



The 7 Key Powers to Build Your People

Session Handout

The logo for 'Business Blueprint' is displayed in a white rounded rectangle. 'Business' is in a smaller, dark blue font, and 'Blueprint' is in a larger, bold, blue font.

**Business
Blueprint**

Presented by RG Dynamics

reneegiarrusso.com

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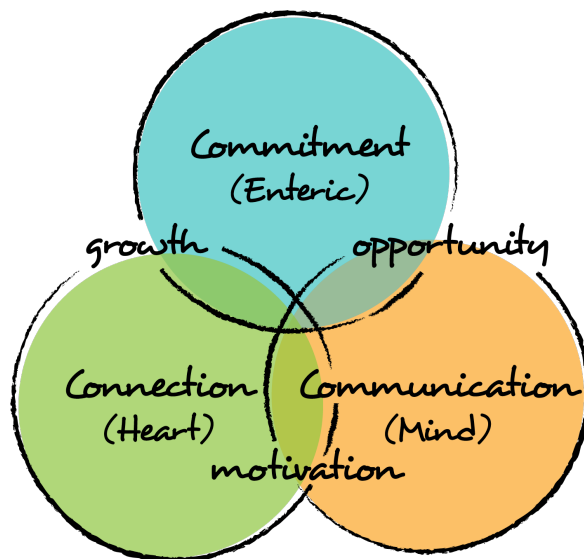
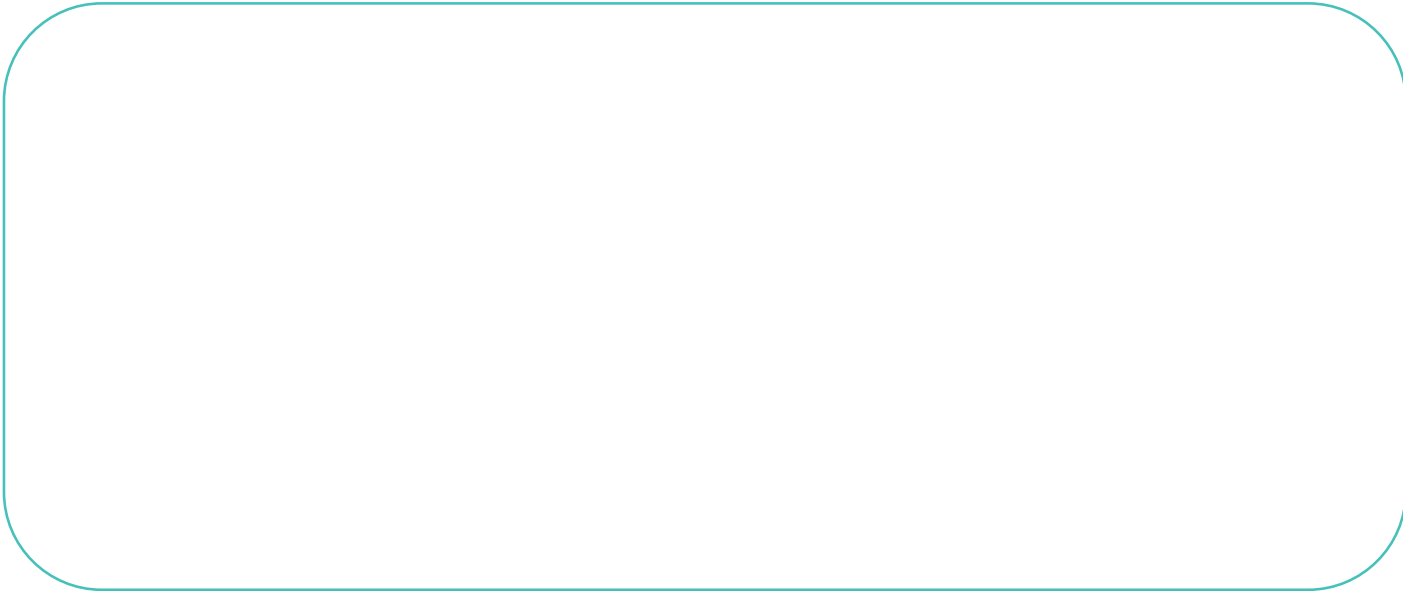
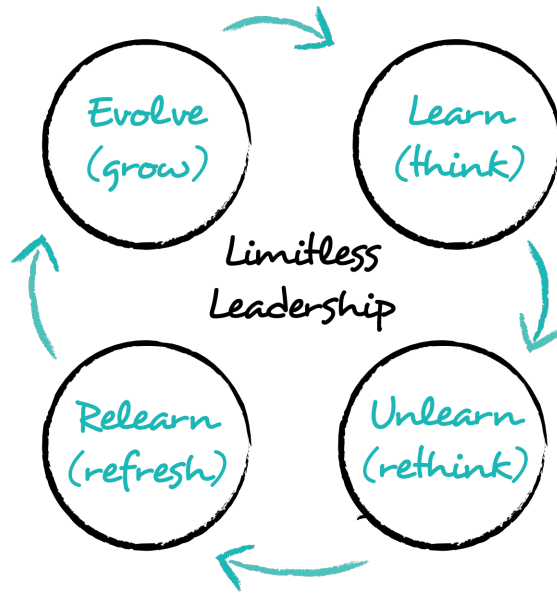
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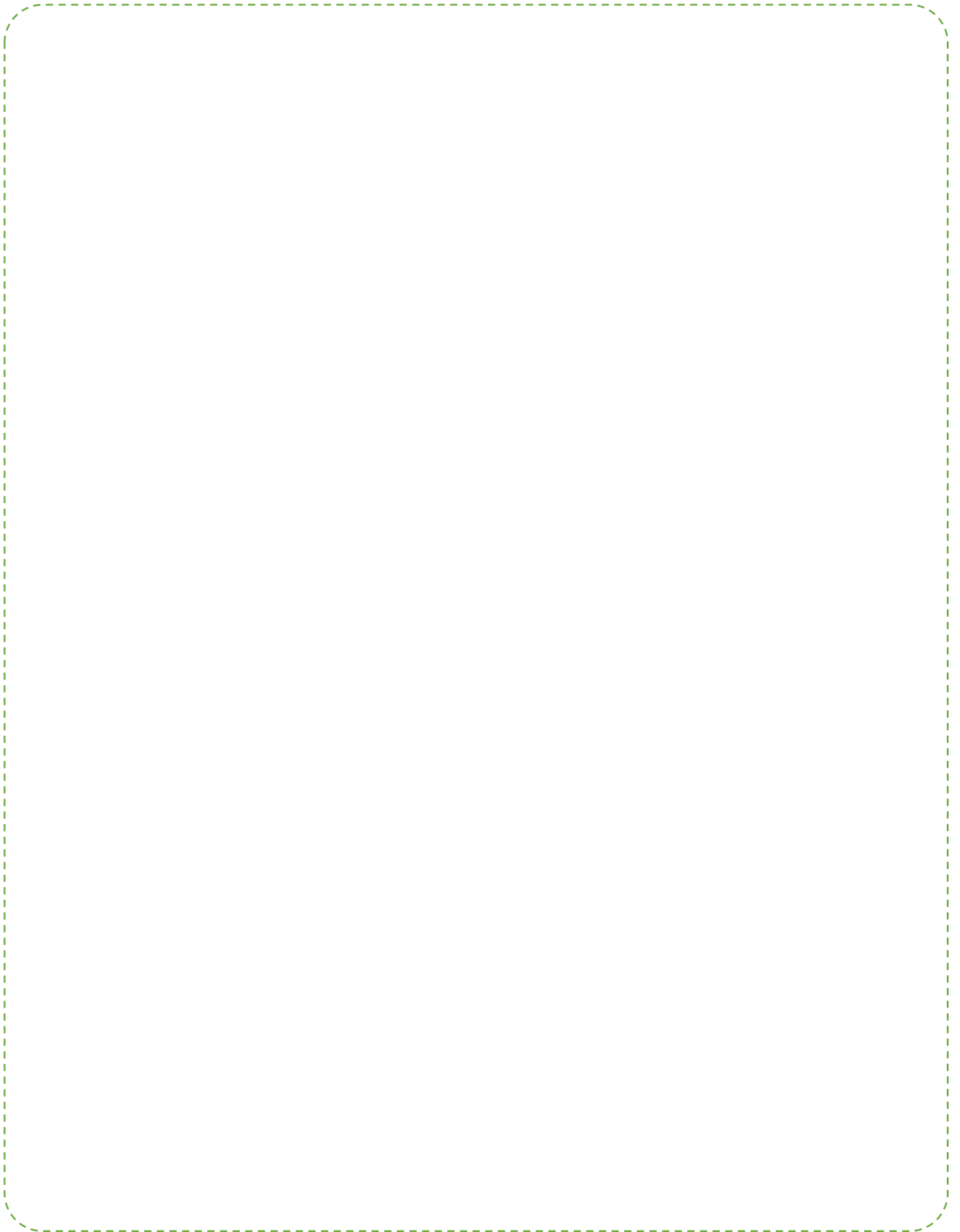
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POWER #1-CONNECTION



Key Benefits of Connection

- **Boosted Physical Health**

Quality relationships lower stress, benefiting physical health by reducing blood pressure, heart disease risk, and enhancing immunity

- **Increased Emotional Resilience**

Self-connection builds self-awareness, helping us regulate emotions and handle stress effectively

- **Improved Mental Health and Longevity**

Studies show that people with strong social relationships have a **50% increased likelihood of longevity** compared to those with weaker connections. This effect on longevity is comparable to the health impact of quitting smoking or reducing excessive alcohol consumption

- **Increased Self-Compassion**

Knowing ourselves fosters self-compassion, helping us be less self-critical and more resilient

- **Productivity and Job Satisfaction**

Employees who feel connected to their colleagues show a **50% increase in productivity** and report **higher job satisfaction**. Positive social bonds at work can lead to better teamwork and overall engagement

- **More Joy and Fulfillment**

Deep connections bring joy, empathy, and laughter, enhancing overall life satisfaction and well-being

Let in:

Let be:

Let go:

THE 11 KEYS TO CONNECTION



RENÉE GIARRUSSO

BE PRESENT

COMMUNICATE OPENLY

HAVE A CURIOUS MINDSET

**HAVE COMPASSION
FOR SELF AND OTHERS**

BUILD RAPPORT

**REINFORCE POSITIVES &
PROVIDE FEEDBACK**

SHOW EMPATHY

SHOW APPRECIATION

**MASTER YOUR
SOCIAL SKILLS**

**SHARE A STORY
TO CONNECT**

ADOPT A GIFT MINDSET

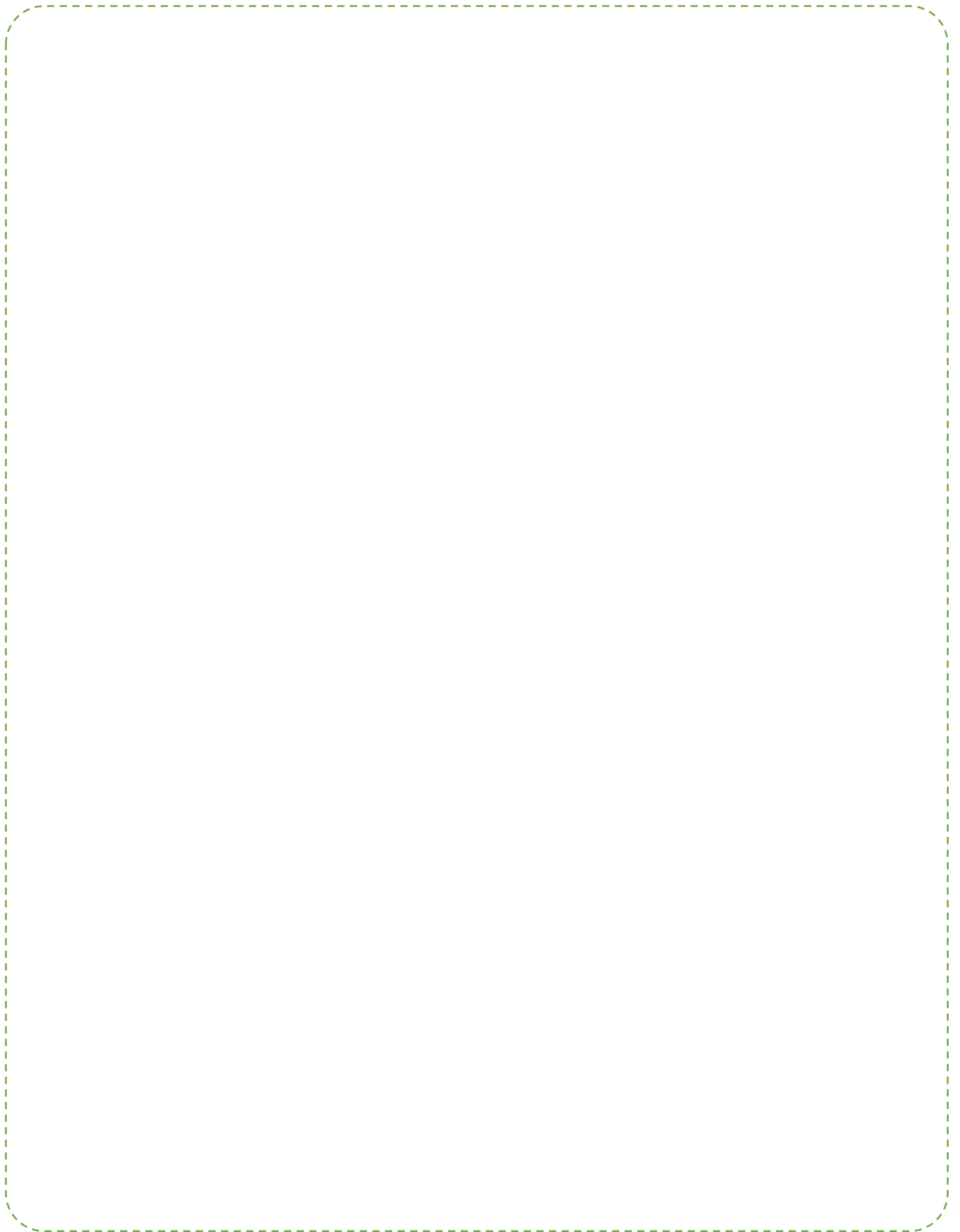


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POWER #2-GRATITUDE



Gratitude-3 Strategies



3 positives to every negative

Gratitude works by reinforcing the positives, even when experiencing something negative. The stronger the foundations of what you are grateful for, the easier it is to deal with any knockback. For every negative, you or the team discuss, workshop 3 positives. This encourages forward thinking and progress.

This reinforces the fact that we often focus on what isn't working instead of the things we could be grateful for.

Thoughts:

Actions:



Daily practice:
"Who & what are you grateful for?"

When we express gratitude, we are releasing our thoughts and feelings. We need to express gratitude in our own way and sit with it. This can be done individually and as a team, at the start of meetings. Firstly, we need to be specific and articulate what exactly we are grateful for:
-What was the best thing that has happened today, this week, this month?
-Who is/are the person/s you are most grateful for?
-Why are you grateful for these people and things?

Thoughts:

Actions:



Adopt the HEART process

- To practise gratitude, apply the five actions of gratitude (HEART model):
- -Harness gratitude; Express it; Anchor it and Reassess what you are grateful for; Thankful moments create a gratitude loop.



HARNESS:

What does gratitude mean to you/team?

How committed are you/team to make the time and create the headspace and environment for this?

EXPRESS:

Explore how to express gratitude in your own way, individually and as a team.

How ready are you to be specific and articulate what you are grateful for?

ANCHOR

What time and place (forum) can you create a practice of gratitude?

What habits and actions need to be put in place to ensure this happens?

REASSESS

What will re assess what is working in your/team practice of gratitude?

THANKFUL

Gratitude is directed outwardly. Thankfulness is generated within. Being Grateful and thankful are triggered by situations, people and event. These are interlinked.

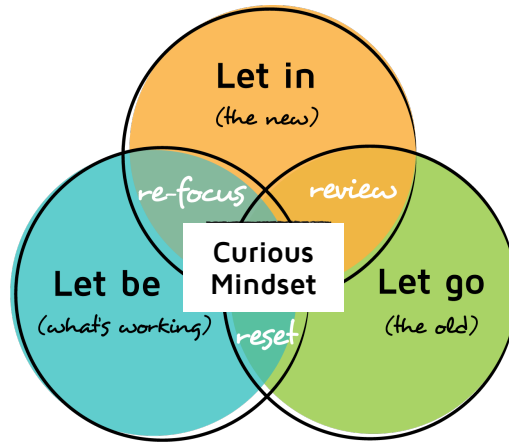
Ideas include;

Notice beauty in nature each day.

- Compliment work colleagues on the fly.
- Let a friend or colleague know what they mean to you.
- Be thankful for the growth opportunity challenges bring.
- Be grateful for the small things we sometimes take for granted. ◦
- Be thankful for learning something new.

POWER #3-CURIOSITY

A large, empty rectangular area defined by a dashed green border with rounded corners. This area is intended for a drawing or written response related to the 'POWER #3-CURIOSITY' theme.



Mindset is fundamental to curiosity, shaping how we approach new experiences and challenges. A growth-oriented mindset welcomes the unknown as a chance to discover, while a fixed mindset may see it as a threat.

To unwrap the Gift of Curiosity we need to rewire the way we think.

Our thoughts create our feelings and therefore our actions.

When we think the same as we always have, we are not open to new learnings and ways of being and doing.

Here's how mindset fuels curiosity:

- 1. Embracing the Unknown:** Open-minded individuals view uncertainty as an opportunity, unlike those who fear stepping beyond familiar territory.
- 2. Prioritising Questions Over Answers:** Curious minds value questions, reflecting humility and a desire for learning.
- 3. Risk and Failure Tolerance:** A mindset that views failure as growth supports curiosity by encouraging risk-taking.
- 4. Openness to Feedback:** Curiosity grows with a mindset that values feedback and adjusts to new perspectives.
- 5. Intrinsic Drive to Learn:** A mindset that values internal growth over external validation naturally fosters curiosity.

In short, curiosity thrives with an open, resilient mindset willing to embrace ambiguity.

Let in:

Let be:

Let go:

Leading with Curiosity



Ask questions
Open your
mind

Curiosity is about exploring new possibility, ways of thinking and new ideas. We cannot learn unless we ask questions and have an open mind to listen to the response without judgement or bias. Questions direct our curiosity to become more than just that. Open questions help elicit information and start with: What, When, Where, Why, Who and How. Asking questions to explore ideas as a team is a great way to share, generate thinking and explore creatively as a team.

Thoughts:

Actions:

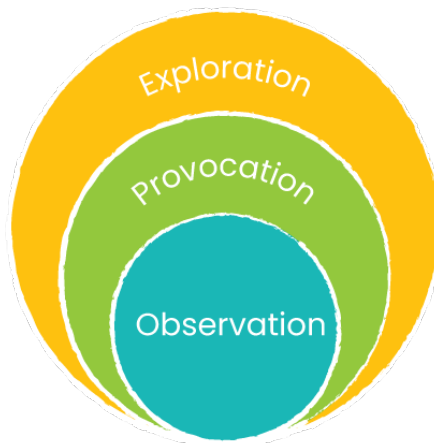


Observation
Provocation
Exploration

To spark curiosity, start with **observation**: notice details and patterns without judgment. Then, use **provocation** by questioning assumptions and challenging what you observe. Finally, engage in **exploration**, diving deeper and seeking answers. This process helps break down preconceptions, encouraging genuine interest and understanding, and allowing you to approach all situations or people with curiosity and openness.

Thoughts:

Actions:



Leading with Curiosity



Flip statements into questions

Often, we think in statements such as “That business is amazing.” If we flip this statement into a question such as “What makes that business amazing?” we can open the gates to learning and possibility. When we question things, we are probing for information, ideas and new ways of thinking. When next looking at a new project, product or ideas, be mindful to formulate questions opposed to statements to explore more deeply.

Thoughts:

Actions:



Listen and be present

To be truly curious we need to be open to listening and be present in the moment. Often, we think of an idea or wonder about how something works and then, bang, we are back into doing mode. We forget about what we were curious about. We need to make the time to reflect and put in motion a curious mindset to explore the things that spark our interest in and out of the workplace. This applies to listening to ourselves as well as others.

Thoughts:

Actions:



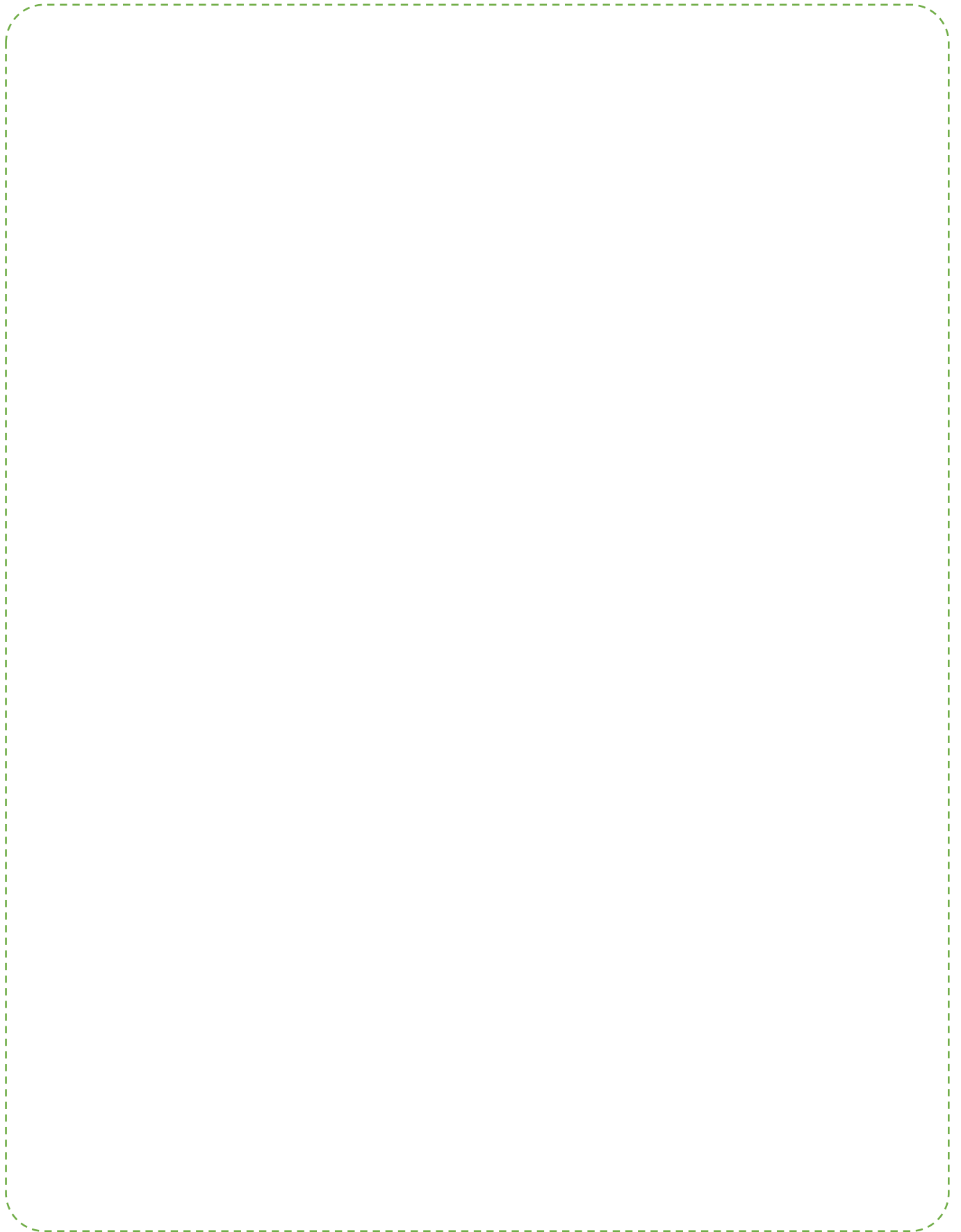
Appreciate diversity of ideas

How often do we dismiss ideas or thoughts of others? This is a common occurrence and is usually due to us comparing differing ideas to our own experiences, opinions and bias. There is a cost to this. We may miss out on new thinking and ideas our team and organisation needs. We need to be curious as a team and learn to appreciate we are all different and can leverage these differences for good. Always look at two sides of any idea.

Thoughts:

Actions:

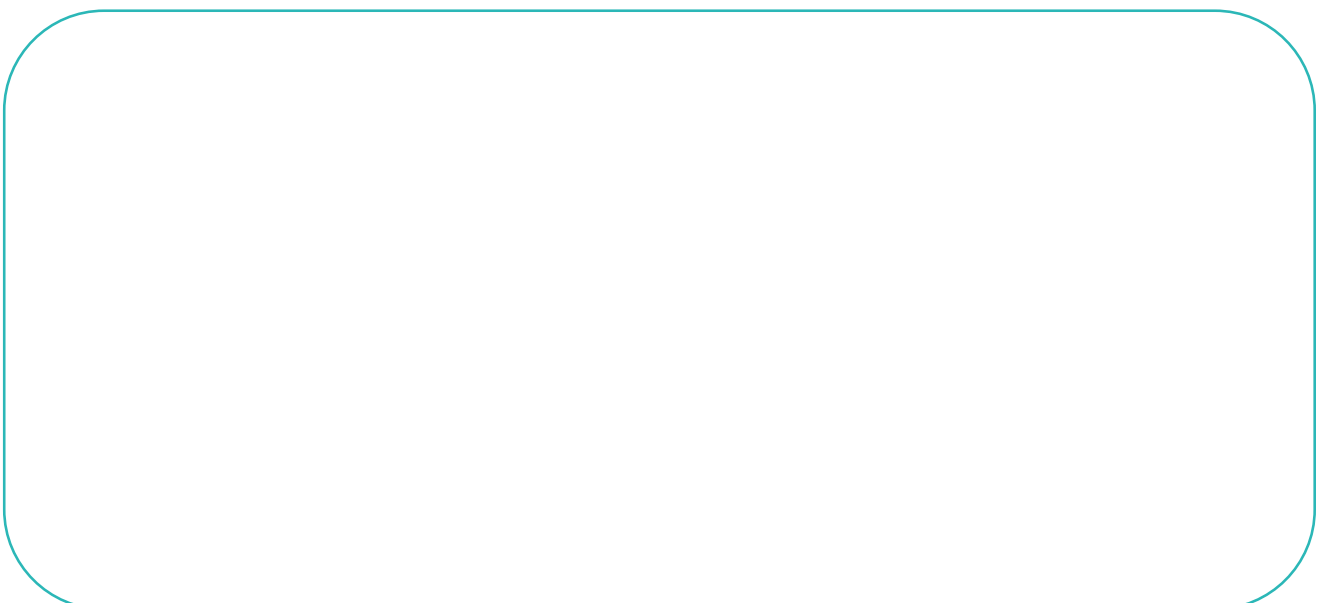
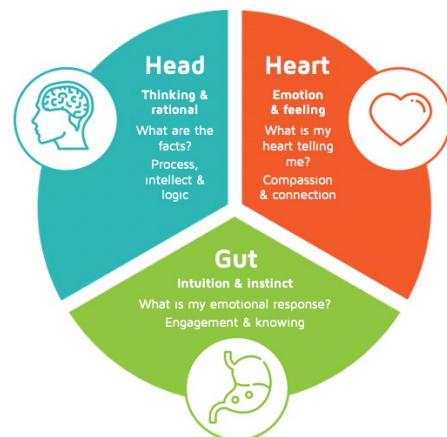
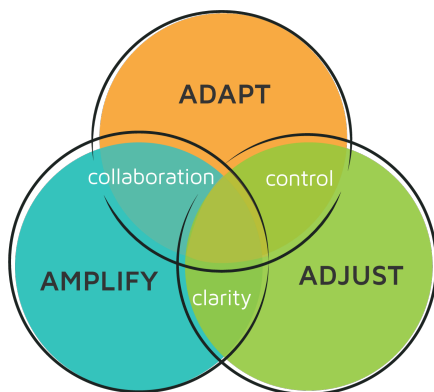
POWER #4-COMMUNICATE WITH EQ TO ENGAGE



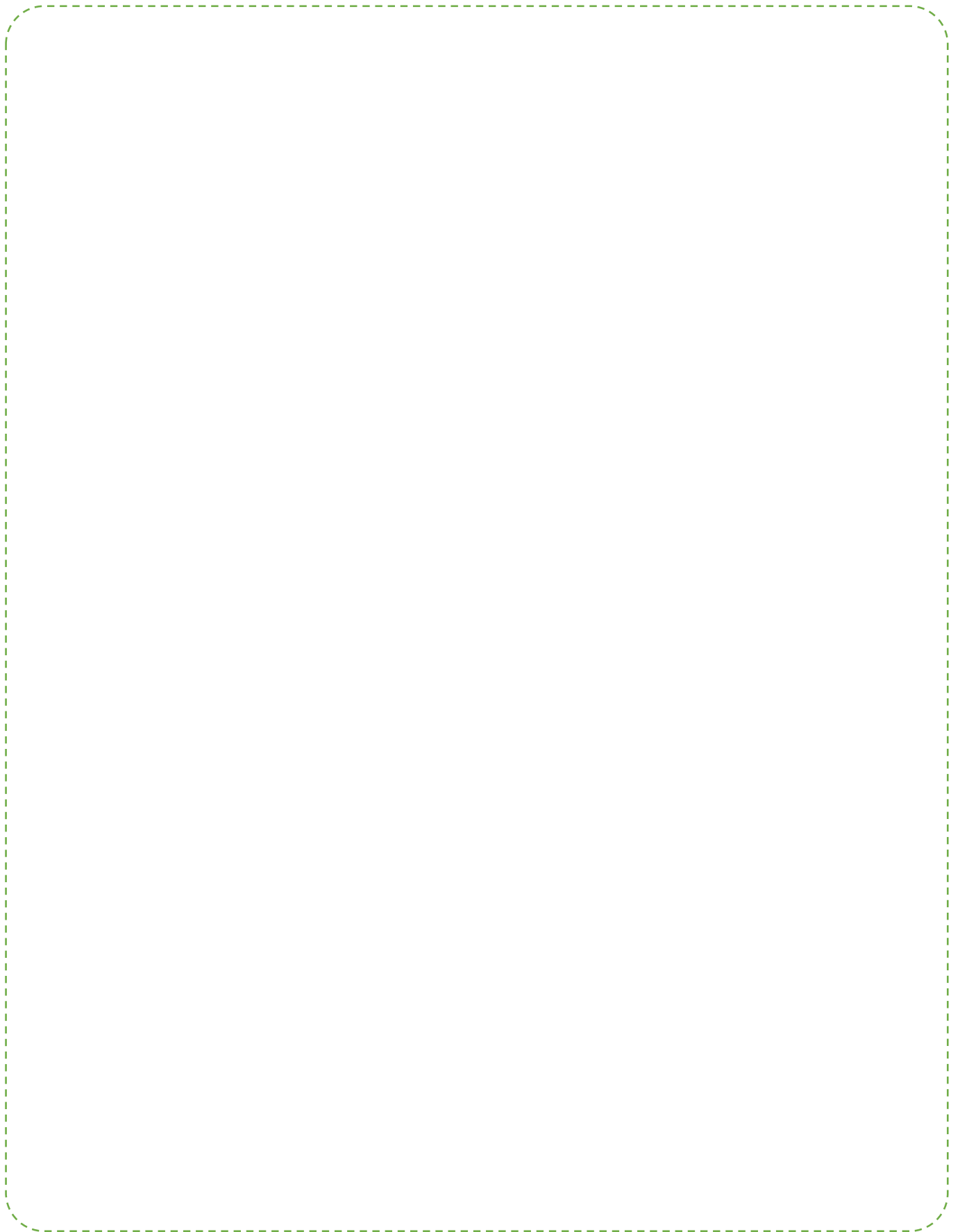
Communication & EQ

Communication is the response you get
Shape and shift your message until you get the response you need

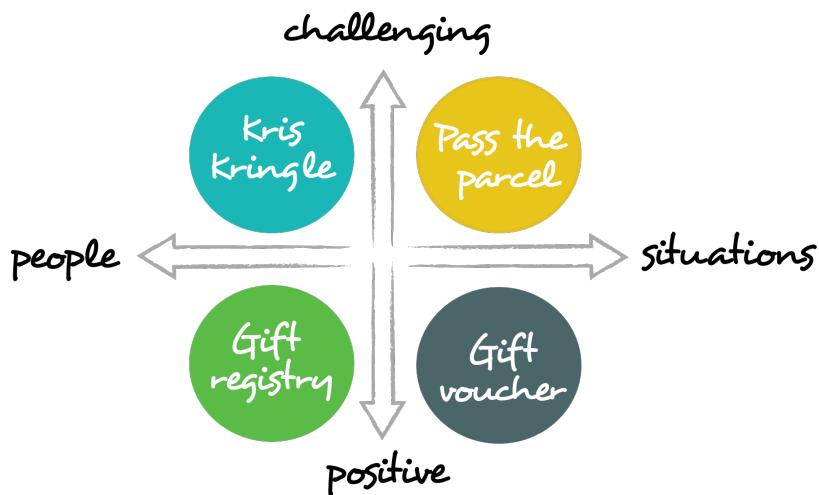
- Listen to understand, not respond
- Ramp up your Emotional Intelligence (EQ)
 - Know yourself and your emotions and triggers and manage these
 - Know how others tick, their triggers and emotions
- Give clear, timely, specific feedback
- Listen to what is NOT being said
 - Pay attention to non-verbal cues
- Ask one question at a time
 - Use the response you receive to shape your next question
- Celebrate wins and acknowledge effort
- Know each person's communication style, simply ask
- Bring logic, heart and intuition into your decision making and conversations
- Adapt your approach to connect effectively, be human
- Use technology as only the conduit to communicate
- Pick up the phone and ramp up face to face connections
- Be conscious of your energy and how you show up
 - Your energy introduces you



POWER #5-ADOPT THE GIFT MINDSET



The 4 Drivers of a Gift Mindset



Most of us experience challenges, crises, triumphs and success at some point over the years. Life throws us curveballs. Some are made of glass and hard to catch, some bounce off us and others seem to fall straight into our hands. I call these 'gifts' and how we catch (or drop) these gifts depends on our mindset, perspective, beliefs, experiences, values and so many other things. **When we adopt The Gift Mindset**, we can unwrap the learnings in all situations and tap into these to progress ourselves and others forward within our business.

The four drivers of a Gift Mindset

The four key drivers of the Gift Mindset include our challenges, our positive experiences, and the people and situations involved in these.

Pass the Parcel – challenging situations

Kris Kringle – challenging people

Gift registry – positive people

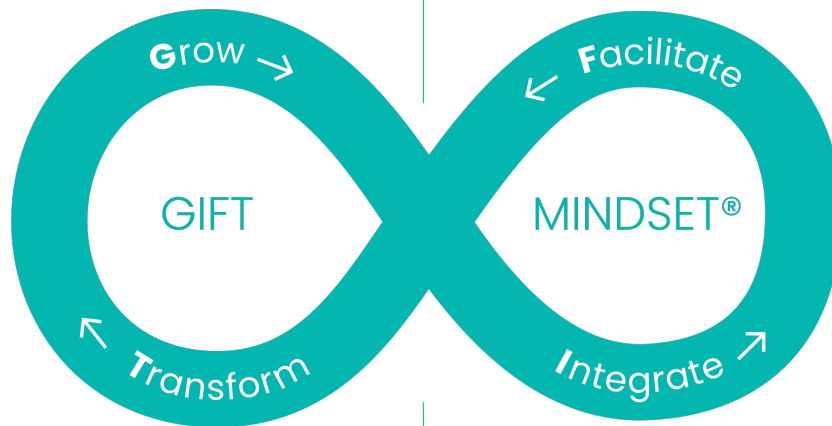
The Gift voucher – positive situations

1/ What key lessons has a particular situation or person taught you?

In what ways has it helped you to learn and grow?

3/ How could this lesson enable even more success in the future?

What lessons from this gift can you share with others?



4/ How will you know that this gift has transformed you and others?

When will you share this gift with others?

2/ How will you integrate these lessons into your work and team moving forward?

Create a Gift Mindset Culture

Create open forums within your team and across your business such as:

Win
Wednesdays

Motivation
Mondays

Gratitude
(3 positives to
every negative)

Gift theme per
month
Optimism, Growth,
Curiosity, Gratitude,
Resilience and so on

Failure
Fridays

Share stories on
internal platforms

Theme meetings &
team catch ups



Activity:

Choose 1-2 ideas to boost collaboration in your team & business

Idea 1:

What:

When:

How:

Resources needed:

Idea 2:

What:

When:

How:

Resources needed:

Deepen and develop the
12 Key Skills to foster connection,
contribution & collaboration



Through growth, we share what we have learnt and grow others in the process. Creating self-growth habits ensures continual growth and contribution to others in the workplace.



The strength to deal with and recover from adversity. An individual characteristic, process or outcome built on what we experience.



To 'feel in' to others and be aware of their emotions. To make others feel heard and seen by tuning into their experiences. To be present, real and open.



A deliberate conscious decision, forgiveness can take us from pain to peace. We can forgive a situation or person leading to deeper more meaningful interactions and relationships.



The only constant in life is change. It can be chosen or forced and needs to be embraced. Change is the portal to growth, innovation and new direction that challenges the status quo.



By tapping into inner strength we can transform fear, into determination. A strong purpose, belief and awareness ignites courage, a key trait of a Limitless Leader. Be bold.



Through curiosity, we explore, and this fuels passion and learning and creates possibility. Curiosity leads us to provocation and forces us to question things leading to innovation.



An internal decision framework based on inner values, goals, willingness and hope for now and the future. An energy we can all possess.



To be truly associated with someone or something, an innate human need that strengthens relationships and interactions with others and ourselves.



In the workplace we need to contribute to ourselves and our work team. Support others, share skills and give your time. Set goals around this and ways to share ideas and feedback.



To appreciate who and what you do have and paying this goodness forward. It can be an action, a feeling or a grateful disposition and mindset shared within the workplace.



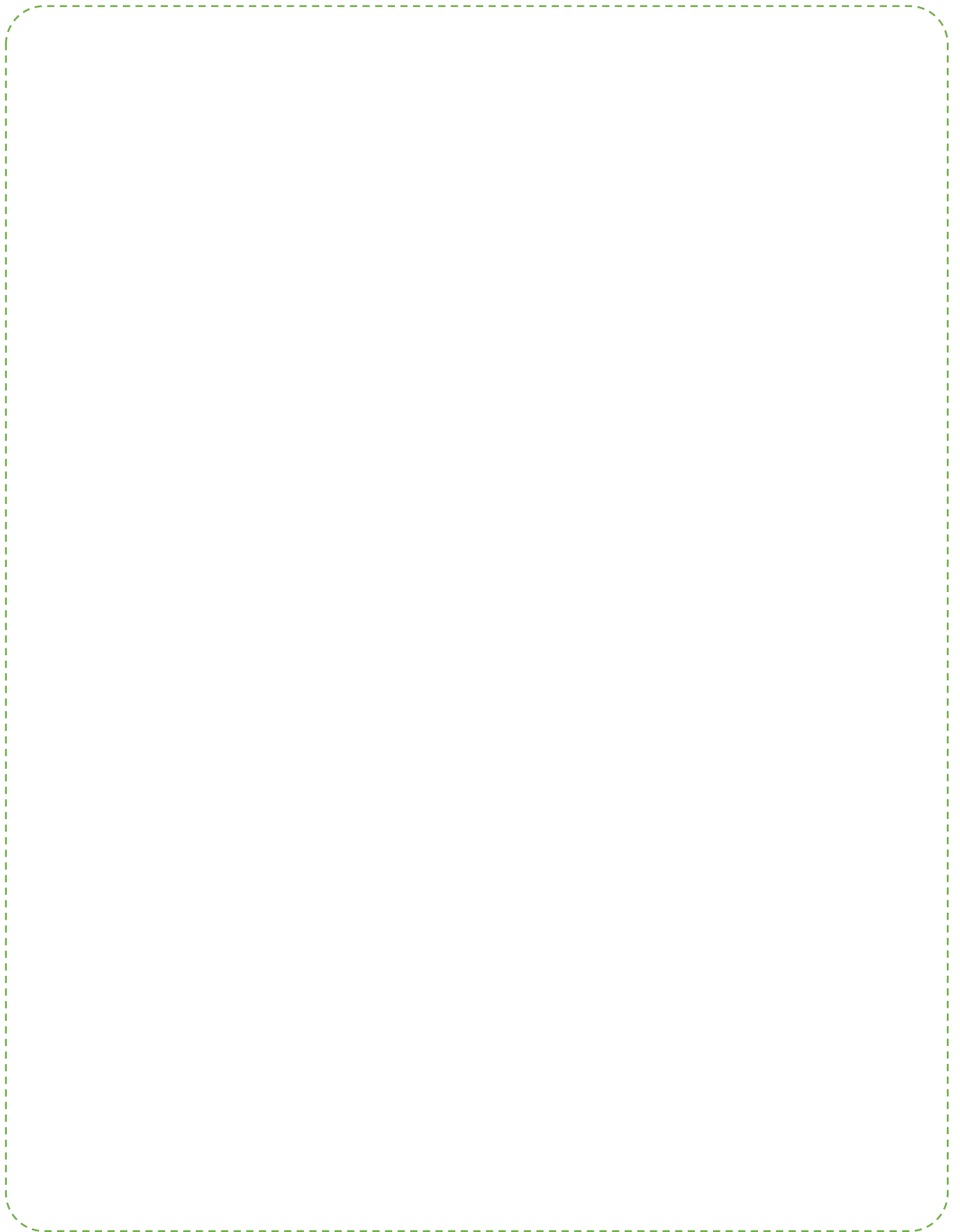
Bringing our best selves to the workplace requires us to have deep awareness of when and how to re-energise. Doing the things that light us up and reflecting and recharging are key.

The Gift Mindset® is a key trait of Limitless leaders, teams and organisations

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POWER #6-LEAD WITH OPTIMISM





Lead with Optimism-6 Keys



Make your self-talk optimistic

Thoughts create our feelings and attitude, which result in our actions. Eliminate limiting beliefs and reframe your inner dialogue. Flipping a thought such as 'This change is hard' to 'What can I do to make the most of this situation?' can change the way you look at the situation. Flip the script to serve you and how you feel. Optimism can drive innovation and new ways of thinking.

Remind yourself of the times you have been optimistic and conquered challenges.

Thoughts:

Actions:



Greet with Intention

Instead of asking, 'How are you going?', ask 'What is the best thing that has happened today?' Share something interesting when you start a conversation or a meeting.

Open with impact and energy as this is infectious. Share something interesting when you start a conversation: it could be a compliment, a good-news story or a question filled with curiosity. There is good in most things if you are present to unwrapping the gift of the situation.

Thoughts:

Actions:



Ask; "What makes you optimistic?"

Asking "What makes you optimistic?" is a great way to open a conversation and the question itself raises optimism automatically. This question can be asked in a variety of contexts and can set the scene in team catch ups and meetings to kick off on a positive note.

Thoughts:

Actions:



Lead with Optimism-6 Keys



Start a daily progress Journal

Progress is a motivator and too often we wait to achieve milestones before we reflect on the progress we have made. Keeping a progress journal and/or sharing progress that has been made with your team in an open forum can assist us to look how far with have come. It helps us celebrate and reinforce what we have achieved opposed to what hasn't been achieved. This can help us stay optimistic on how far we have come.

Thoughts:

Actions:



Do what lights you up

Doing the things that energise us and light us up can assist in bringing optimism into our everyday. When we identify and satisfy what really motivates us we feel happy, more energetic and we have a pep in our step. Very powerful when facing challenges. Think about your favorite things to do in and out of the workplace and make a conscious effort to do more of these things. This ensures we don't just do the things we are good at but instead the things we enjoy.

Thoughts:

Actions:



Surround yourself with optimists

There is a saying that goes, 'We are the sum of the people we spend the most time with'. We need to be aware of who we interact with and limit exposure to pessimistic people and situations, which can become like optimism vampires – draining our energy, headspace and ultimately our optimism reserves. Ensure you spend time with people who light you up. When going through challenges ensure you tap into others who energise you and for whom you can do the same.

Thoughts:

Actions:



6 KEYS TO THE GIFT OF OPTIMISM

RENÉE GIARRUSSO

ASK YOURSELF AND OTHERS "WHAT MAKES YOU OPTIMISTIC"?

Our thoughts create our feelings and attitude, which results in our actions. Eliminating limiting beliefs can increase optimism, along with reframing our inner dialogue. Remind yourself of the times you have been optimistic and conquered challenges.



REMEMBER TO SMILE

Make eye contact and smile, even to strangers – it's more than likely they will smile back. Smiling activates the release of endorphins, dopamine and helping your body relax, and can lower blood pressure and heart rate.

GREET WITH INTENTION

Instead of using the everyday, mundane 'How are you going?', ask 'What is the best thing that has happened to you today?' Share something interesting when you start a conversation: it could be a compliment, a good-news story, or a question filled with curiosity.

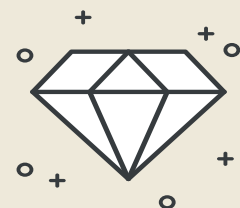


GET LAUGHING

Laughter can bring people together and establish amazing connections. It is known that when we laugh it can boost heart rate and mood, as well as the production of certain antibodies, strengthening our immune system.

SURROUND YOURSELF WITH OPTIMISTS

There is a saying that goes, 'We are the sum of the people we spend the most time with'. We need to be aware of whom we interact with and limit exposure to pessimistic people and situations. Ensure you spend time with people who light you up.



BE GRATEFUL

Fostering an attitude of gratitude can maximise optimism in multiple ways. It helps us reframe memories of unpleasant events in a way that decreases their negative emotional impact. Being grateful helps us focus on the things we do have and the possibility those things bring.

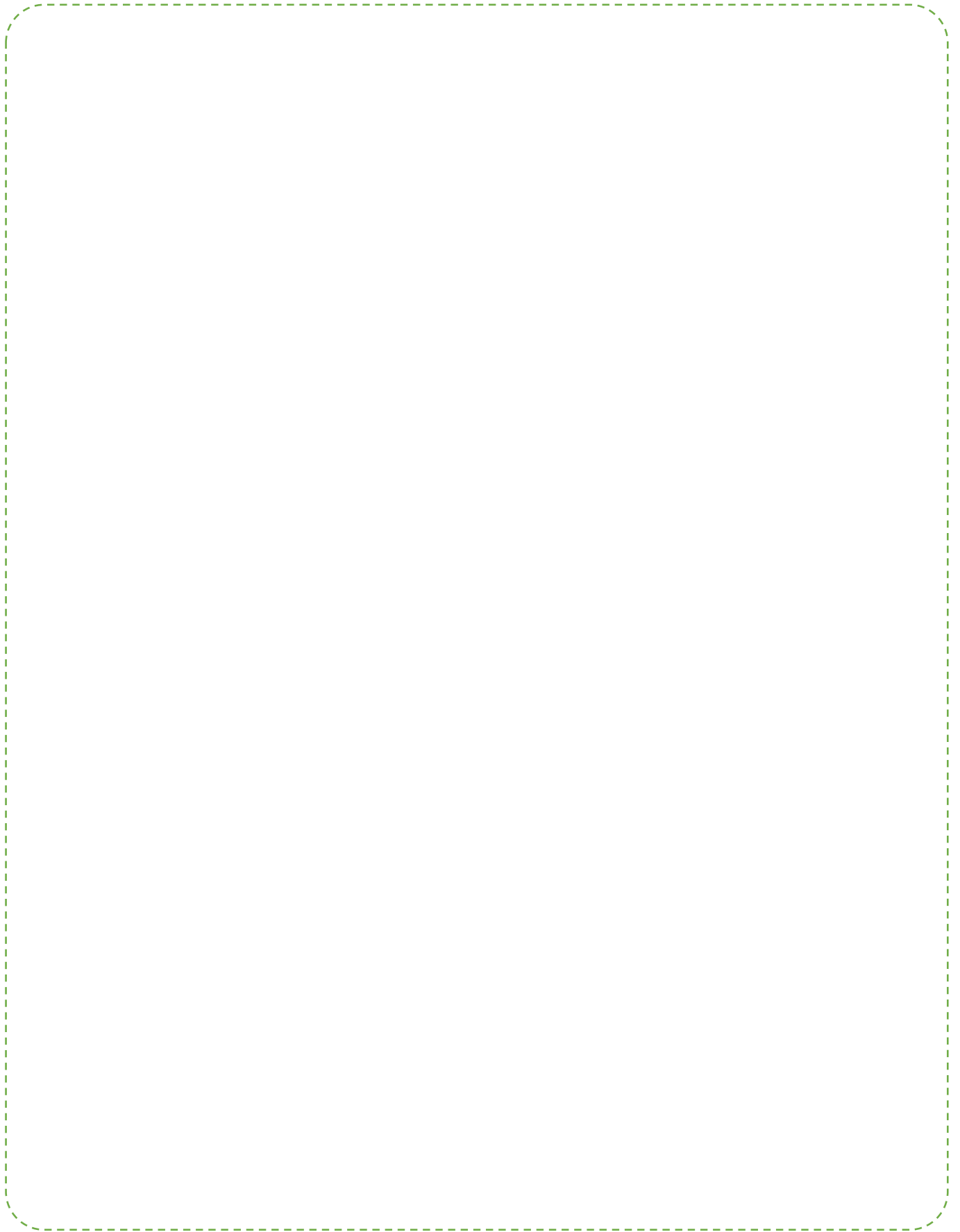


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POWER #7-FOSTER MOTIVATIONAL INTELLIGENCE



Know what lights others up!



Research shows that attitude and motivation can account for more than 60 per cent of the formula for the job and organisational success.

Imagine understanding what really motivates those you work and interact with?

So many people do what they are competent at but not always the things they are good AND truly enjoy

A collaborative culture requires a deep understanding of each other's strengths and motivations to leverage the collective team to maximise performance and deepen relationships and team culture.

To effectively connect and communicate, we need to understand what lights each other up and create the space to appreciate and leverage our differences.

Take the time to know and grow your team.

I ask every leader I work with, "What are each person's top three strengths and motivators at work?"

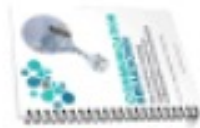
Don't over-complicate this, simply:

- Ask "What lights you up and gives you the most energy at work?"
- Identify, understand and help drive
 - Doing the things that drive us on a Monday morning sets the tone for the week
- Make sure everyone shares their strengths and how they can bring more of that into their role
- Leverage diversity in the team by each sharing (including you)
- Delegate tasks based on peoples' motivators
 - Eg: A highly detailed person likes depth and procedures, get them to do reporting & detailed work that requires depth and analysis
- Rise as a strength-based team leveraging and appreciating differences

My Gifts for You

Limitless Leaders Connection Blog

Free leadership, EQ, communication & mindset resources and tools



Scan the code and take the Limitless Leadership Pulse Check.



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