no idea why I'm here

How long have you been with FACC?

- A. 0-1 Year
- B. 2-5 Years
- C. 6-10 Years
- D. 11+ Years



What do you expect to learn?

spearity.com/cqinfo

“Darrenisms”

#1 resource people
need is vision
clarity

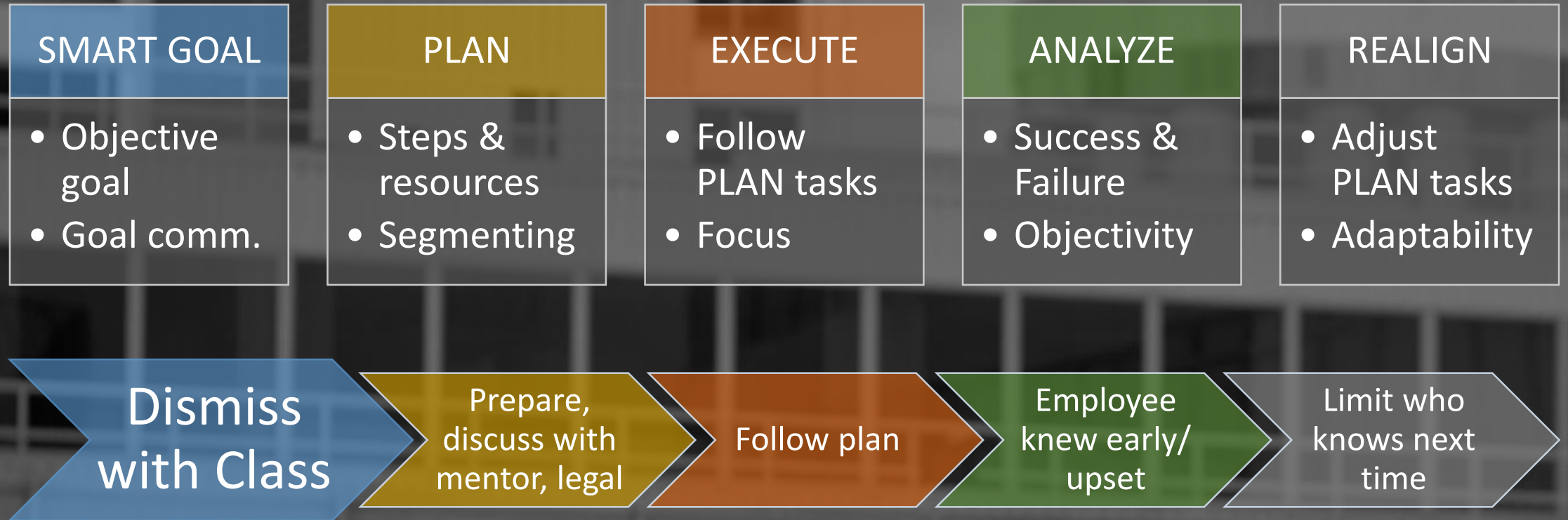
Same and Different



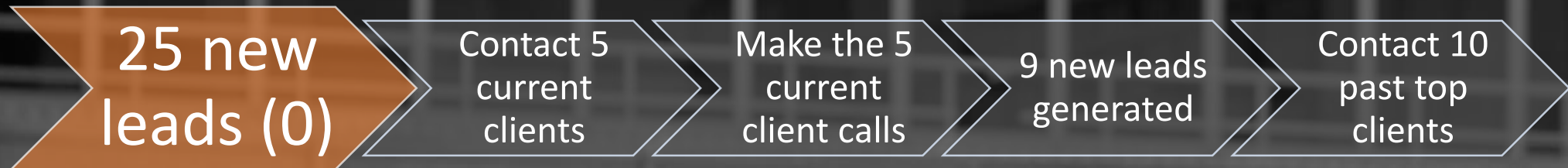


why the difference

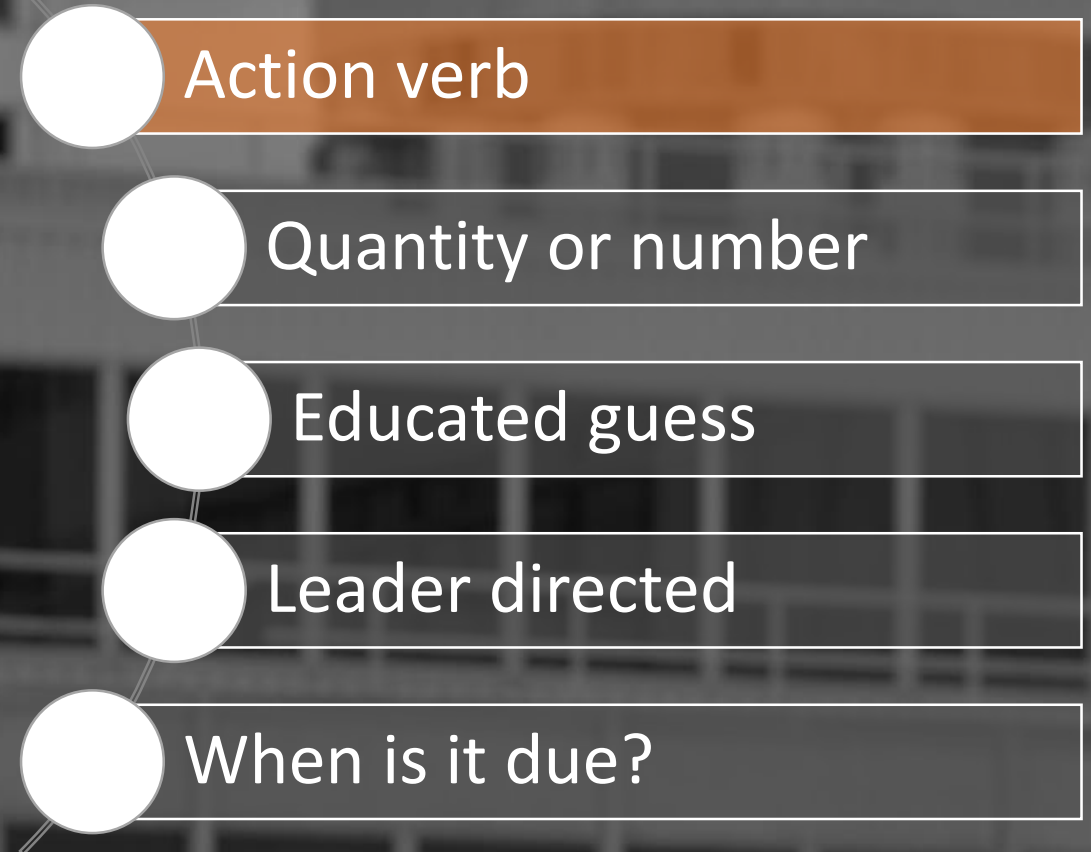
SPEAR™ Strategic Model



SMART Goals in SPEAR™



SMART Goals = Objective Goals



SMART Goal Action Words

Achieve

Attend

Complete

Delegate

Direct

Discover

Draft

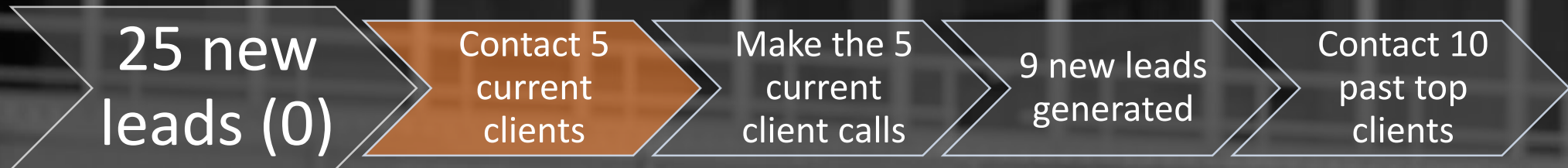
Generate

Interview

Resolve

Complete client project by June 30, 2018

Plan in SPEAR™

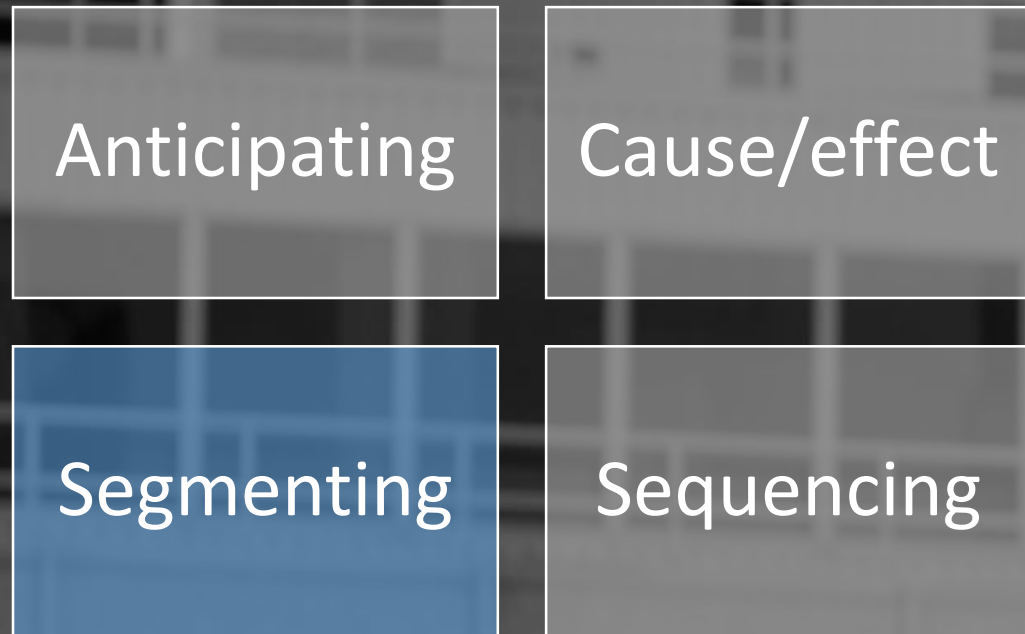


Plan to reach SMART Goals

Logical steps (1) and (2) resources necessary to achieve the SMART Goal



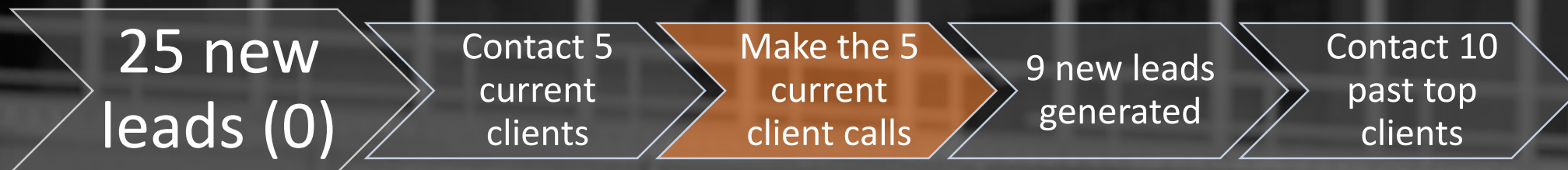
Plan Skills and Assumptions



“Darrenisms”

Everyone is smarter
than me at something.
I must identify and
invest in it.

Execute in SPEAR™



Execute the Plan

Taking actions outlined in the plan.

Execute Abilities & Attitudes

Focus

Knowledge

Confident

Adaptable

Organization

Prioritization

Strategic

Tactical

Skill

Time
management

Internally
Motivated

Externally
Motivated

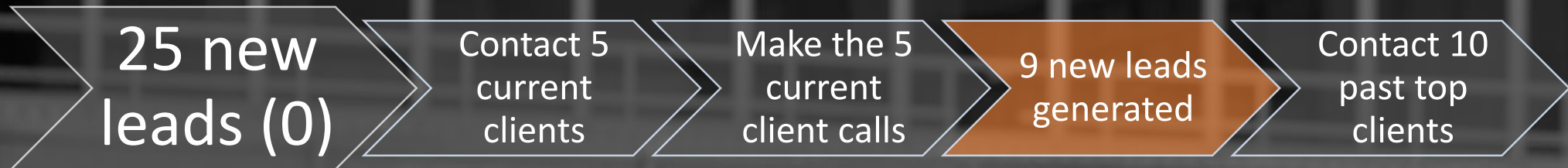
A grayscale photograph of a modern building with a curved facade and a circular tower in the background. The text "Break for 5" is overlaid in white.

Break for 5

“Darrenisms”

Failure is only a negative if you don't have time to recover from it. If you're breathing, you have time.

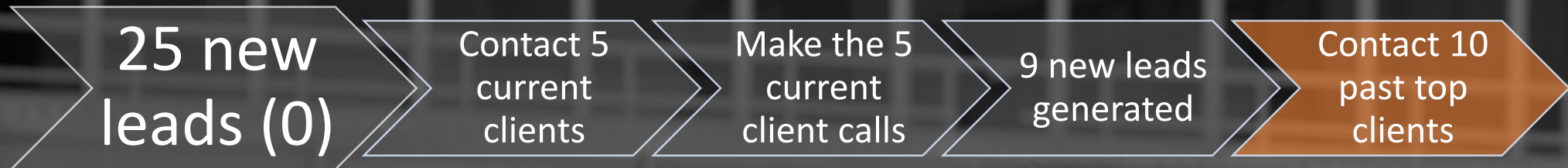
Analyze in SPEAR™



“Darrenisms”

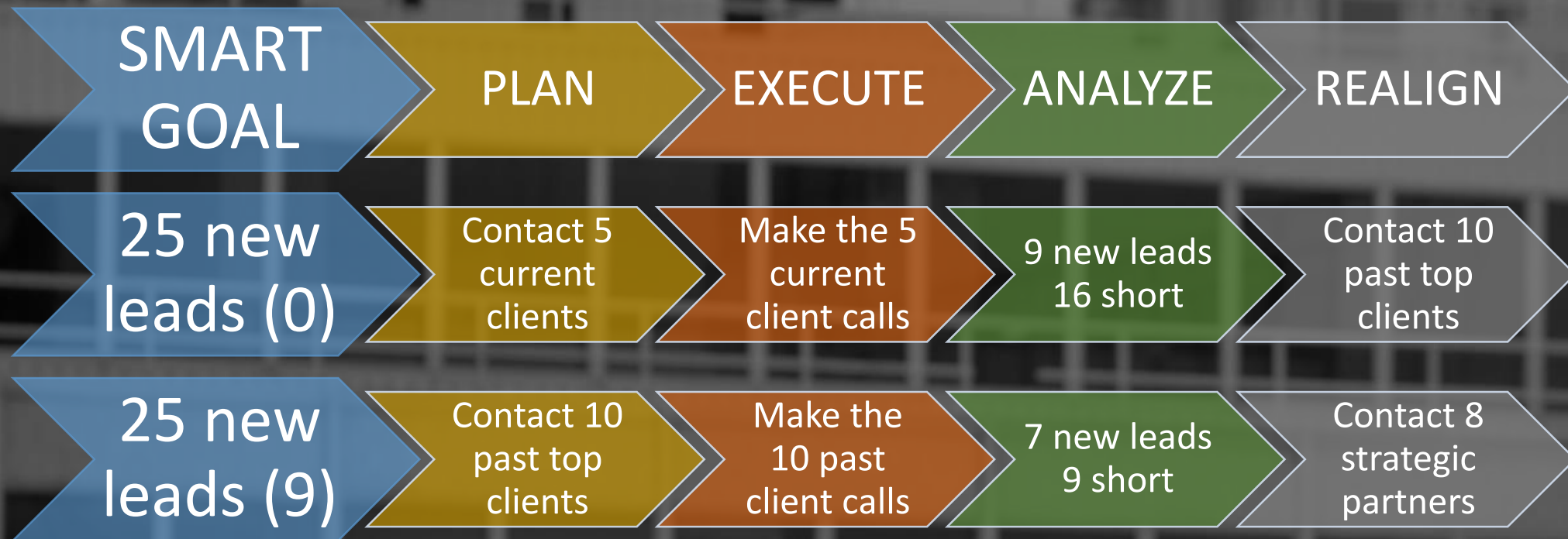
True excellence
means being
COMFORTABLE being
UNCOMFORTABLE

Realign in SPEAR™



Realign the Plan

Adjusting the plan to achieve the goal



Realign Skills

Adaptation

Anticipating

Cause/effect

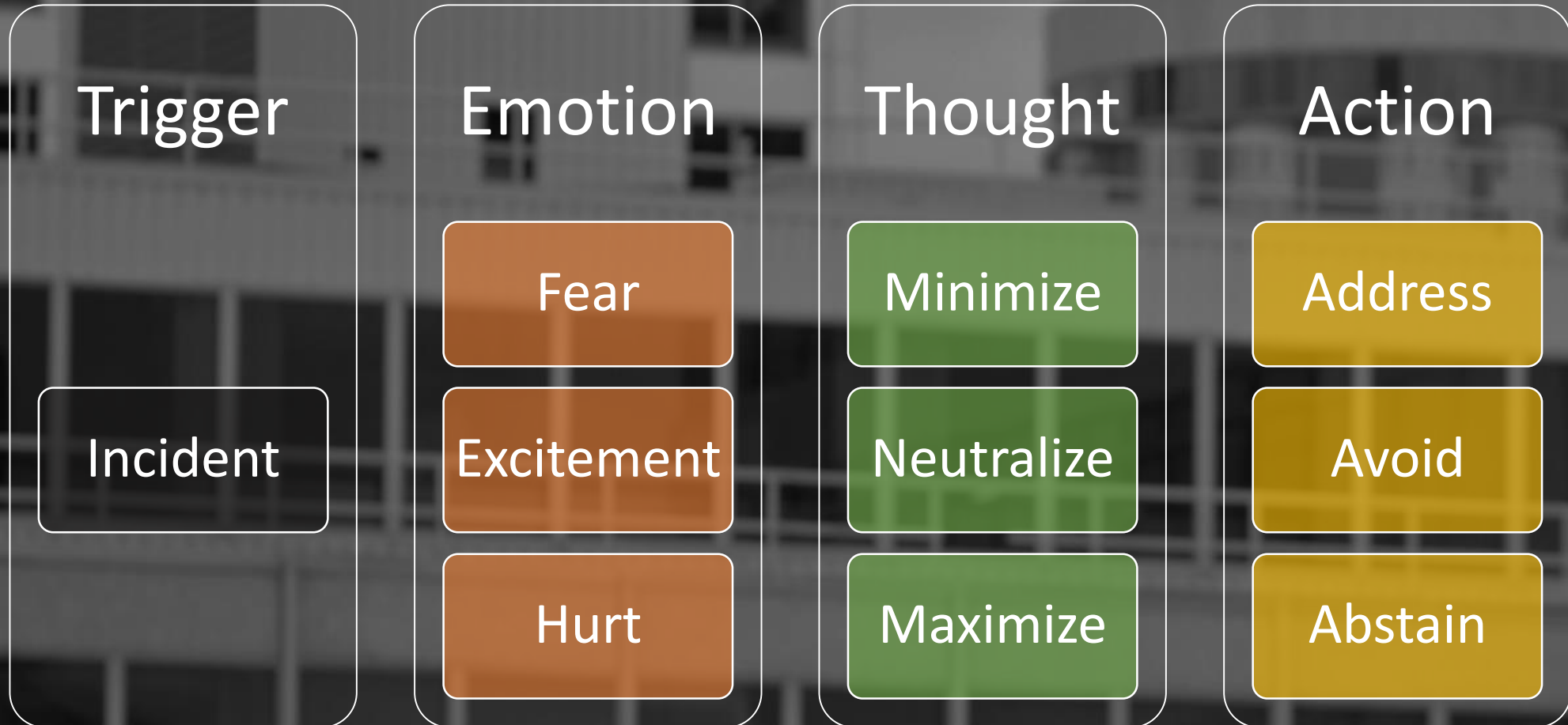
Segmenting

Sequencing

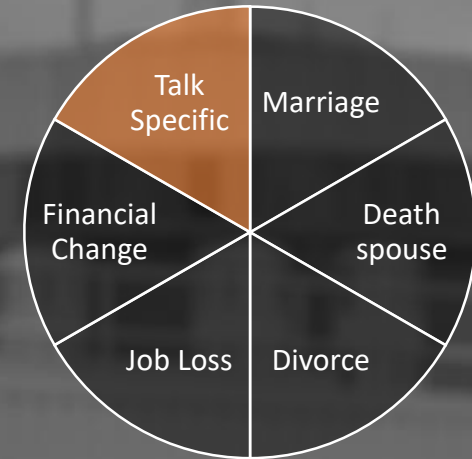
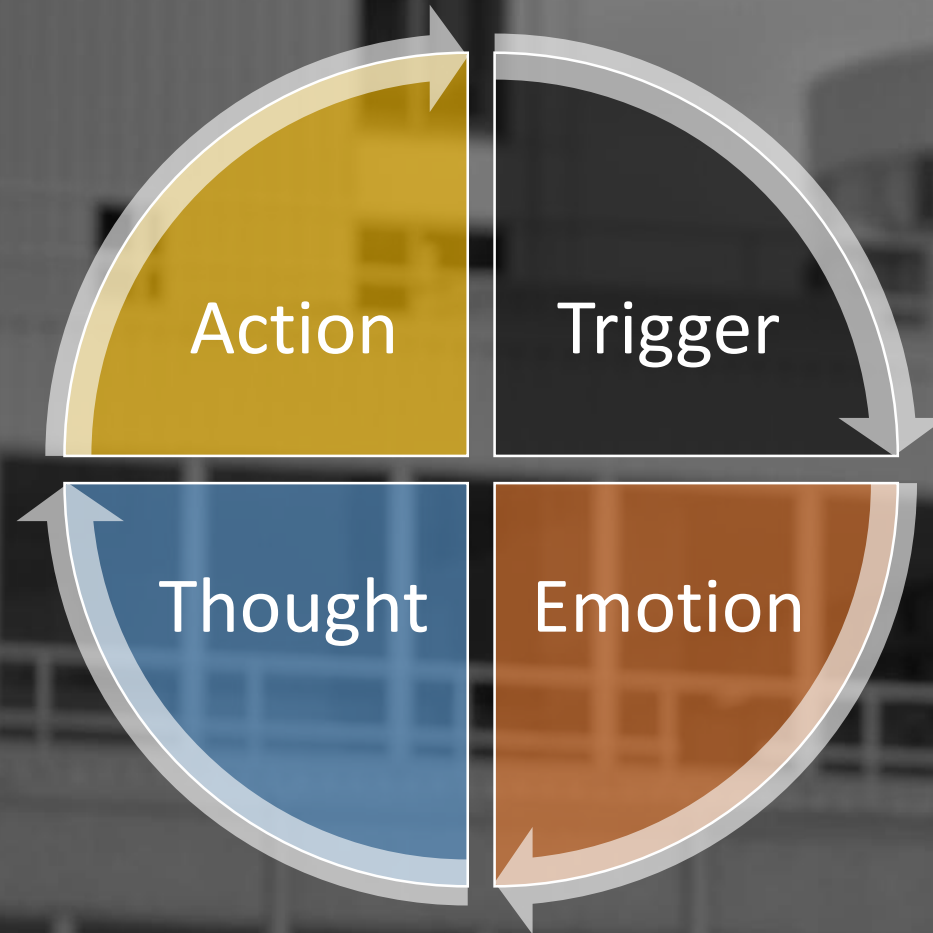
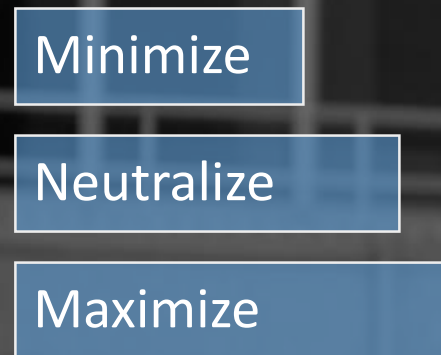
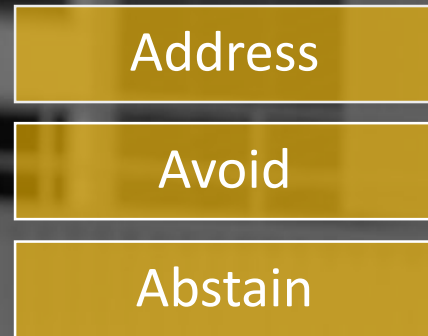
Synthesizing



FearMotional™ Sequence

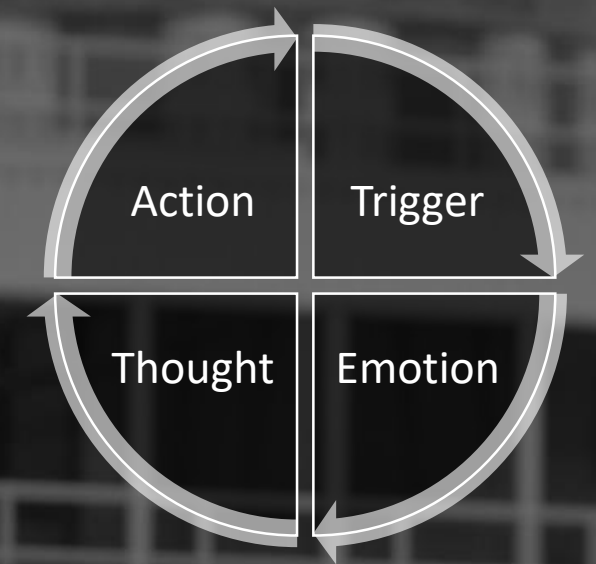


FearMotional™ Cycle



Identifying Your Mode

	Address	Avoid	Abstain
Maximize	Kill or be killed!	Leave and live or stay and die!	Please don't destroy me!
Neutralize	The threat is real. Stop it!	Leave now, lose battle, win war!	Stand pat! This battle won't decide the war!
Minimize	Destroy the little guy!	Not worth the battle, I'm out!	No big deal, so I'll stay!



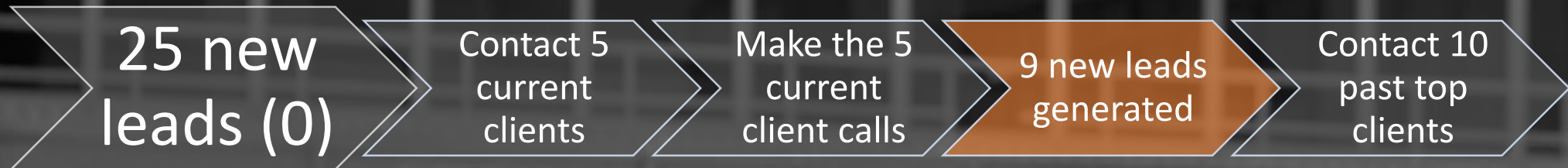
A grayscale photograph of a modern building with a curved facade and a circular tower in the background. The text "Break for 5" is overlaid in white.

Break for 5

“Darrenisms”

Common sense is
arrogant and
egocentric

Analyze in SPEAR™



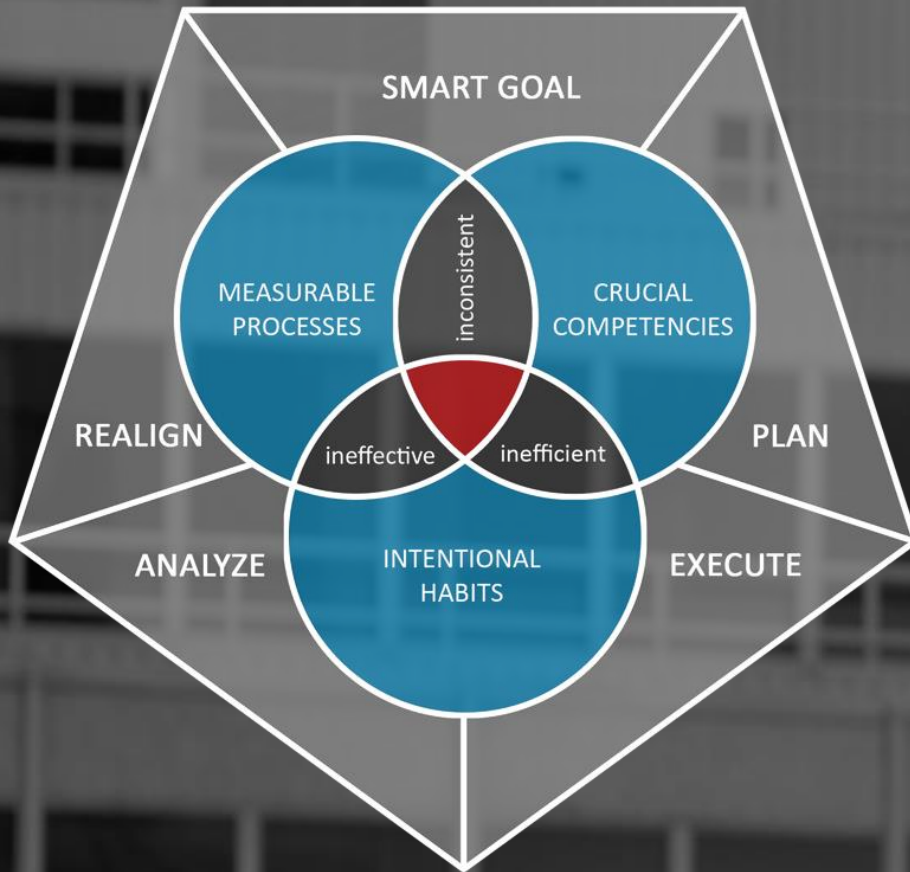
Analyze Phase Options



Processing Success and Failure

Fixed Mindset	Ignore	Shrink	Growth Mindset	Focus	Grow
Timid	Rigid	Smart	Confident	Adaptable	Work Ethic
Gifted	Impossible	Pointless	Limitless	Possibilities	Risk Taker

Core Strategic Modules

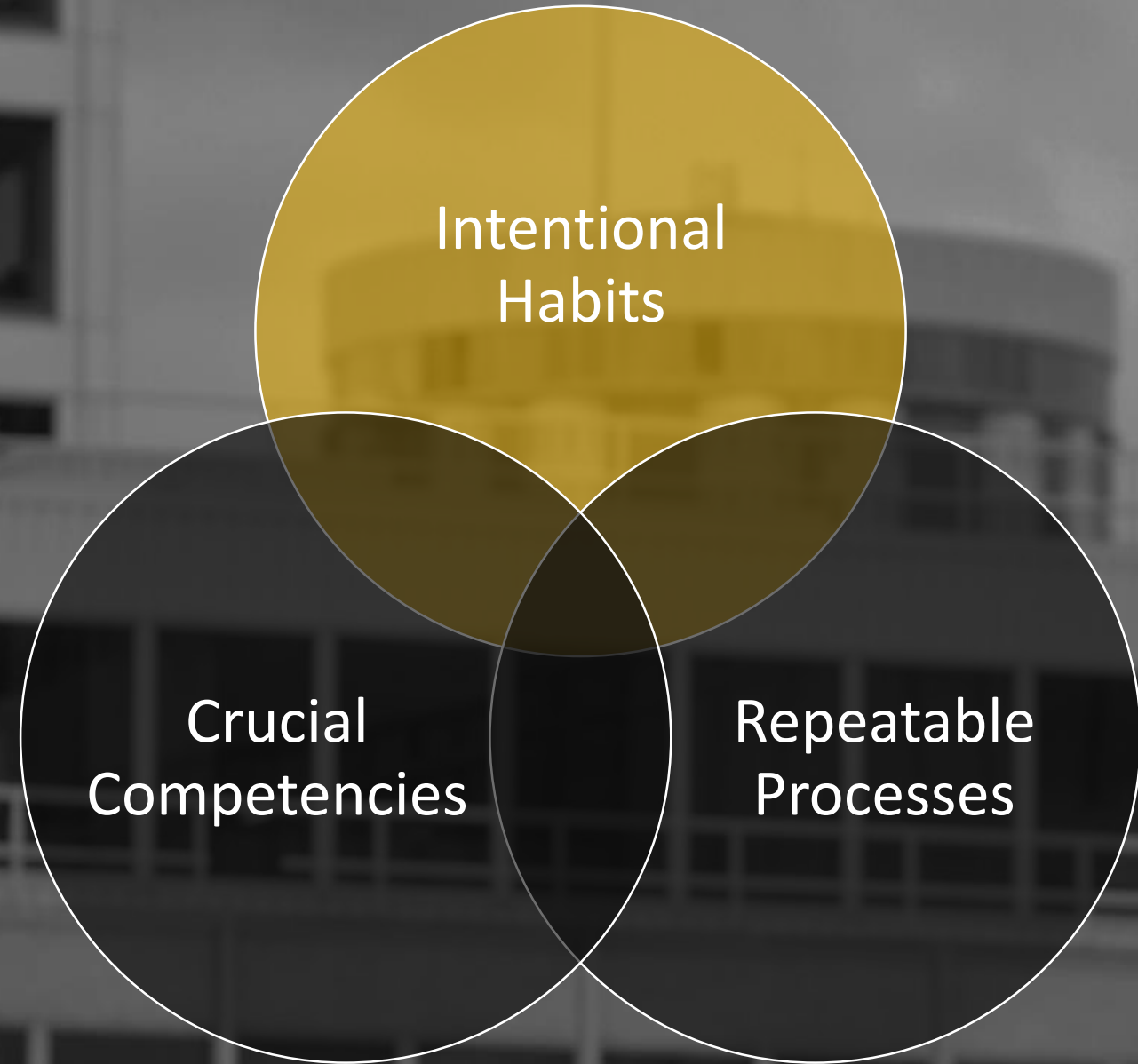


- Vitals of the strategic
- Always the issue
- Identify deficiencies
- Developable skills

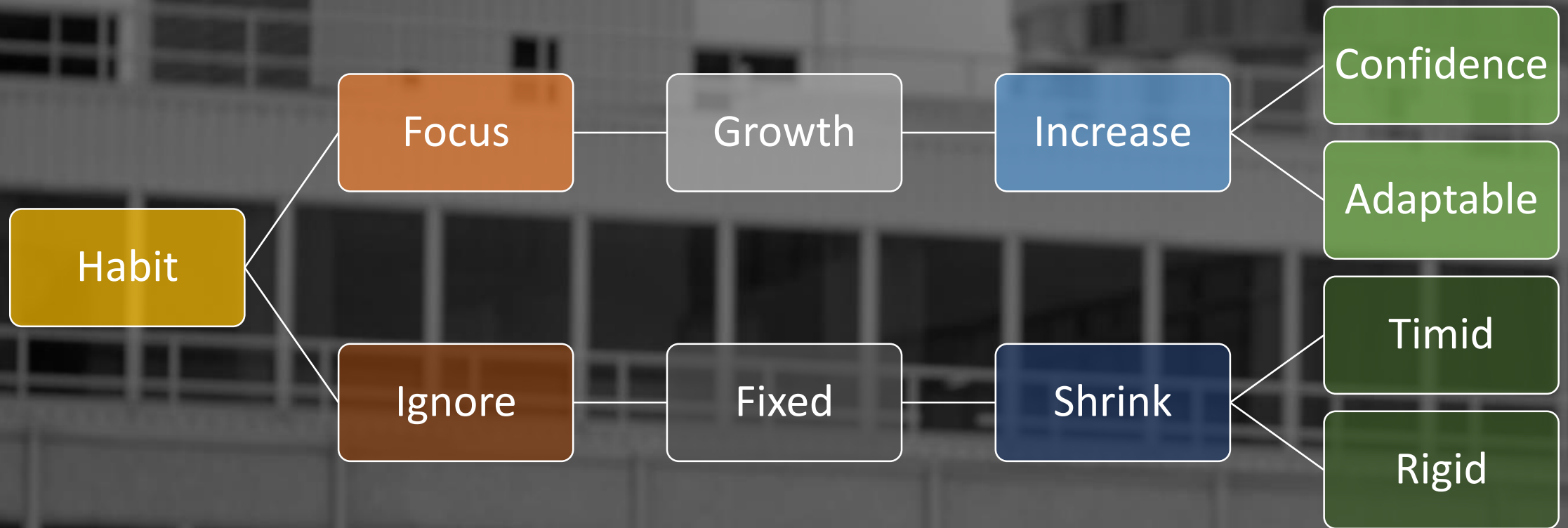
Intentional Habits

Purposeful patterned behaviors or practices

Ex. Floss daily to prevent plaque buildup



Habits Reinforce Mindset



Attitude Assessment

Success Reinforcement Cycle



Failure Reinforcement Cycle



Growth Reinforcement Cycle



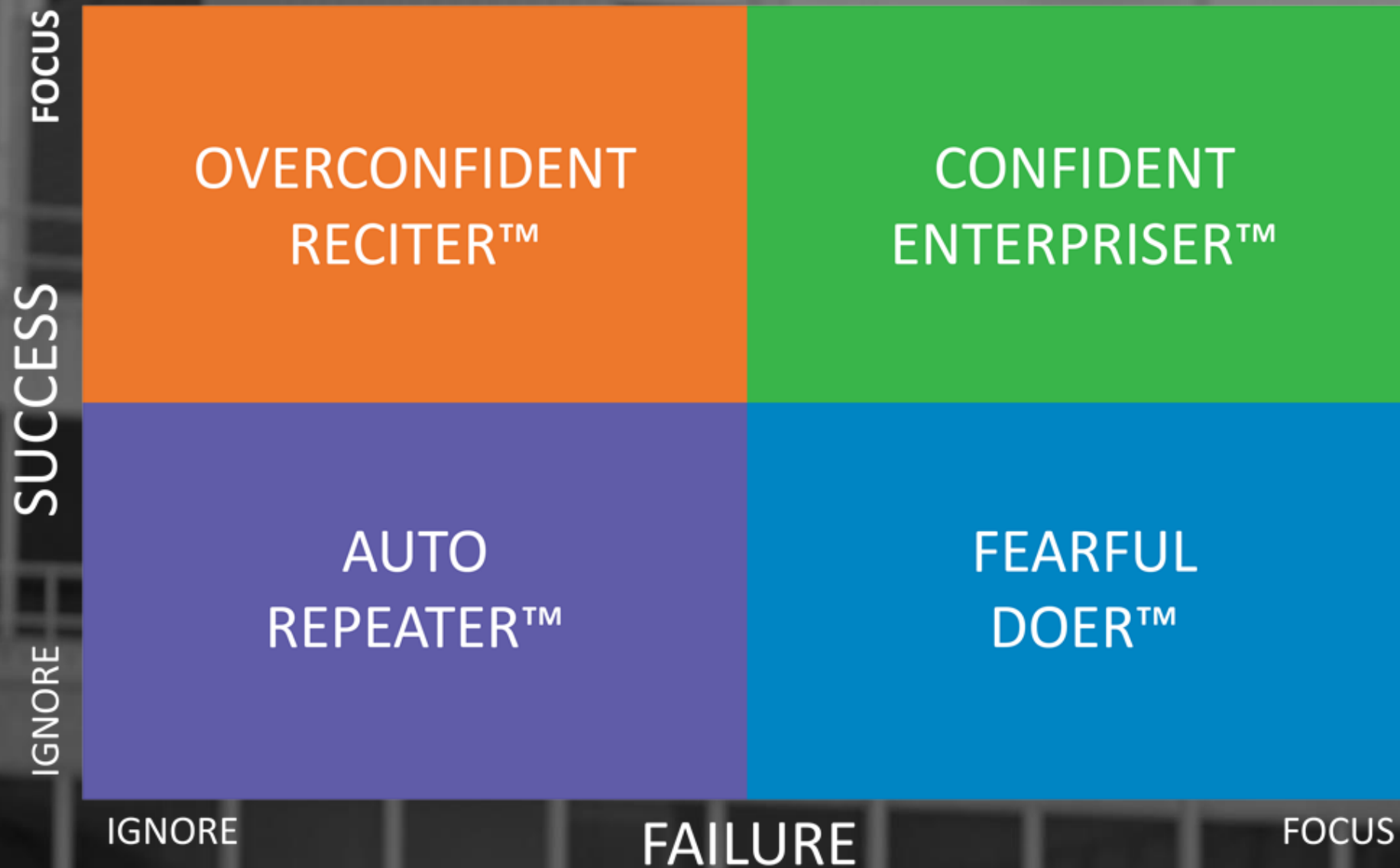
Fixed Reinforcement Cycle





success attitude
failure attitude

The Confidence Quadrant





Break for 10

OVERCONFIDENT RECITER™

Focus
Success

Ignore
Failure

Confident

Rigid

AUTO- REPEATER™

Ignore
Success

Ignore
Failure

Timid

Rigid

FEARFUL DOER™

Ignore
Success

Focus
Failure

Timid

Flexible

CONFIDENT ENTERPRISER™

Focus
Success

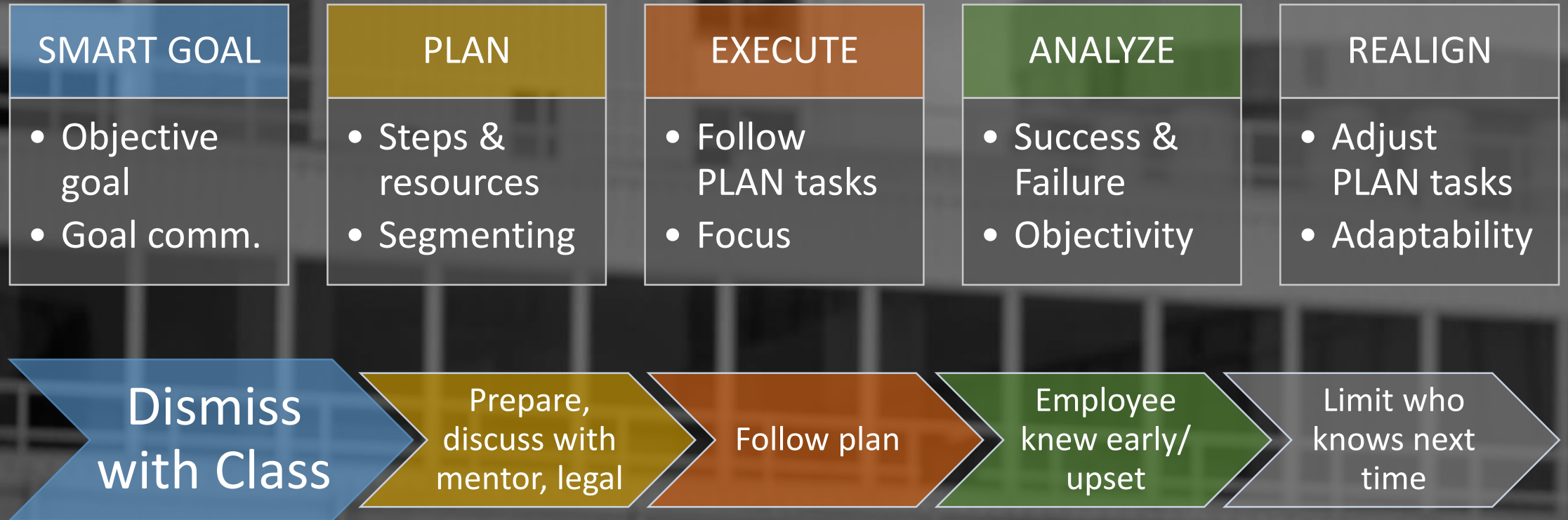
Focus
Failure

Confident

Flexible

Attitude Application

SPEAR™ Strategic Model



Take-Aways

- SMART Goal
- Set time daily to document success and failures
- Document three (3) successes daily



Questions



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