



Mental Fitness

The WINNING Mindset for Government Contractors

**Emily Harman, SES, Ret.
Positive Intelligence® Coach**

©2008–2022 Shirzad Chamine and Positive Intelligence, Inc.

How Often Do You Feel Stressed?



Common GOVCON Stressors:

- Capability briefing did not go well
- Arrived late to client meeting
- Government RFP not clear
- Unrealistic proposal submission date
- Missed proposal due date
- Continuing resolution - no new starts
- Budget cuts
- Prime contractor cuts subcontractors
- Lost to competitor

Mental Fitness

Definition:

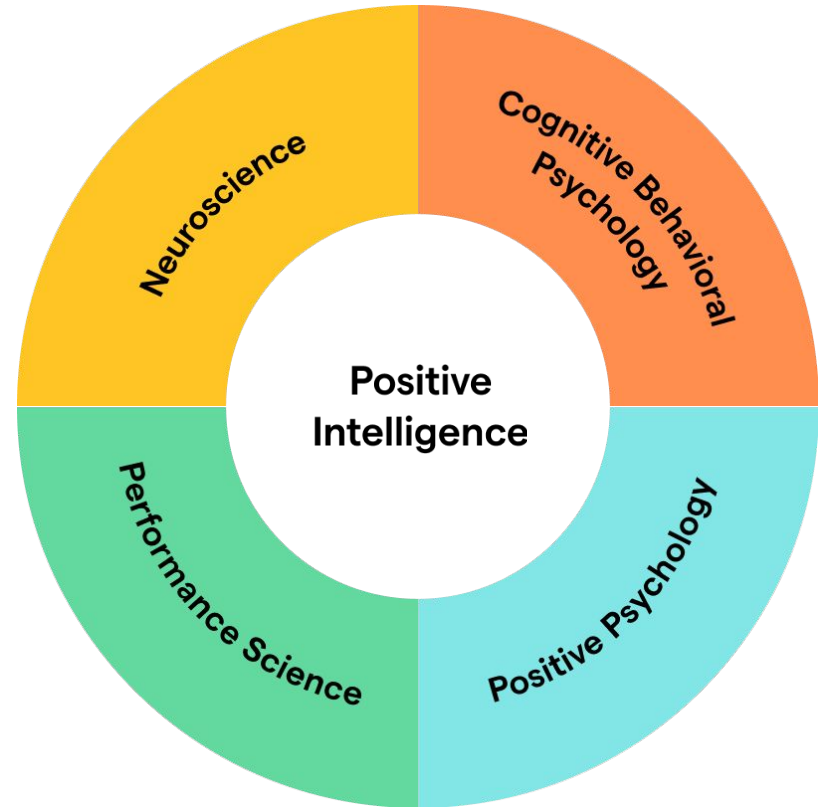
Your capacity to respond to life's challenges with positive rather than negative mindset

Impact:

- **Peak performance**
- **Peace of mind/wellness**
- **Healthy relationships**

Research Foundation

Our mental fitness program is based on breakthrough, original research by Shirzad Chamine and the synthesis of recent discoveries across neuroscience, positive psychology, cognitive behavioural psychology, and performance science.



Research includes results from:

- ✓ Hundreds of CEOs and their executive teams
- ✓ Stanford students
- ✓ World-class athletes
- ✓ 500,000 participants from 50 countries
- ✓ Many YPO families and Forums

Research summarized in the New York Times best-selling book,
Positive Intelligence, translated into 20 languages.

Power of Factor Analysis

- ✓ Discovers the **root cause**
- ✓ Results in **radical simplification**

Example

At the root of thousands of colors are only three factors:

Red, Blue, Yellow



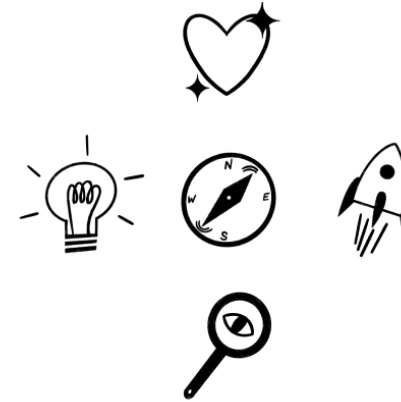
Results of Factor Analysis Research

Only 3 core muscles are at
the root of mental fitness

1. **Saboteur Interceptor**
2. **Sage**
3. **Self-Command**



10 Saboteurs



5 Sage Powers

1. **Saboteur Interceptor**
2. **Sage**
3. **Self-Command**

The Judge





Controller



Hyper-Achiever



Restless



Stickler



Pleaser



Hyper-Vigilant



Avoider



Pleaser

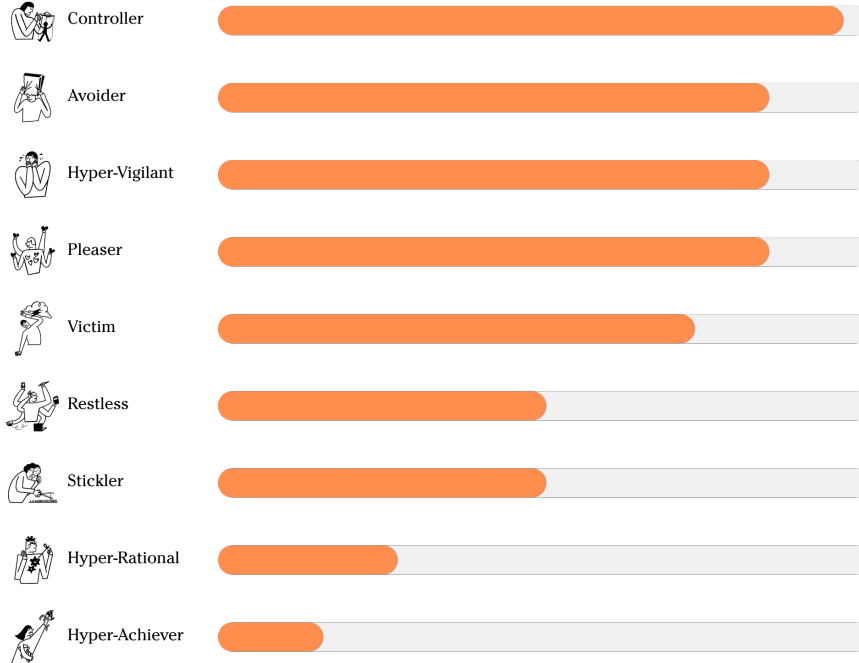


Hyper-Vigilant

Saboteur Effect on Sales Competency

Saboteur	Sales Skill	Saboteur Downside
 AVOIDER	Qualification, Negotiation	Avoiding difficult conversations
 PLEASER	Value Selling	Not getting to final solution
 HYPER-RATIONAL	Customer Strategy	Failing to see the other perspective
 CONTROLLER	Account Management	Focusing on outcome, not customer
 RESTLESS	Questioning/Listening	Impatient, frustrated by slow sales cycle
 HYPER-ACHIEVER	Negotiation	Could be moving the customer too fast

James, here are your results



Explore saboteurs' descriptions and notice the ones that speak to you.
Remember, no one fits any Saboteur description completely.
Look for the general patterns.

[Explore](#)

You can switch between saboteurs in the bottom menu

Stickler

5.6

Perfectionism and a need for order and organization taken too far

Characteristics

- Punctual, methodical, perfectionist.
- Can be irritable, tense, opinionated, sarcastic.
- Highly critical of self and others.
- Strong need for self-control and self-restraint.
- Works overtime to make up for others' sloppiness and laziness.
- Is highly sensitive to criticism.

Thoughts

- Right is right and wrong is wrong.
- I know the right way.
- If you can't do it perfectly, don't do it at all.
- Others too often have lax standards.
- I need to be more organized and methodical than others so things get done.
- I hate mistakes.

Common Saboteur Triggers:

- Unpredictability of COVID
- Competitor hires your employees
- Your suppliers are late
- You noticed a pricing mistake after you won the contract (priced too low)
- Your supplier delivered a defective product
- Your prime keeps requiring you to lower your rates



Saboteurs

Brainstem
Limbic System
Parts of Left Brain



Sage

Middle Prefrontal
Cortex
Empathy Circuitry
Parts of Right Brain



Saboteurs

**Motivates you through
negative emotions ...**

...fear, stress, anger, guilt,
shame, insecurity, ...



Sage

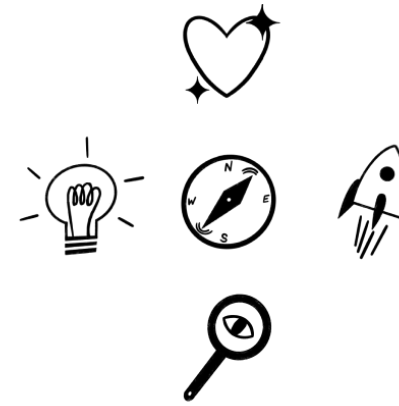
**Motivates you through
positive emotions...**

...empathy, curiosity, creativity,
passion and purpose.



Saboteurs

**Might generate success
but NOT happiness.**



Sage

**Generates your highest
success and sustained
happiness.**

**Are negative emotions good
for you?**

Is pain good for you?



Negative Emotions

Only helpful for 1 second as alert signal.

Staying in negative emotion hurts ability to see clearly and respond with empathy, curiosity, creativity, or laser-focused action.

Negative Emotion = Saboteur

- 1.Saboteur Interceptor**
- 2.Sage**
- 3.Self-Command**



The Sage

- ▶ **Lives in region of brain associated with:**
 - ▶ **Positive emotions**
 - ▶ **Peace and calm**
 - ▶ **Clear-headed focus**
 - ▶ **Creativity**
 - ▶ **Big picture**
- ▶ **Operates from the Sage Perspective**

Sage Perspective

Every outcome or circumstance can be
turned into a gift and opportunity.

The Stallion Story



QUESTION:

Which Perspective is True?

Saboteur: this is BAD

Sage: this is a GIFT

ANSWER:

**Whichever you believe
becomes true.**

Simplicity of the Operating System

- 1.If you're feeling negative emotions STOP.
You're in **Saboteur** mode.
- 2.Do some PQ Reps to quiet Saboteurs and activate **Sage**.
- 3.Assume the **Sage Perspective** that every problem can be converted into a gift & opportunity.
- 4.Generate the gift by using the Sage powers like empathy, curiosity, creativity, and calm, clear-headed action.

Why Build the Self Command Muscle?

- Spend less time, energy, and emotion judging ourselves, others, or circumstances
- Use a simple technique (PQ reps) throughout the day in order to:
 - Weaken our inner “Judge”, our source of fear and anxiety, and
 - Strengthen our inner “Sage”, our source of inner wisdom and compassion

Are You in Full Command of Your Mind?

- You're not in full command of your mind. If you were, you would choose to entirely silence the Saboteurs in your head.
- You would choose not to stress out about what you can't control.
- You'd push away any self doubts and recover from disappointment immediately.
- You'd spend little time in anger, regret, or blame.

More Common Saboteur Triggers:

- Your boss has unrealistic expectations
- Revenue is trending down
- Your protest was denied
- Government is insourcing your employees
- Frequently changing regulations
- Red tape
- Government shut down
- Government oversight
- Low CPARS rating
- Category Management

How to Build Mental Fitness Using Your Self-Command Muscle



10-Second PQ Reps

PQ Rep Suggestions

Breath

- Notice the rise and fall of your breath in your chest or abdomen.
- Notice your breath entering and leaving your nostrils.
- Feel the air moving through your nostrils and notice the temperature of the air.

Touch

- Rub your finger tips together with such attention that you feel the ridges on your fingertips.
- Wiggle your toes, noticing each one of them.
- Touch an object in your physical environment and notice what it feels like.
- Feel the weight of your whole body in your seat.

Sound

- Listen to the farthest sounds you can hear (eyes open or closed).
- Listen for the nearest sounds you can hear, including your own breath.
- Isolate the sound of a single instrument while listening to music.

Sight

- Look at something in your physical environment with intense attention, noticing every detail.

Other Ideas

- Eat something and close your eyes; focus intently on taste/texture/sound as you chew
- Hug a loved one and notice their breathing.
- Focus on the flowing water when you wash your hands. Hear the water, smell the soap.

Tips

- Set alarms throughout the day as a reminder to do PQ reps.
- Reflect. At the end of the day ask yourself:
 - What are the most common negative emotions my Saboteurs produce?
 - What did I notice when I used PQ reps to intercept my Saboteurs?
 - What did I notice about the different types of PQ Reps I practiced?

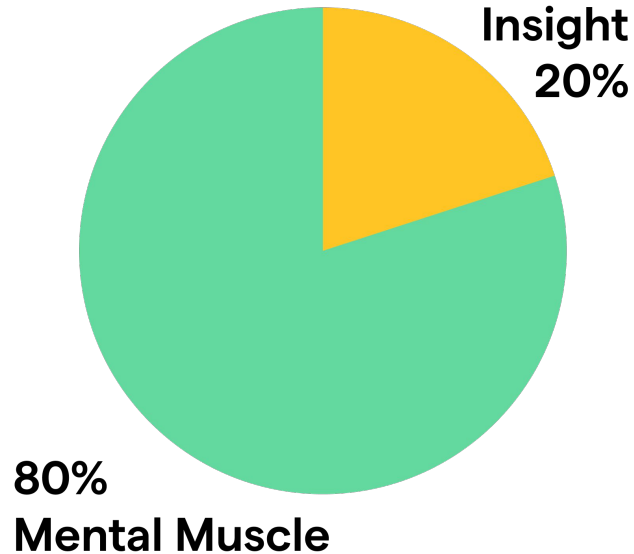
QUESTION:

Is it really possible to just shift from Saboteur to Sage response, even in tough challenges?

ANSWER:

YES, but the speed and depth of the shift depends on **mental muscle strength.**

Lasting positive change requires...



Success requires intense initial practice

**15 minutes/day
for 6-8 weeks**

(you can't defeat a gang of 10 bandits
by sending one new fighter per day
for 100 days)

80% of change management is driven by EQ

17 out of 18 EQ competencies are automatically developed through PQ program's mental muscles training based on root-level building blocks of EQ.

98%

of PQ Program
participants
experienced EQ
growth

Show Me the Results!

Success through EQ increase in Sales Communities*

At MetLife, trained salespeople outsold the control group by

37%

Motorola recorded improved productivity in 93% of trained employees

93%

In a UK restaurant group, higher competency resulted in 34% greater profit growth

34%

At CIBC, strength in these competencies account for 32% of booked sales and 71% of pipeline sales

32% **71%**

Booked Sales

Pipeline Sales

At Sanofi-Aventis Pharmaceutical, the average salesperson with improved competency sold \$55,200 more per month

\$55,200 per month

At L'Oréal, strength in these competencies resulted in \$91,370 increase per sales person

\$91,370 per sales person

*According to a study by researchers Sue Jennings and Benjamin Palme

©2008-2022 Shirzad Chamine and Positive Intelligence, Inc.

Learn More:

<https://emilyharman.com/positive-intelligence>

Note: You can take an assessment from this site and discover your Saboteurs

Let's Connect

<https://www.linkedin.com/in/emily-harman/>

e-mail: emily@emilyharman.com

Short call:

<https://calendly.com/emilyharman/15min>

Explore Working with Me:

<https://calendly.com/emilyharman/discovery-call>