

RESET. RESTART.

How Leaders Get
Healthy Before
They Restart.



Aaron Lee



How are you doing?

*How are you **really** doing?
Do you know?*



Aaron Lee

High performing leaders strive for 100% health.

*Before you restart,
you need to be healthy, too.*

Mandatory remote work has changed our work life.

It challenged us with an incredibly difficult rhythm, and it's pushing and stretching us relationally, collaboratively, and professionally.

NordVPN found Americans are working **3 hours more per day!** Our rhythms are completely out of whack.

Before you lead your team into the next season, you need to get healthy. Strive for 100% health.

We believe healthy leaders are high performing leaders.

We want to answer:

How am I really doing?

How am I making things better?

Ready? Let's get 100% healthy!

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FIND YOUR PEACE

“How are you doing?”

“Fine.”

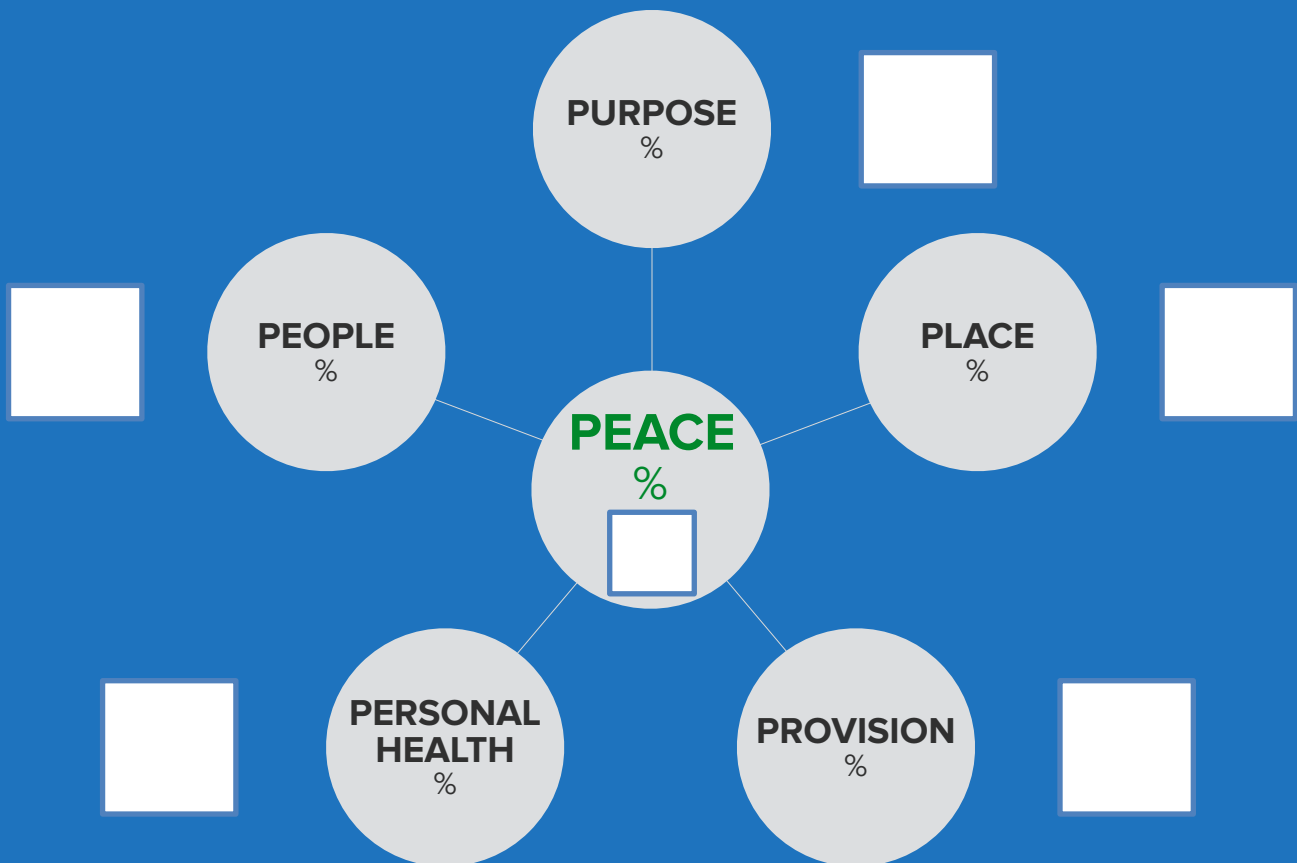
What does that mean? This simple question does not help us reach an objective perspective, and we cannot diagnose where our challenges arise.

A much better question is “what is your Peace Index?”

The 5 areas of the Peace Index allow you to focus in on specific areas of life which may be disrupting your peace.

When you reflect on these five Peace Factors, you can better assess where you need to respond to personal challenges and create a health environment.

Let’s take a look!



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Peace Factors

5 Areas of Life

Rank each Peace Factor on a scale of 1-100

Purpose How is your sense of purpose in life? At work? At home? Do you have a sense of fulfillment?

Place How is your physical location, at home, at work, and in your community? Consider your commute, and the environment around where you live and work.

Provision Do you have the resources you need in order to provide for yourself and/or your family?

Personal Health How is your physical and mental health? Is anything holding you back?

People Are the people in your life bringing vitality to your daily experience? Consider family, friends, neighbors, co-workers.

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*If you cannot measure it, you
cannot improve it.*

Lord Kelvin

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FIND YOUR BALANCE

Working solely from our area of strength sounds like the epitome of achievement.

Yet working out of our strengths 100% of the time is not healthy.

Our optimal balance is 70% of our time working out of our natural strengths, and using our learned behaviors 30% of the time.

These learned behaviors are areas where we have to flex, we have to adapt, and we become drained.

But these are also the areas which stretch us to grow. They activate our creativity and our problem-solving.

Our ideal is not to reach 100% - 0% but to reach 70% - 30%.

When we identify we are out of alignment, we have a better opportunity to create an environment of balance where we can thrive. We can also discern whether our balance is improving or getting worse.

70%

Natural Strengths
Unconscious Competence
Energizing



30%

Learned Behavior
Conscious Competence
Draining

Source Credit: Cockram's Law

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70/30 Principle

*Two Reflection Questions:
What is your current 70/30?
Which way is it trending?*



Natural Strengths
Unconscious Competence
Energizing

Learned Behavior
Conscious Competence
Draining

Fill in the blanks above. What percentage of time are you spending in your natural strengths vs. in your learned behaviors?

Improving

Getting Worse

Circle One

Beyond Yourself

Leading a healthy team through restart

Healthy leaders lead healthy teams.

Healthy teams become high performing teams.

As you reach a place of personal health, you can turn your attention to your team. Reflect on these questions with your team members:

1. **How aligned as a team do we think we are?**
2. **Do we all know our roles on the team?**
3. **Are we winning? (How do we know?)**

Most teams function at 58% of their True Potential.

A single low performing team is bad enough – an entire organization of low performing teams could be deadly.

What are some of the **obvious** signs a team is only achieving half of their potential?



Drama → Wasted Time
Hostility → Poor Collaboration
Misalignment → Frustration
Lack of Execution → Don't Hit Targets
Unrealized Potential → Missed Opportunities

During your restart, keep an eye out for these signs of low performing teams. Consider the **Team Edition** as a virtual or live team experience as your team prepared to restart.

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RESET. RESTART. TEAM EDITION

Once you get healthy, it's time to lead your team.
Are they healthy? Are they ready to restart?

Let's **Reset** your team before you **Restart!**



**SCHEDULE A SESSION
FOR YOUR TEAM**

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