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ACHIEVE MORE

Elevate Performer Behavior

SKILL DAY

Skill Day exercise #1. Associated with: Elevate Performer Behavior by Implementing High Performance Journal Principles.

Description: Apply this skill day exercise to yourself as a performer.

Step 1. Watch the Skill Day videos.

Step 2. Use the High Performance Journal (HPJ) pattern to:

- Reflect and Write: Capture 3-5 thoughts or ideas that resonated with you.

- Choose a Desired Outcome

- Determine what price you are willing to pay to obtain the desired outcome with an Action Commitment. Develop your selected Action Commitment by continuing to write in the Action Commitment box. Develop your Action Commitment using the following prompts:
 - a. When: choose when you will do the Action Commitment

 - b. Steps: determine what steps you will take to complete the selected action

 - c. Barriers: identify barriers that threaten your success with your selected action. Where are the inflection points, the pain points or difficulties that can interfere with your success?

 - d. Remedy: what will you do when you confront an inflection point that threatens your success?

 - e. Reward: how will you recognize success? What benefits will you receive? How will you appreciate and celebrate your success?

Skill Day exercise #2. Associated with: Elevate Performer Behavior by Implementing High Performance Journal Principles.

Description: Apply the same principles used in skill activity #1 to someone you lead.

Step 1. Teach. You may choose to teach a new procedure, a new concept or principle or a new skill. Whether the instruction is developmental or corrective, the objective of the instruction should be to help the performer to improve.

Step 2. At the conclusion of the instruction, follow the High Performance Journal (HPJ) procedure:

- A. Ask the performer to Reflect and Write
- B. Have the performer choose a Desired Outcome
- C. Ask the performer should make an Action Commitment
- D. Performer develops the Action Commitment by choosing
 - a. When
 - b. Steps
 - c. Barriers
 - d. Remedy
 - e. Reward

Step 3. Schedule a next event with the performer to review results.