

“Culture”

*A Disciplined Approach to Creating a Positive Culture
for Staff, Students and Community*

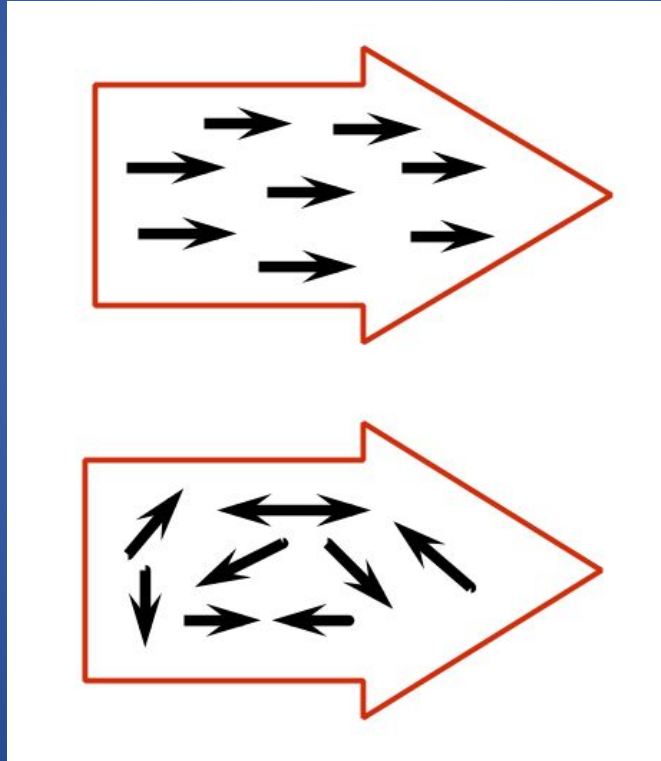
**What does “Culture”
mean to you?**

CULTURE

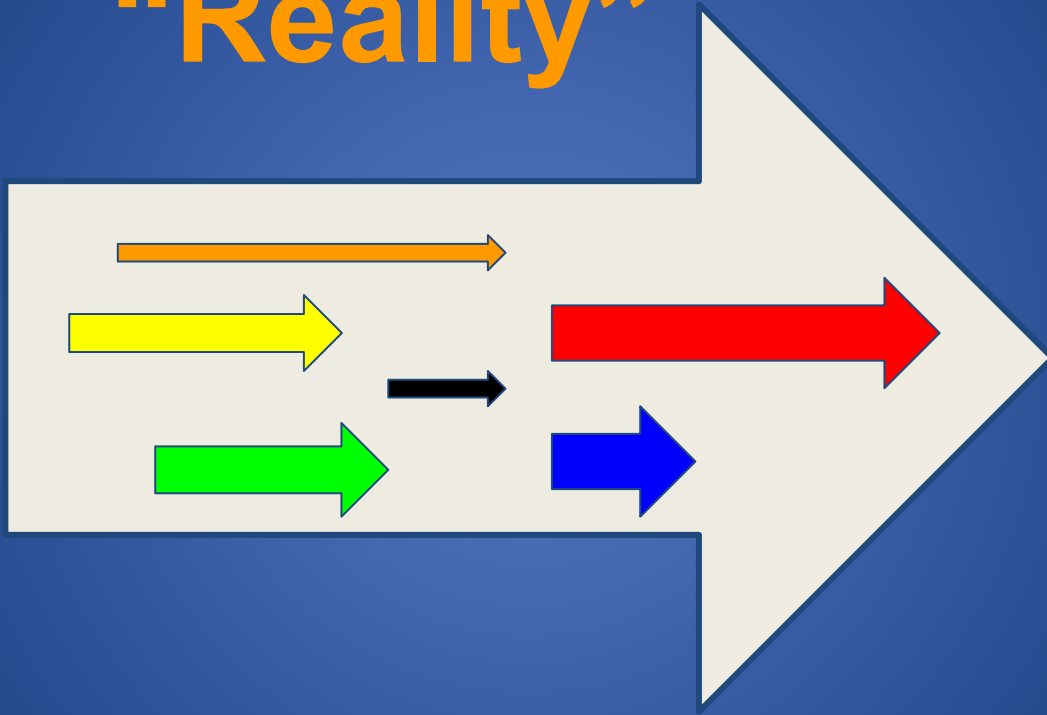
- *What we believe.*
- *How we behave.*
- *The experience we create for others.*

Culture Drives Our Behavior

Why is it important?



“Reality”



“Our work with Focus 3 has been the single most important initiative I’ve been part of in education.

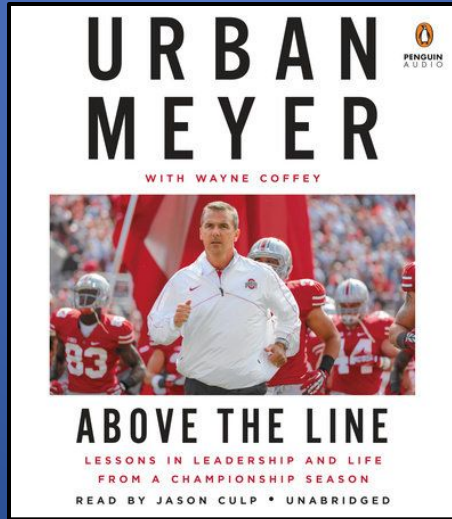
We are entering our third year in our journey together.

**-Dr. John Marschhausen
Superintendent, Hilliard City
School District**



FOCUS 3

LEADERS | CULTURE | BEHAVIOR



Performance Pathway



Leaders create culture. **Culture** drives behavior.

Behavior produces results.

What Results are We Looking For? “Culture Playbook”

Port Clinton Schools Culture Playbook

Our core beliefs provide the standards for how we behave toward each other, our students, and our community.

<i>Belief</i>	<i>Behavior</i>	<i>Outcome</i>
Together ...	<ul style="list-style-type: none">● Think team, not self.● Invest time to care, listen, and connect.● Do great things for each other.	More Fun. Better Results.
Relentless Pursuit of Growth	<ul style="list-style-type: none">● Be gritty. Embrace the challenge.● Learn from mistakes.● Get better every day. Do the work.	Best Version of You
Own It	<ul style="list-style-type: none">● Think first, then act.● Find solutions. No BCD.● Talk to people, not about people.	Pride in Our Actions. Trust in Each Other.

What Results are We Looking For? “Culture Playbook”

Together

Think Team, Not Self

Invest Time to Care, Listen,
And Connect

Do Great Things for Each Other

Relentless Pursuit of Growth

Be Gritty, Embrace the Challenge

Learn From Mistakes

Get Better Every Day,
Do the Work

Own It

Think First, Then Act

Find Solutions, No B.C.D.

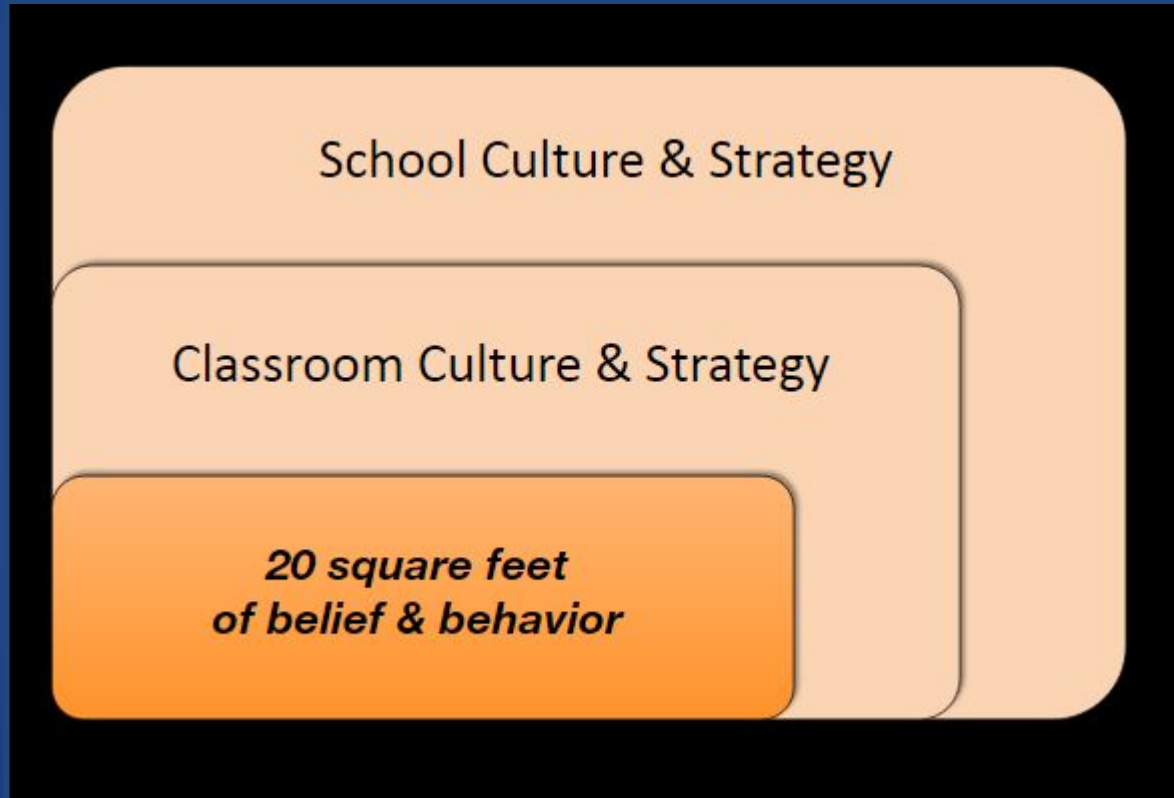
Talk to People, Not About People

Mountain of Average

10-80-10 Rule



Sphere of Control



Intentional
On-purpose
Skillful

Above the Line

Below the Line

Impulsive
On-autopilot
Resistant



Event + Response = Outcome

$$E + R = O$$

$$\begin{array}{c} \text{E} + \frac{\begin{array}{c} \text{Intentional} \\ \text{On-purpose} \\ \text{Skillful} \end{array} \text{Above the Line R}}{\begin{array}{c} \text{Impulsive} \\ \text{On-autopilot} \\ \text{Resistant} \end{array} \text{Below the Line R}} = \text{O} \end{array}$$

Six R Factor Disciplines:

- 1. Press Pause*
- 2. Get Your Mind Right*
- 3. Step Up*
- 4. Adjust & Adapt*
- 5. Make a Difference*
- 6. Build Skill*

Discipline #1

Press Pause

Purpose of the Pause

- ✓ Create space between the trigger and your response.
- ✓ Bring discipline and apply $E+R=O$ to any situation.
- ✓ Find & focus on what matters.

Three Pause Points

Proactive
think before the
situation occurs

E + R = O

Reflective
reflect and evaluate

Situational
during the event, give
yourself time to think
clearly

*What is the reality
of my situation?*

*What do I need
to accomplish?*

$$**E + R = 0**$$

*What is the most discipline-driven
Response I can engage in right now?*

-
- **How we see a situation determines how we will respond to it.**
 - **Not everything that gets our attention deserves our attention.**
-

4 Questions to Help You See with Greater Clarity:

1. What am I not seeing that I need to see?
2. What am I seeing but discounting?
3. What am I pretending not to see? *(If you permit it, you promote it!)*
4. How do other people see the situation?

Three Default Traps

1. We fixate on the Event rather than focus on the Outcome. (Solution - Clarity is Power)
2. We gravitate to what is familiar and comfortable. We defer to autopilot. (*Purpose does what is necessary even if it's uncomfortable. Autopilot does what is comfortable even if it's ineffective.*)
3. We give up too soon. (*Do what is necessary, when it's necessary, for as long as it's necessary.*)

Discipline #2

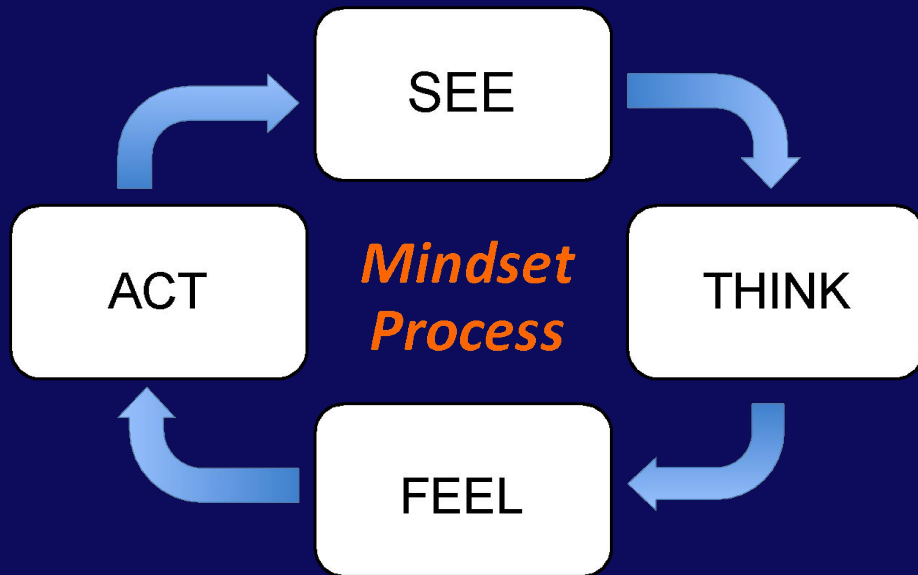
Get Your Mind Right

The quality of your *inner response*
determines the quality of your
outer response.

*Don't believe
everything you think.*

What you do.
How you do it.

What you focus on.
What you pay attention to.



How you feel.
Mental & physical energy.

What you say to yourself.
The story you tell.

Event	Response	Outcome
<p style="text-align: center;"><i>A person who repeatedly engages in BCD.</i></p>	<ul style="list-style-type: none"> • Model the behavior you want to see. • Have accountability conversation about BCD. • Reclarify culture standards. • Listen to the issues, then redirect to focus on solutions. 	<ul style="list-style-type: none"> • BCD stops. • Energy invested in solving problems. • Better communication. • Earn trust. • Build the culture. • Increased productivity.
	<ul style="list-style-type: none"> • Participate in the BCD. • Tolerate or ignore it. • BCD about the BCD. • Avoid the accountability conversation. • Miss the opportunity for a culture conversation. 	<ul style="list-style-type: none"> • BCD behavior continues. • Frustrated team. • Negative environment. • Problems don't get solved. • Low trust. • Productivity suffers.

The voice in your mind
is a powerful force.

Take ownership of it.

Your mindset has a direct impact
on how you live your life
and do your job.

Discipline #3

Step Up

Life will challenge you.

Repeatedly.

Success requires you to STEP UP.

Step Up

There is an Above the Line response to every situation you face.

Your R is most important when the E is most difficult.

Step Up

It requires **COURAGE** to Step Up:

1. Now- in the moment.
2. Daily- every day.
3. Predictable- over and over.
4. Adversity- when it's really hard.

Discipline #4

Adjust and Adapt

“The ability to be flexible and responsive in today’s competitive environment is a mandatory skill.”

Adjust and Adapt

This is your scope of control.

You cannot control any E you encounter ~ but your ability to **Adjust and Adapt** will make all the difference...if you are intentionally focused on the OUTCOME you desire.

DISCIPLINE

OVER

DEFAULT

Adjust and Adapt

“If what you are doing isn’t working, change it.”

“Don’t blame the E, choose a better R”

Discipline #5

Make a Difference

- **The most important E you deal with every day is other people.**
- **You don't get the relationships you want.
You get the relationships you build.**
- **Technical knowledge is a ticket that gets you into a game that relationships win.**

Your R is an E for others.

There are three ways that you deliver an experience to others:

- They **feel** your attitude
- They **see** your action
- They **hear** your words

Discipline #6

Build Skill

***What does the life you want
require of you?***

Talent isn't Enough

- Exceptional results require building skills beyond your talent.
- If you do not continually build skill, talent & experience can become limiting factors that hold you back from achieving your potential.

Habits are built through repeated action over time, and they can only be changed through repeated action over time.

*Four Levels
of Skill*

Level 4: *Exceptional*

Level 3: *Automatic*

Level 2: *Basic*

Level 1: *Beginning*

Work the Gap

The main difference between automatic and exceptional is how they invest their time and how they handle change.

Discipline-driven Practice

- Mindset
- System & Mechanics
- Repetition & Reflection
- Feedback & Accountability

It is said that high achievers are gifted.

*The gift isn't their ability.
The gift is the mindset & drive
to develop their ability.*

Better today than yesterday
Better tomorrow than today

A link to our slide deck & all resources mentioned.



? QUESTIONS ?