



**NNAHRA**  
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

# 27<sup>th</sup> Annual Conference

September 25-27, 2023

Gila River Resorts & Casinos





# Inspired By Sage

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## Avoiding Burnout & Maintaining Work-Life Balance

Jill Brown, Founder, CEO & Coach

**jillbrown**.<sup>TM</sup>



YOU  
DESERVE  
IT

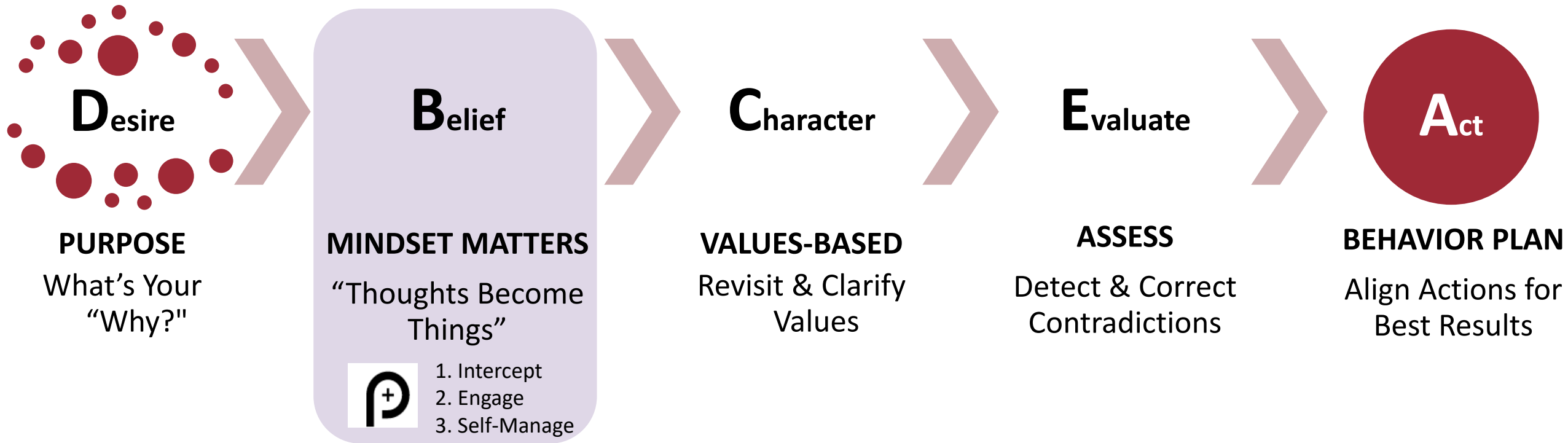
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# 5-Step Success Plan

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# Desire

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- ❖ Your Purpose
- ❖ More than a hope, dream, or wish
- ❖ The fire that wakes you up & gets you going – it ignites your PASSION
- ❖ The way you transmute your greatest gifts to the world!
- ❖ Your VISION





# Belief

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- ❖ Mindset
- ❖ Thoughts > Emotions > Behavior > Result
- ❖ Evolutionarily Built for Survival
- ❖ Can Be Transformed
- ❖ What You Believe You Receive



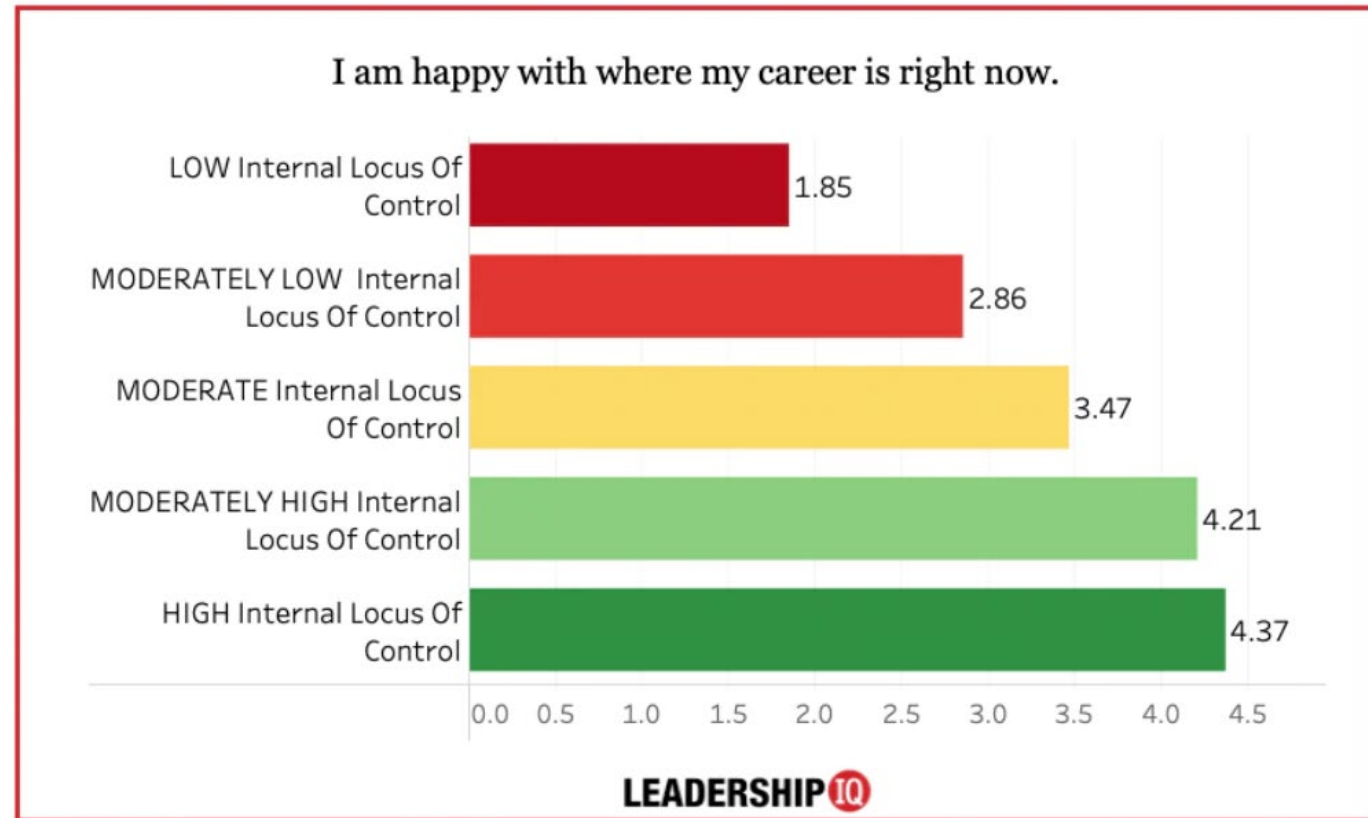


# Locus of Control, Health & Satisfaction

Those who reported an **internal locus** of control are more likely to:

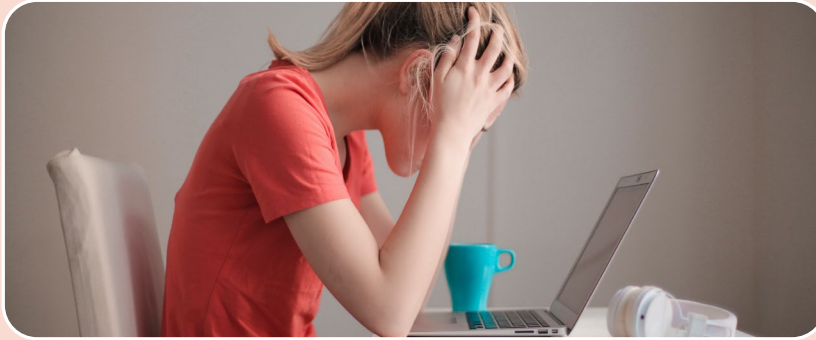
- ✓ be in better health
- ✓ show lower levels of psychological stress
- ✓ have greater confidence in their ability to influence outcomes in their lives.

*Ref: Internal Locus Of Control: Definition And Research*





# Fixed versus Growth Mindset



## Fixed

*limited, constrained,  
victim/powerless, comparing  
& competing*

*"I CAN'T because I don't  
know how."*



## Growth

*expanding, empowering,  
creator/limitless,  
appreciating & confident*

*"I CAN because I will learn  
how."*



# Surviving versus Thriving Brain



## Primal Brain

*Brainstem, limbic system and parts of left brain*

*Survival, drive, and instinct*

*Sympathetic Nervous System*

*“Fight, flight, freeze, flock”*

*Attention to sensory detail, flaws, risk, danger*

Primary driver: survival via fear



## Modern Brain A

*Frontal cortex*

*Storage, Problem solving, judgment, impulse control, and reasoning*

*Parasympathetic Nervous System*

*“Rest and digest”*

*Attention to calm, rest and renewal*

Primary driver: alive via intellect



## Modern Brain B

*Middle prefrontal cortex, portions of the right brain, and the “empathy circuitry”*

*Empathy, curiosity, creativity, integrity & right action*

*“Positive emotions while handling life's challenges”*

*Attention to inner wisdom & values*

Primary driver: thrive via love



**80% of thoughts are negative**

**95% of them are automatic or unconscious**





# Mental Fitness

## **Definition:**

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

## **Impact:**

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



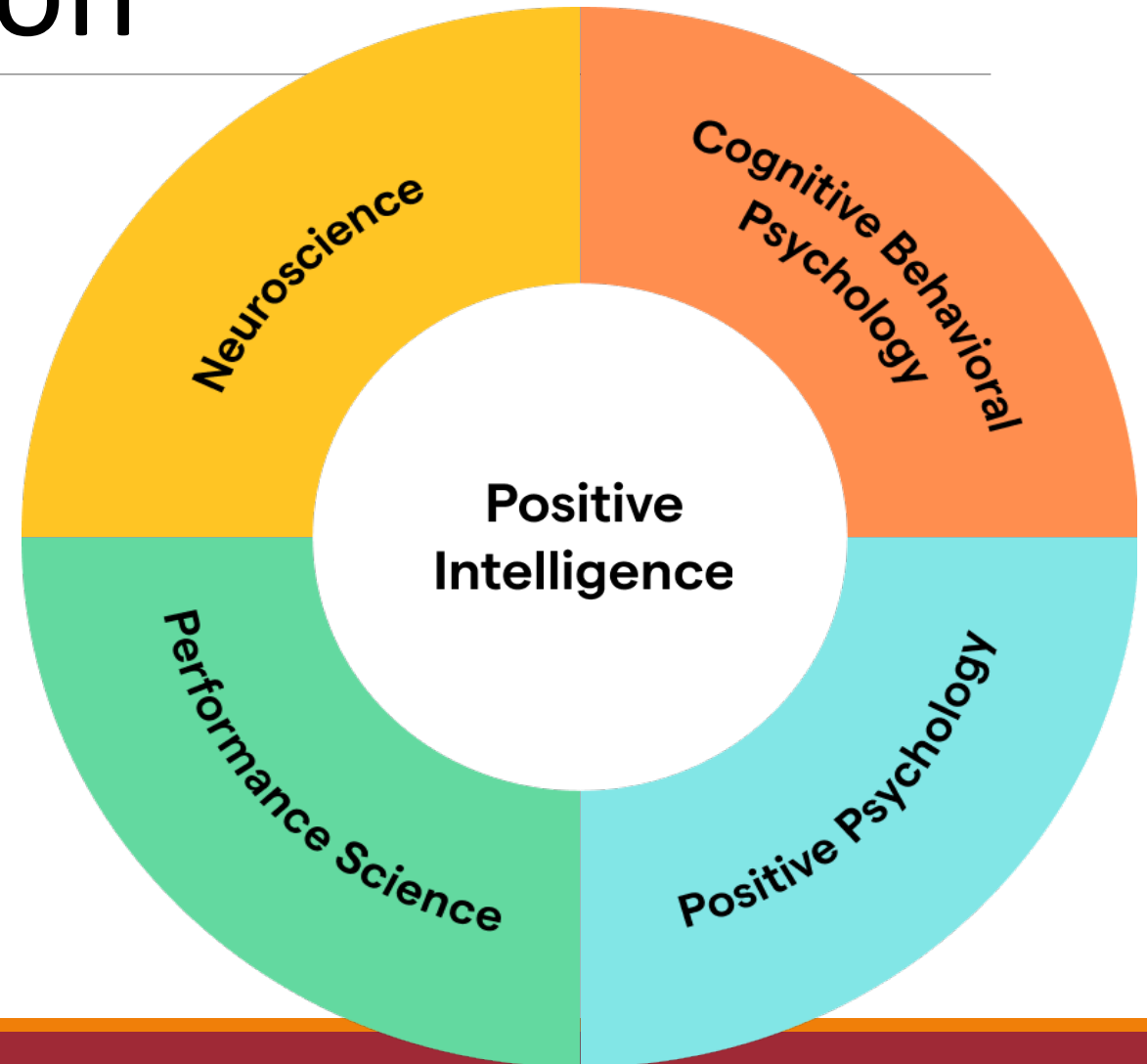
# Research Foundation

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So How Does It Work?

Synthesis of cutting-edge discoveries in neuroscience, positive psychology, cognitive behavioral psychology, and performance science.

Culminated into what is now known as Positive Intelligence.



# 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

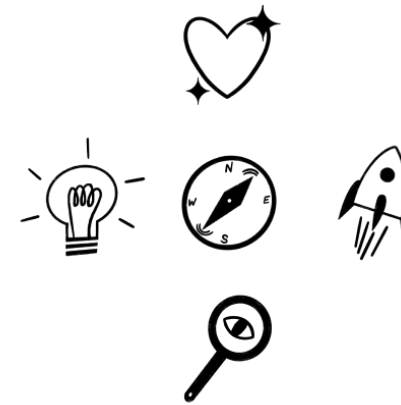
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Only 3 core muscles are at the root of mental fitness

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



## **10 Saboteurs**



## **5 Sage Powers**



**1. Saboteur Interceptor**

**2. ...**

**3. ...**

# The Judge







*Freedom*

Motivation

*Safety*

Independence

Acceptance

Security

*Active*

Assert



Controller



Hyper-Achiever



Restless

*Style*

Earn



*Passive*

Avoid



*Freedom*

Motivation

*Safety*

*Active*

**Style**

*Passive*

Assert

Earn

Avoid

Independence

Acceptance

Security



Controller



Hyper-Achiever



Restless



Stickler



Pleaser



Hyper-Vigilant



Freedom

Safety

Active



Controller



Hyper-Achiever



Restless



Stickler



Pleaser



Hyper-Vigilant



Avoider



Victim



Hyper-Rational

Passive



# James, here are your results



Controller



Avoider



Hyper-Vigilant



Pleaser



Victim



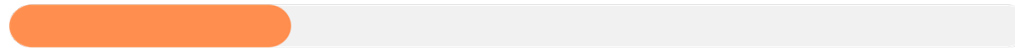
Restless



Stickler



Hyper-Rational



Hyper-Achiever



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

You can switch between saboteurs in the bottom menu

# Stickler

5.6

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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.



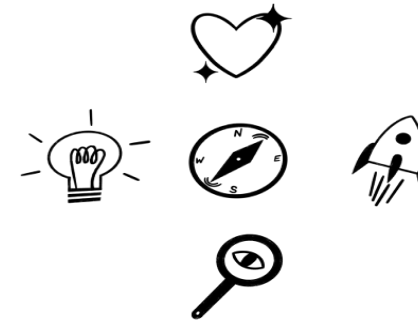
## Saboteur

### Primal Brain

Brainstem

Limbic System

Parts of Left Brain



## Sage

### PQ Brain

Middle Prefrontal Cortex

Empathy Circuitry

Parts of Right Brain

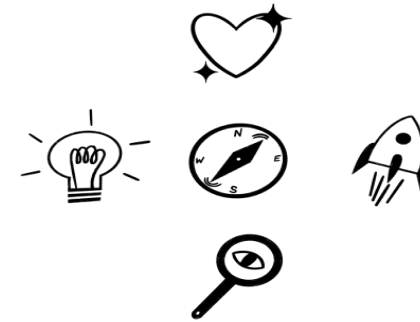




## Saboteur

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

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



## Sage

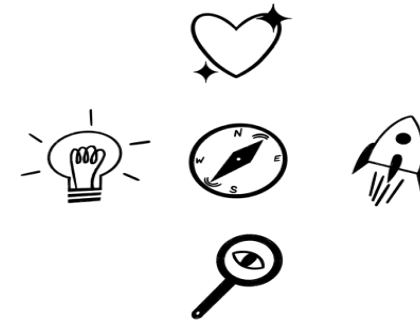
**Motivates you through  
positive emotions...**

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



## **Saboteur**

**Might generate success  
but NOT happiness.**



## **Sage**

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



# 10-Second PQ Reps





# Simplicity of the PQ Operating System

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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.

## **QUESTION:**

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

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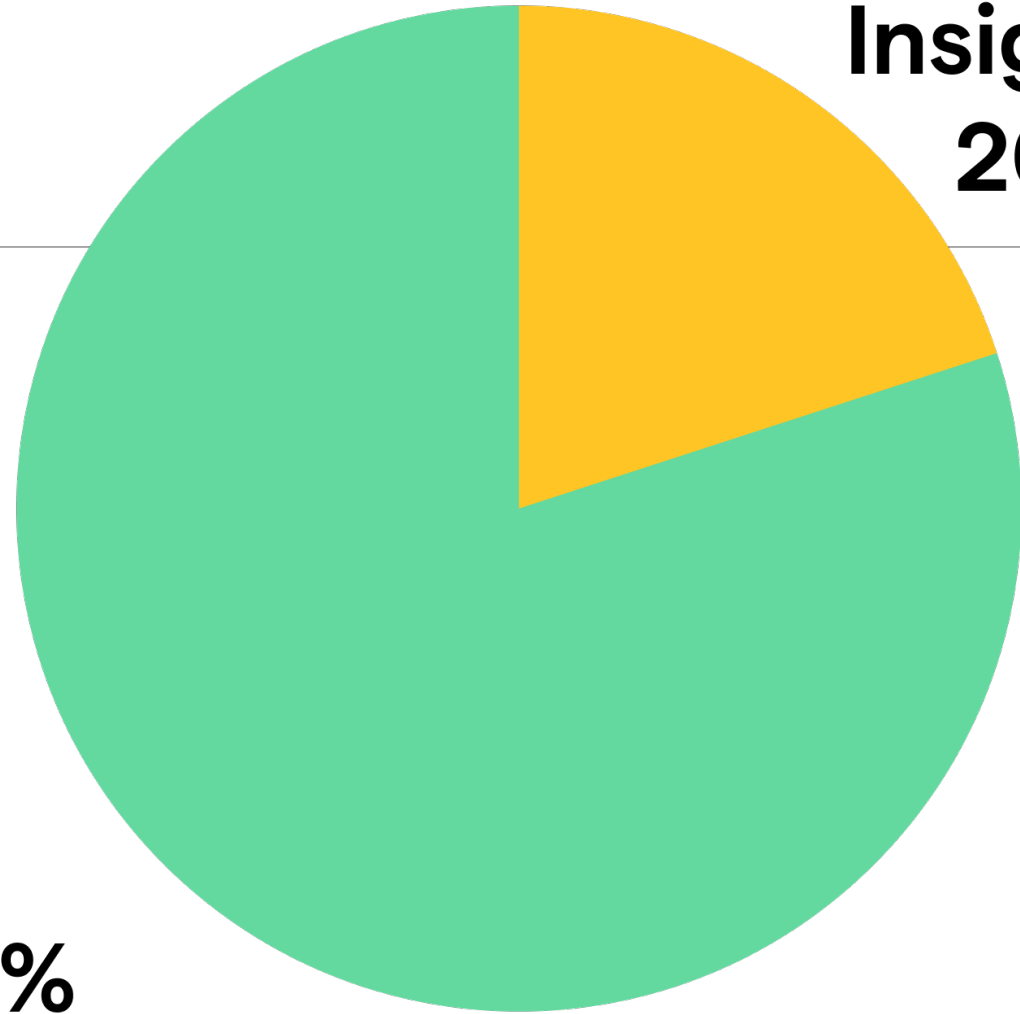
## **ANSWER:**

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

**Lasting  
positive  
change  
requires...**

**80%  
Mental Muscle**

**Insight  
20%**



# Success requires intense initial practice



Judge



Intercept



Empathize

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



# Positive Intelligence Program

- ▶ 6 weeks duration
- ▶ Watch 1-hour weekly video (on weekend or Monday)
- ▶ 15 minutes/day of practice in the app
- ▶ Read 8 chapters of Positive Intelligence book (PDF provided)
- ▶ Through the app, I provide mental fitness coaching



# Character

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- ❖ Values as decision-making filters
- ❖ Alignment with values GIVES ENERGY, misalignment DEPLETES ENERGY
- ❖ PQ Sage Power of **Navigate**
- ❖ What are values?





# Core Values

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Revisit your values from time to time as your life evolves.

# Evaluate

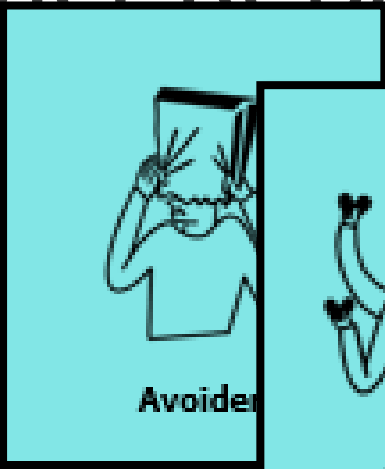
- ❖ Assess results and the behaviors that are creating them
- ❖ With desire, belief, and values in mind, discover areas of misalignment
- ❖ PQ Sage Powers of **Explore & Innovate**
- ❖ **Energy-Impact Rebalancer**



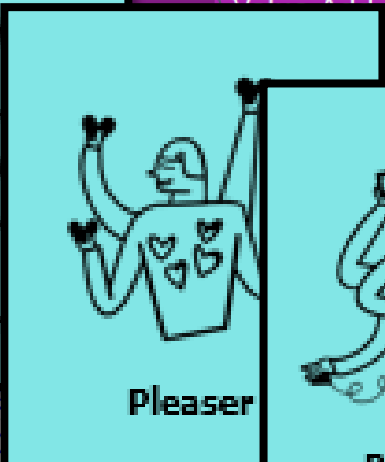


# Energy-Impact Rebalancer

1	Task/Duty/Meeting						Value-Benefactor (actual)	Value Ratio	Notes
2	My Daily Team Stand-Up						omer, Company	0.18	continue
3	Leader's Team Meeting							(0.20)	Seek ways to increase energy and
4	Run, Analyze, Prepare, Distribute Report							(0.20)	Stop: Either a) delegate to a team
5	Break - stretch/coffee								continue
6	Staff 1-1s (4x30 min)								continue
7	Customer rounding (culture building)								
8	Plan/Organization								
9	Program Quality Review/Feedback	0.75							this to leaders
10	Filing	0.25							o appropriate tea
11	Email	1	3	1					
12									
13									
14									
15									
16									
17									
18									
19									
20	TOTAL DAILY HOURS	10							



Avoider



Pleaser



Restless



Sticker



Hy Achiever



Judge

To what degree does this affirm your sense of meaning, or ignite your passion?  
**1 low - 5 high**

To what degree is this "other peoples work" that should be returned to them?  
**1 Low - 5 High**

To what degree does this add value? To company, leader, team customers, and/or self?  
**1 Low - 5 High**

# Invaluable or Devalued?

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- Salaried
- Works 40 hrs./wk
- 2080 hours/year
- Hourly Equivalent:  
**\$48.07**



- Salaried
  - Works 40 hrs./wk
  - 2080 hours/year
  - Hourly Equivalent:  
**\$43.27 (-\$4.80)**
- 
- 50-hour/week
  - 2600-hr/year
  - Hourly Equivalent:  
**\$34.62 (-\$13.45)**

# Boundaries



**We don't set boundaries for other people to respect them.**

**Setting boundaries is how we respect ourselves.**

**Other people simply experience our boundaries – the degree to which we value and respect ourselves by how we hold true to them.**

# Energy-Impact Rebalancer

	Task/Duty/Meeting	Time	Energy	OPW	Value-Add (actual)	Value-Benefactor (actual)	Value Ratio	Notes
1								
2	My Daily Team Stand-Up call	0.25	4	1	4	Team, Self, Customer, Company	0.21	Continue
3	Leader's Team Meeting	1	3	1	3	Leader, Peers, Team, Customer	0.59	Updated: Through feedback the format
4	Run, Analyze, Prepare, Distribut	0	0	0	0		0.00	Stop: Postponed and delegated once rea
5	Break - stretch/coffee	0.25	5	1	5	Self, Team, customer, comp...	0.26	Continue
6	Staff 1-1s (4x30 min)	2	5	1	4	Team, Customer, Company, self	1.88	Continue
7	Customer rounding	1	4	1	5	customer, comp	0.94	Continue
8	Plan/Organization	0.5	4	1	5	Self, then others	0.47	Continue
9	Lunch	0.5	5	1	5	self the all	0.53	New Add
10	Program Quality Review/Feedba	0	0	0	0	client leaders??	0.00	Stop: Transition this to leaders
11	Filing	0	0	0	0	company	0.00	Stop: Delegated to appropriate team me
12	Email	1	3	1	3	all	0.59	Continue
13	Prof Dev activities	0.5	5	1	5	all	0.53	New Add
14	Strategy	0.5	5	1	5	all	0.53	New Add
15	Continuous Improvement	0.5	5	1	5	all	0.53	New Add
16	OPEN for ad hoc	0.5	3	1	3		0.29	New Add
17								
18								
19								
20	TOTAL DAILY HOURS	8.5						



# Act

Create your best life by taking actions aligned with purpose, passion, values & goals

- ❖ PQ Sage Power of **Activate**
  1. Learn how to boost your mental fitness
  2. Reset your daily routines
  3. Incorporate healthy habits
  4. Bring your Sage to work - Nurturing a Wellness Culture





# 5-Steps in Review



1. It Starts with a **DESIRE** - this is your purpose and passion – your “why”
2. Your **BELIEF**s drive the bus - “Whether you think you can or you think you can’t, you’re right” – Henry Ford
3. Strength of **CHARATER** – Your values are your guidance system and energetic enablers of your desires
4. Continuously **EVALUATE** to detect & correct contradictions holding you back
5. Have and work a plan to align/realign your **ACT**ions to bring your desire to life

# Resources for You

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- **DESIRE** – Resources to help you clarify your life's purpose, desires, & vision
- **BELIEF** - PQ Assessments
- **CHARACTER** – Personal Core Values Assessments
- **EVALUATE** – Energy-Impact Rebalancer
- **ACT** – Nurturing a Wellness Culture Tips Sheet

Email me at [jill@jillbrowncoaching.com](mailto:jill@jillbrowncoaching.com) for my FREE **Inspired By Sage Resource Kit**

\*\*Also includes the opportunity to book a free consultation with me to debrief your PQ assessment results!

Note Reference Code: **NNAHRA23**



YOU  
DESERVE  
IT

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[www.jillbrowncoaching.com](http://www.jillbrowncoaching.com)

602.527.2206

[jill@jillbrowncoaching.com](mailto:jill@jillbrowncoaching.com)

LI: [www.linkedin.com/in/jill-brown-9161971b](https://www.linkedin.com/in/jill-brown-9161971b)    FB: jillbrowncoach    IG: jillbrowncoach

