CONFIDENCE QUADRANT™ HANDOUT

SPEAR™ Strategic Process

- SPEAR™ is a strategic improvement process for effective goal setting and achievement
- SPEAR™ breaks down as follows: SMART Goals, Plan, Execute, **Analyze**, and Realign
- Spearity™ the state of strategic improvement

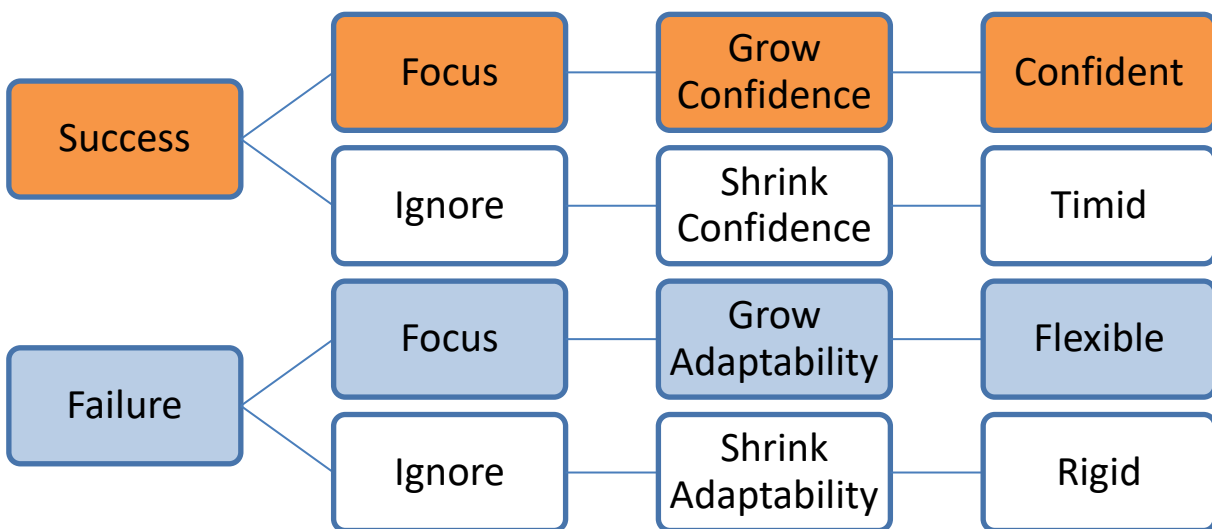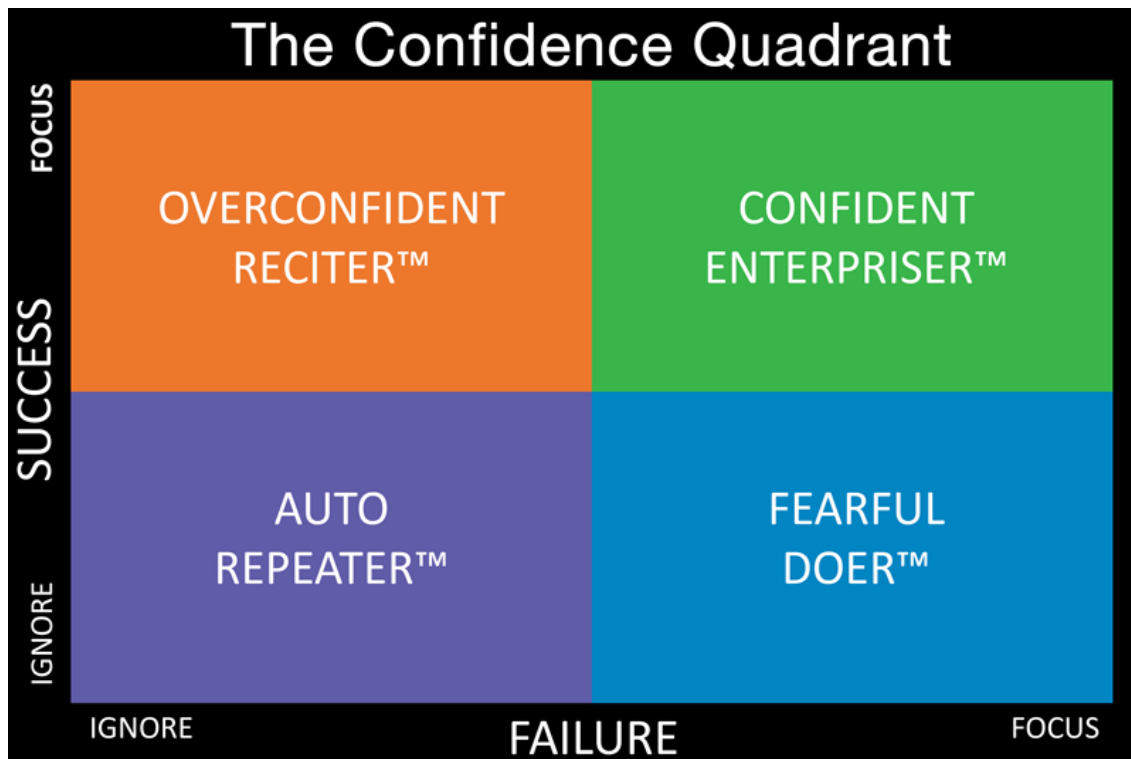SMART Goal → Plan → Execute → Analyze → Realign

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.

Analyze Phase Options
There are only four (4) options when you decide to focus or ignore a Success or Failure.

Success	Focus	Grow Confidence	Confident
	Ignore	Shrink Confidence	Timid
Failure	Focus	Grow Adaptability	Flexible
	Ignore	Shrink Adaptability	Rigid

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spearity™
develop strategic leaders

The Confidence Quadrant

	OVERCONFIDENT RECITER™	CONFIDENT ENTERPRISER™
FOCUS		
SUCCESS		
	AUTO REPEATER™	FEARFUL DOER™
IGNORE		
	IGNORE	FOCUS

FAILURE

The Four Quadrants

OVERCONFIDENT RECITER™		AUTO-REPEATER™		FEARFUL DOER™		CONFIDENT ENTERPRISER™	
Focus Success	Ignore Failure	Ignore Success	Ignore Failure	Ignore Success	Focus Failure	Focus Success	Focus Failure
Confident	Rigid	Timid	Rigid	Timid	Flexible	Confident	Flexible
Action Steps:		**Action Steps:**		**Action Steps:**		**Action Steps:**	
• Establish objective (SMART) goals • Document three (3) per period • Document failures and explain why • Develop a plan together to address failures		• 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		• Establish objective (SMART) goals • Document three (3) per period • Document failures but do not dwell on them		• Establish objective (SMART) goals • Document three (3) per period • Document failures and explain why • Establish stretch goals to keep growing individually and in leadership	

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The Confidence Quadrant™

- Four(4) specific attitudes or patterns of thinking that each person develops (although the (4) isn't really necessary)
- Success is defined as the completion of a goal, task or behavior
- Failure is defined as the non-completion of a goal, task, or behavior
- Success and failure can be both subjective and objective

Attitude Applications

Auto Repeater™ (Ignore Success / Ignore Failure)

Auto Repeater™ is someone who ignores success and failure. The indifference of the Auto Repeater™ is generally due to the belief that a failed history will only produce a failed future, so why even try?

The Confidence Quadrant™

	FOCUS	
	OVERCONFIDENT RECITER™ Focus Success|Ignore Failure Confident|Rigid	**CONFIDENT ENTERPRISER™** Focus Success|Failure Confident|Flexible
SUCCESS	**AUTO REPEATER™** Ignore Success|Failure Timid|Rigid	**FEARFUL DOER™** Ignore Success|Focus Failure Timid|Flexible
IGNORE	IGNORE	FOCUS

FAILURE

### Fearful Doer™ (Ignore Success / Focus Failure)

Fearful Doer™ is someone who ignores success and focuses on failure. Due to the focus on failure, the Fearful Doer™ tends to avoid new projects, works really hard to become successful and tends to be one of the highest performers on the team. Eventually they run out of energy, but not before giving their very best.

Overconfident Reciter™ (Focus Success / Ignore Failure)

Overconfident Reciter™ is someone who focuses on success but ignores failure. They are generally happy-go-lucky ad can find the positive in everything they do, even in the face of repeated failure. Why change if everything is working great? The Overconfident Reciter™ refuses to see their own short-comings but can easily pass the reason to something else.

Confident Enterpriser™ (Focus Success / Focus Failure)

Confident Enterpriser™ is someone who focuses on success and failure. Unlike the Auto Repeater™, the Confident Enterpriser™ is confident, working to get better, and enjoys the process. This person pursues the Confidence Quadrant™ knowing this is the only way they will bring out their very best.
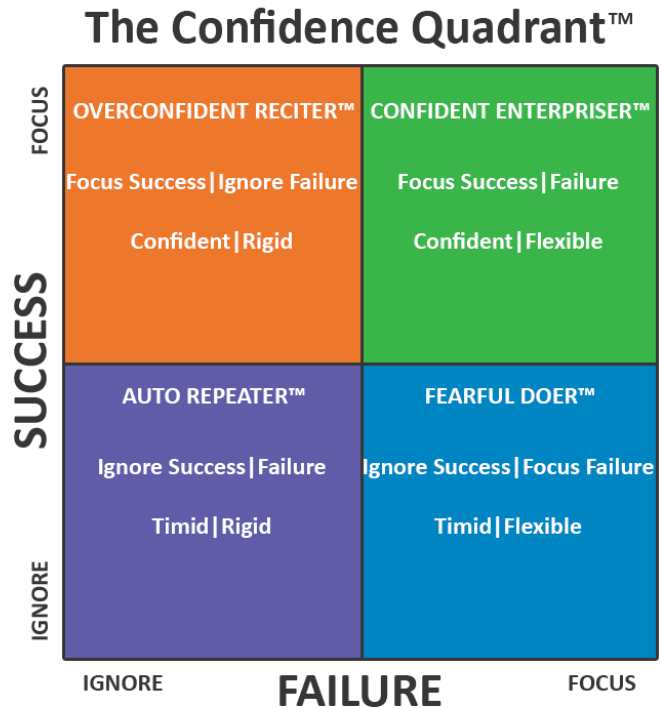
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Attitude Application

List the success habits to do you encourage.
-
-
-

List the failure habits you encourage.
-
-
-

What would you identify as your Attitude Application?	____ Overconfident Reciter ____ Fearful Doer ____ Auto-Repeater ____ Confident Enterpriser

Name one (1) person (*or self*) who identifies with the following application:	**What three (3) actions one could take to assist them in moving/staying in the Confident Enterpriser quadrant?**
Overconfident Reciter • • •	1. 2. 3.
Fearful Doer • • •	1. 2. 3.
Auto-Repeater • • •	1. 2. 3.
Confident Enterpriser • • •	1. 2. 3.

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Sample Workshop Opportunities

The following is a sample of workshop opportunities that can be customized for your organization. For more training opportunities, please visit www.spearity.com.

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 executers focus. Learn how to become an excellent plan executer.
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.

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Attitude Assessment

Consider the following ten questions to discover your own attitude applications and how they show up in your personal, professional, and relational lives. Remember, none of the attitude applications are judgments; rather, they are tools to achieve success in all areas of your lives.

1. You are working in outsides sales and the company's overall average of successfully closed sales on the product you are tasked with moving is one in every thirty customers. Based on sales calling, alone, how do you feel about your job?
   A) Generally frustrated. I know I'm going to hear "no," many times and there's not much I can do about it.
   B) Excited. I know exactly how often I'm guaranteed to hear "yes."
   C) Overwhelmed. I worry that I won't get enough "yeses."
   D) Relatively confident. I understand the challenge and can make a calling plan based on historical sales numbers.

2. Which of the following would be the most likely phrase those close to you would use to describe you?
   A) He/She is "very hard on himself/herself."
   B) He/She is "extremely competitive."
   C) He/She is a "perfectionist."
   D) He/She is a "self-made man/woman."

3. You are learning to manipulate a graphic in a new computer program and, after more than a dozen attempts at making the picture look as it should, you are unsuccessful. What is the most likely thing you would do next based on the following choices?
   A) Keep trying even though I probably won't be able to figure it out.
   B) Skip it. There must be something wrong with the program.
   C) Spend hours in the community forums and on YouTube tutorials learning about and practicing different things to try to become an expert at the program.
   D) Read the "Help" section of the program and, if there is no answer, ask colleagues what has and has not worked for them until I find a solution.

4. Which of the following would be a great life motto?
   A) Live in the moment!
   B) Look out for number one.
   C) Hard work pays off.
   D) Born winner!

5. You're tasked with being on the committee for the fundraiser of your child's sport organization. What role would you prefer?
   A) None. These fundraisers rarely make a difference.
   B) Finding quality donations; you need the right means to get the job done.
   C) Worker bee. Just tell you what to do and you'll get it done.
   D) Committee Chair. You prefer to lead others for the bigger picture.

6. How would you describe the way in which you have come by successes in your lifetime?
    A) I had successes in most areas when I was young, but began to struggle as I became older.
    B) Early success came easy for me across many different life areas and skill sets.
    C) I've had to work for every single success I've achieved in every area of my life
    D) I'm not successful in all areas and I work in the areas where I am successful.

7. When you participated in sports or competitive organizations in your youth, which of the following scenarios applied most often to you?
    A) I wasn't very competitive, but it wasn't that important to me.
    B) I was a great competitor, but wasn't really appreciated enough to get used as much as I should have been.
    C) I was a pretty good competitor, but it didn't come naturally; I was known for being a dedicated, hard worker.
    D) I did well enough. I didn't work as hard as some of the other players, but I did spend time working on the things that needed improvement.

8. One of your entry-level, lower wage employees shows up to work late and unprepared for the third time. How do you confront him or her?
    A) It's hard to find quality people for entry level jobs. I say nothing because I know it won't really make a difference and I don't have time to replace him/her.
    B) When she comes into my office, I give him/her the cold shoulder. He/she knows I don't appreciate the behavior.
    C) I call him/her into my office right away, shut the door, and fire her. I've had enough. I'd be better just doing his/her work on my own.
    D) It would depend on the employee's situation and personality, but I would need to spend some time coming up with an appropriate plan.

9. At a party, you have:
    A) Many to talk to, but few true friends.
    B) A blast! I'm the last to leave.
    C) An uncomfortable feeling, but nobody knows it. I'm friendly with everybody.
    D) A plan about who I should talk to about what.

10. In a fearful situation, your natural instinct is:
    A) FREEZE! I don't know how to deal.
    B) FLIGHT! I'm out of there.
    C) FIGHT! It's the only way out of the trouble.
    D) FORETHOUGHT! I need to assess the situation before deciding whether I should freeze, fight, or take flight.

Answers

1. Number of A Answers-_____
2. Number of B Answers-_____
3. Number of C Answers-_____
4. Number of D Answers-_____