

# Brian Kight

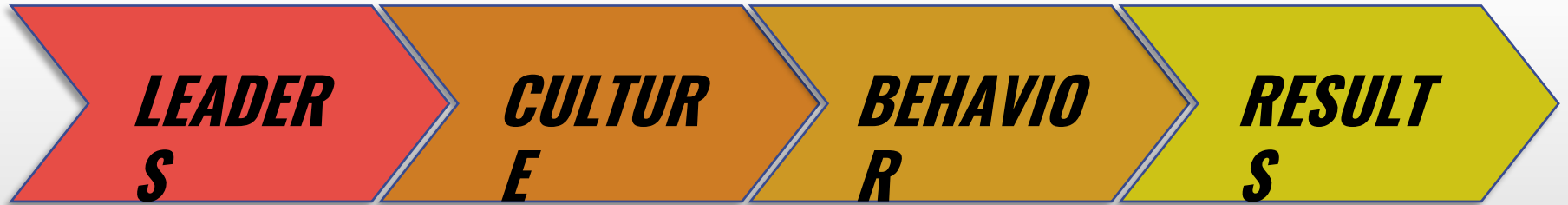


Author of the  **Daily Discipline** email newsletter

*The objective is*  
**PROFESSIONAL.**

*The effort is*  
**PERSONAL.**

# THE PERFORMANCE PATHWAY





**Unacceptable**

**Mountain  
of Average**

**Excellence**

**ARCHITECT**

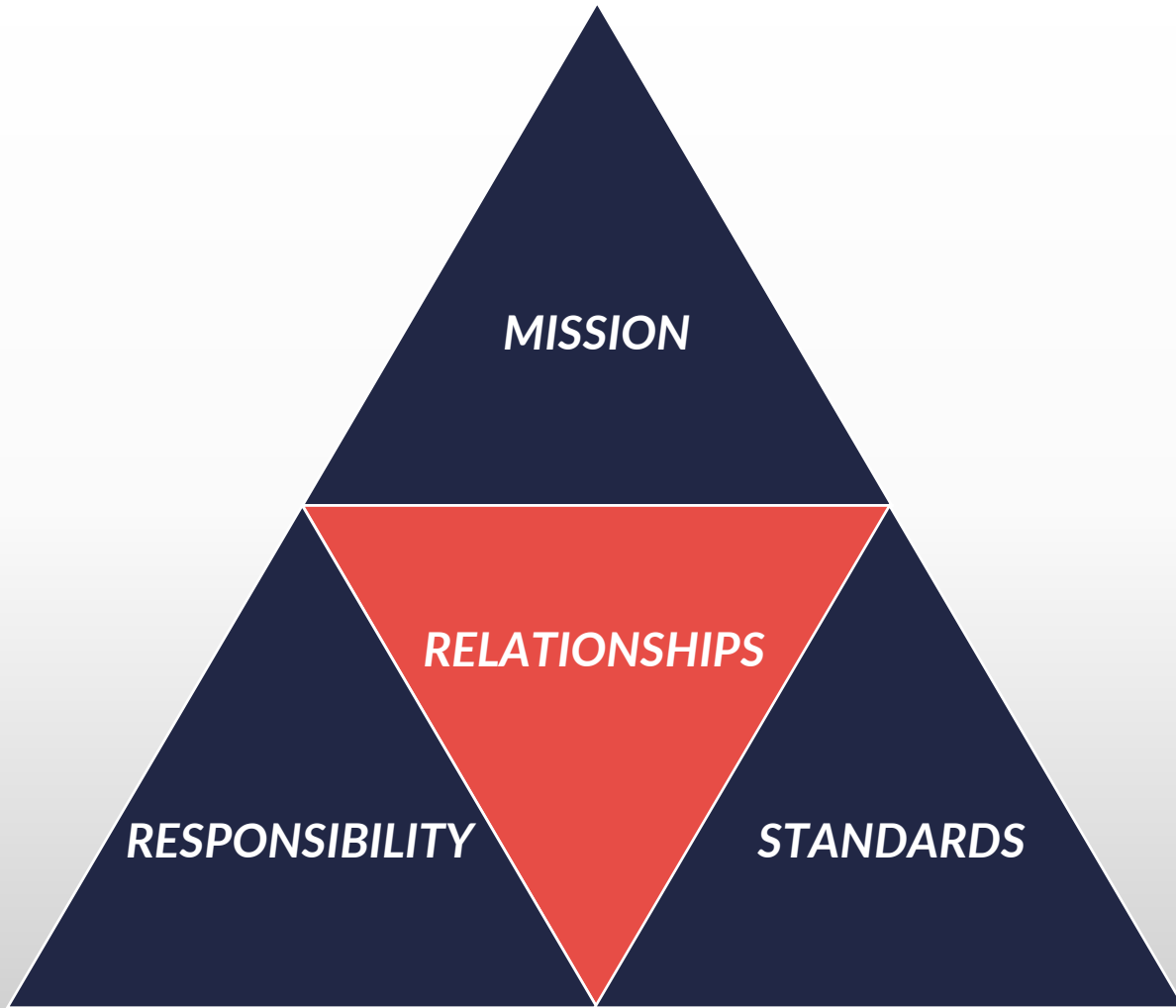
**MAKE DECISIONS  
SOLVE PROBLEMS**

**DO**

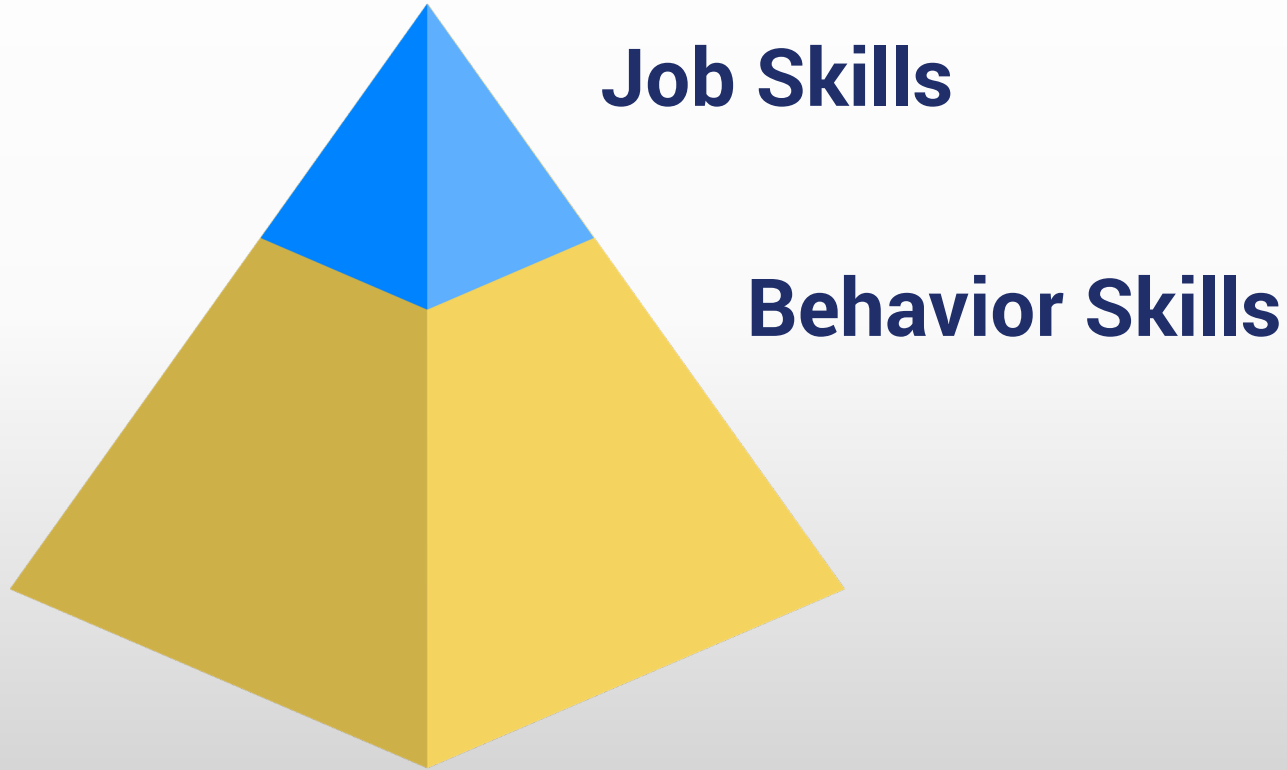
**LEADER of LEADERS**

**LEADERS**

**PERFORMERS**



# *BEHAVIOR SKILLS DRIVE JOB SKILLS*



**E + R = O**

*Event + Response = Outcome*

$$E+R=O$$

*Mindset*

NOT UP TO YOU



UP TO  
YOU

$$E+R=O$$

1. I can't control **Events**, but I can influence some of them.
2. I can't control **Outcomes**, but I do create them.
3. I control my **Response** and I'm the only one who controls it.

*Mindset*

$$E+R=O$$

What Events are you working from?

What Responses are required to create those Outcomes?

What Outcomes are you trying to create?

*Skill*

*Mindset*



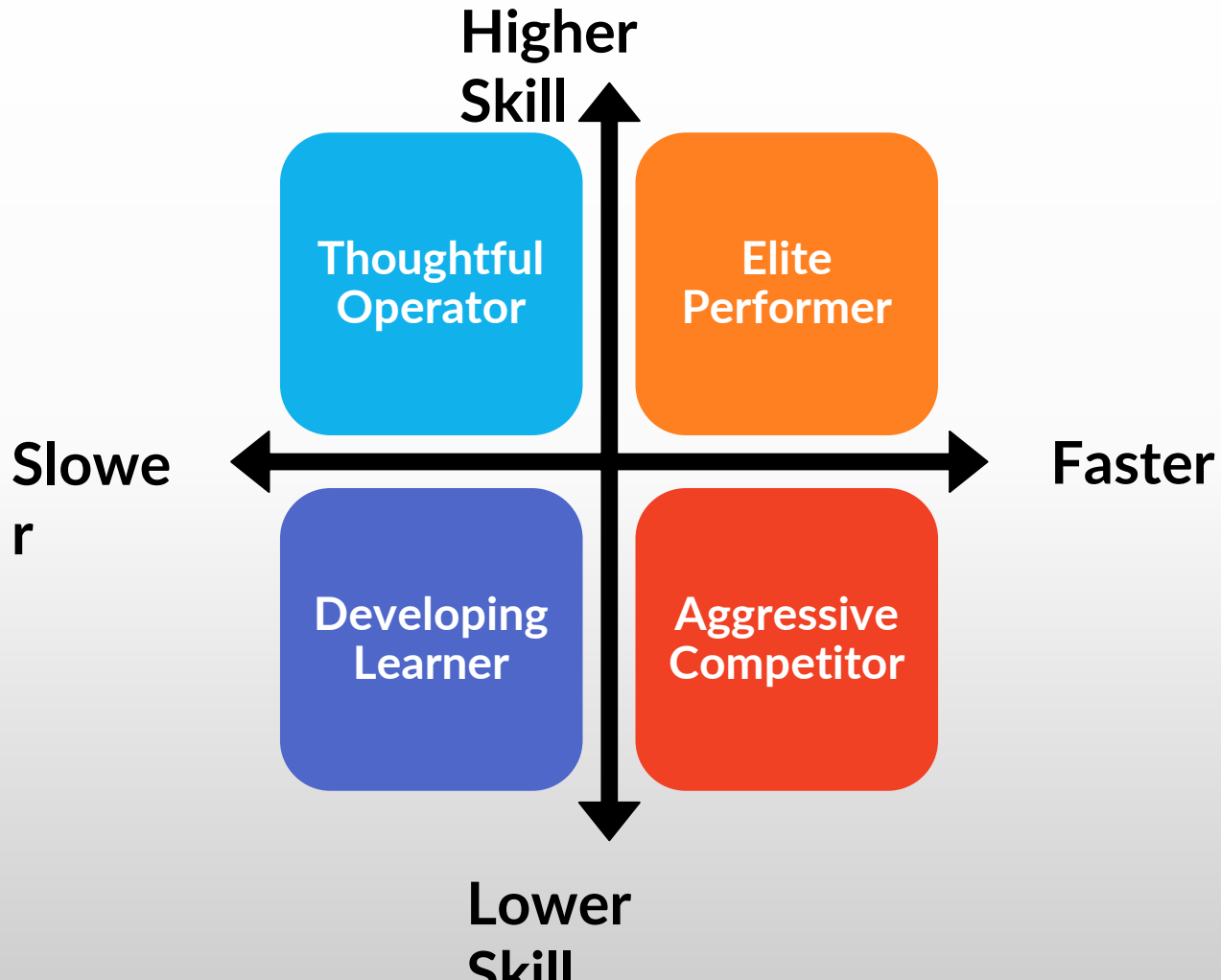
**NO** *BLAMING  
COMPLAINING  
DEFENSIVENESS*

$$E+R=O$$

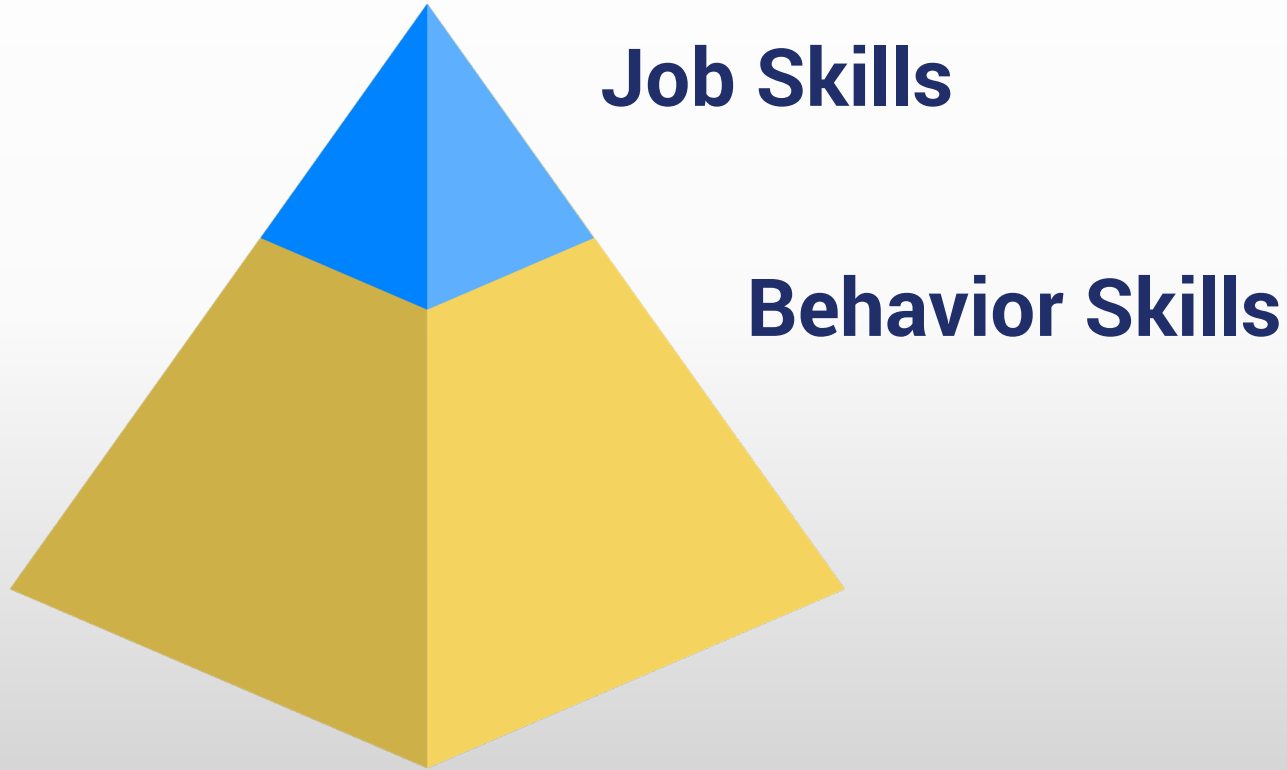
*Speed*

*Skill*

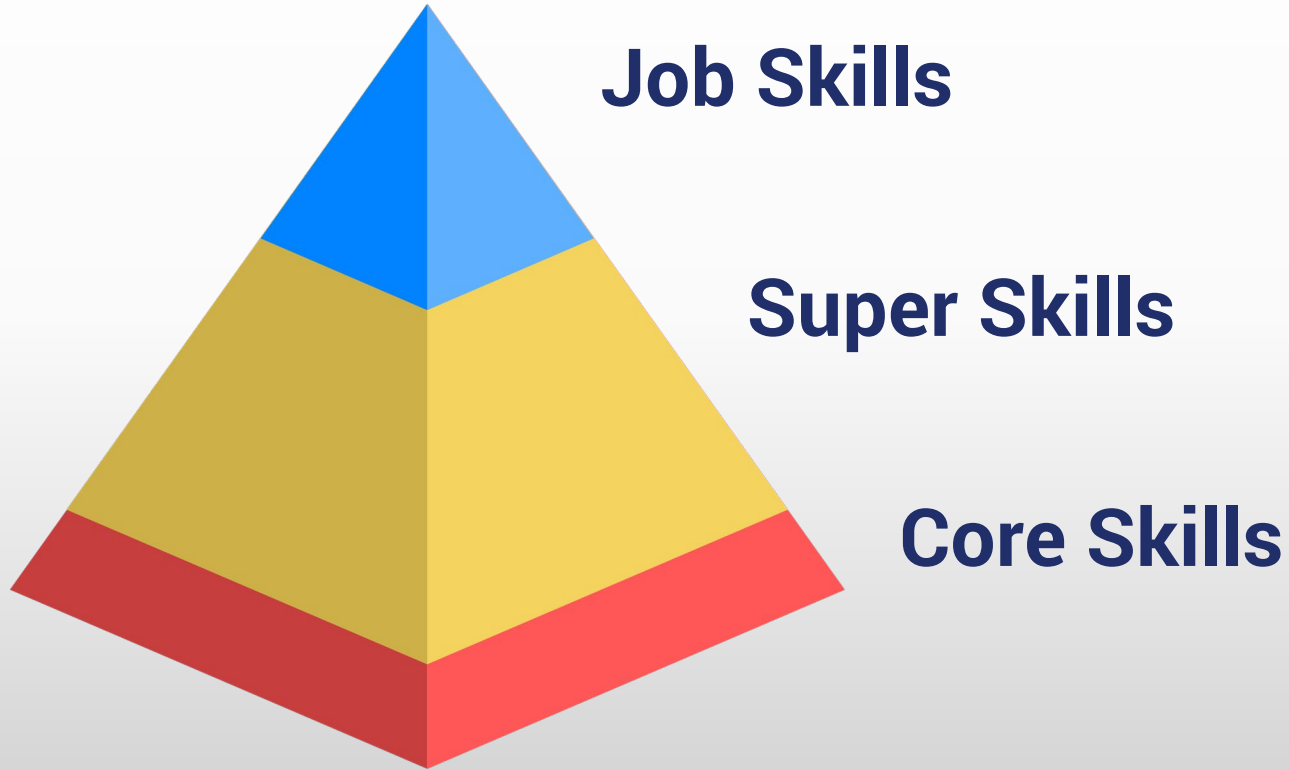
*Mindset*



# *BEHAVIOR SKILLS DRIVE JOB SKILLS*



# *BEHAVIOR SKILLS DRIVE JOB SKILLS*





# CORE SKILLS



**E**

**+**



**=**

**O**

# WHAT IS A SUPER SKILL?



**Dysfunctional  
Behavior Skills**

The diagram features a black bell-shaped curve on a light gray background. The curve starts at the bottom left, rises to a peak in the center, and then descends to the bottom right. Three text labels are positioned along the curve: 'Dysfunctional Behavior Skills' in orange on the left side, 'Basic Common Behavior Skills' in dark gray in the center, and 'Super Skills' in dark blue on the right side.

**Basic Common  
Behavior Skills**

**Super  
Skills**



# SUPER SKILLS

1. Focus
2. Time
3. Energy
4. Observation
5. Humility
6. Empathy
7. Listening
8. Integrity
9. Emotion
10. Forgiveness
11. Flexibility
12. Saying No
13. Risk Management
14. Honesty
15. Influence
16. Assertiveness
17. Non-verbals
18. Decision-making
19. Patience
20. Persistence
21. Courage
22. Disagreements
23. Navigating Uncertainty
24. Processing Criticism
25. Prioritizing
26. Learning
27. Rapport building
28. Change
29. Responsibility
30. Clarity

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