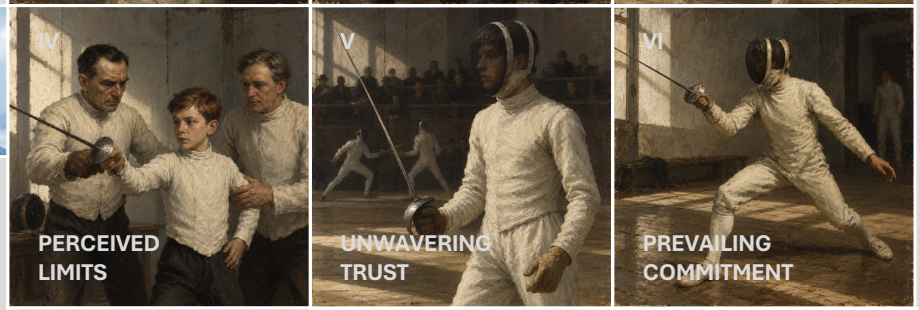
# PERFORMANCE REQUIREMENTS FOR CHANGE



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## THE 10 REQUIREMENTS FOR HIGH LEVEL OF PERFORMANCE









Excellence is not a skill. It is an attitude.

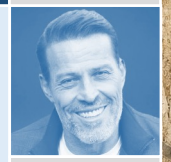
Ralph Marston

However strange it might sound, everything I ever needed to know about requirements for high level of performance I learned through fencing.

REQUIREMENT

1

## BE CLEAR IN YOUR PURPOSE



Clarity is power. When you're clear, you're in control.

Tony Robbins



The primary goal I was asked to focus on was learning and not winning. If I learn to fence, I can win when needed, but if I don't learn, I might win, but most likely not when it is important.

In our lives, and especially during challenging times of change, it is paramount to have a clear purpose and a strong focus on what is important.

!

REQUIREMENT

II

## BE AWARE OF WHAT YOU ARE DOING



How can I be sure I succeeded, if I can't remember what I was trying to do.

Ashleigh Brilliant



For every move I was making, I had to be fully aware of what is it that I was doing. I had to know what the right thing to do was, and I had to understand why was it important.

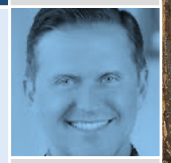
Whether we are in contact with our family, friends, colleagues or clients, it is critical to never lose clarity behind what we do and why is it important to do it.

!

REQUIREMENT

III

## BE FLEXIBLE IN YOUR APPROACH



In all aspects of life, the person with the most diverse reactions wins.

Kelly Perdew



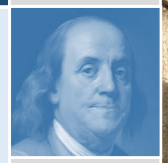
In fencing, I can use different approaches to achieve the goal. I can score on my opponent's chest, flank or back, and I can come from the left, right, up or down.

The hallmark of high performance is the ability to continuously change approaches smoothly and unexpectedly. Timely surprise is often much more valuable than speed.

!

REQUIREMENT IV

## GO BEYOND PERCEIVED BOUNDARIES



There are no gains without pains.

Benjamin Franklin



During training, my trainers replaced each other while I was the one constantly pushed beyond my perceived limits. The system they were using was simple - no pain, no gain.

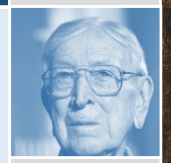
It is very difficult to go beyond one's perceived boundaries, but at the same time it is immensely enriching. Some people call this 'learning'.

!

REQUIREMENT

V

## TRUST YOUR OWN ABILITY



Don't let what you can't do get in the way of what you can do.

John Wooden



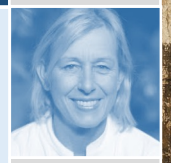
I often lost to a friend of mine during our training sessions, but not during the tournaments. The reason was that he often lacked the confidence in what he can do when it really counted.

Confidence in our ability to perform and deliver value to ourselves and those around us is a powerful motivator, especially when the pressure is high, and the odds seem against us.

!

REQUIREMENT VI

## BE COMMITTED RATHER THAN MOTIVATED



The difference between involvement and commitment is like ham and eggs. Chicken is involved; pig is committed.

Martina Navratilova



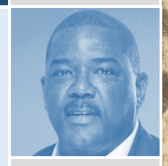
During my fencing years, I experienced a critical difference between commitment and motivation. I sometimes thought that my motivation to be the best I could be was sufficient. I was wrong.

Even without being fully motivated, commitment to act can still produce results. Motivation, no matter how great, without commitment to act on that motivation is useless and worthless.

!

REQUIREMENT VII

## NURTURE THE SENSE OF BELONGING



On good teams coaches hold players accountable, on great teams' players hold players accountable.

Joe Dumars



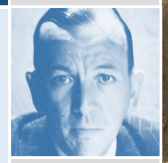
Although fencing is essentially individual sport, the strong sense of belonging to a team or club helps. Being part of a larger self provides a sense of security and comfort.

Regardless of the perspective we adopt, it is about the collective goal and individual contribution – or as the Three Musketeers would say, 'one for all and all for one'.

!

REQUIREMENT VIII

## GIVE FEEDBACK WITH COMPASSIONATE INSENSITIVITY



I love criticism, as long as it is an unconditional compliment.

Noel Coward



Almost every criticism I received from my trainers I often interpreted as their inability to recognize my talent or their failure to train me properly. Receiving feedback proved to be difficult.

Although compassionate insensitivity may seem like a contradiction in terms, it is important to be compassionate but firm, understanding but clear, and cautious but honest.

!

REQUIREMENT IX

## USE WHAT IS APPROPRIATE RATHER THAN WHAT IS BEST



Technology and tools are useful and powerful when they are your servant and not your master.

Stephen R. Covey



Fencing with the best equipment is not necessarily easier or better. I could win with the less expensive weapon as easily or as difficult as with the more expensive one.

In times of abundance, it is easy to forget that the appropriate is often better than the best. With today's sustainability challenges, we need to focus even more on what is appropriate and enough.

!

REQUIREMENT

X

## REWARD THE RESULT AND NOT THE EFFORT



Don't confuse thinking with action, and don't confuse action with results.

Orrin Woodward



During my training or tournaments, I do not recall ever being praised for my efforts by my coaches, but rather for demonstrating that I learned something and could apply it effectively.

I am convinced that such an approach to performance is most appropriate regardless of the circumstances. It should be always about delivering success rather than successful delivery.

!



THANK YOU

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