



## Inspi(red)

Hello,

Underperforming teams and individuals are the biggest block to boosting profitability. Poor performance leads to low morale which in turn leads to lower profits. Its a slippery slope. How do you boost vitality, performance and profit?

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### Increasing Vitality

People are the source of energy in any company. Switch them on and you've got a vibrant, flowing force to work with. Understanding people is crucial if you're to flick the switch. However in my experience, still too few leaders and managers dedicate serious time to developing their own self-awareness to enable them to understand and deal with the people issues properly.

Increasing vitality isn't rocket science. But it does necessitate venturing into the realms of emotions and vulnerability. This is where it gets tricky. Energy is like water, it flows freely if allowed to. Put in a dam and it stops - until the pressure is too much that is and the dam bursts. People are no different. Except the blocks in people are more difficult to see. Moreover, releasing those blocks to allow free flowing vitality requires courage. It takes lion hearted leaders to raise their own awareness sufficiently to tackle the real blocks in their own and their team's performance.

### Identify the Blocks

The first step is to identify where the blocks are. You don't need a committee or sophisticated programme to do this. You know where they are really. You've probably, like most people avoided dealing with them until now because its messy. Think for a minute. Who works well together and who doesn't; who are always at each others throats; who is the misery guts in the team; who never challenges and just accepts what everyone else says; who doesn't pull their weight, who does too much etc, etc... Easy to spot? If not, I suspect you're not spending enough time with your team. Take note.

### Courageous Conversations

Now deal with them - *sensitively and honestly*. Sit down with each person and put the issues on the table. Don't sweep them under the carpet. The more you avoid, the less

energy you have available. Many avoid tackling the people stuff because its irrational, unpredictable and emotional. Welcome to being human! Deal with this stuff and I promise you, vitality will increase. But remember to take off your own had armour casing when doing it otherwise you'll create an even worse mess.

**People eh?! You need them and they need you. So if you could do with some extra red vitality, give me a call. It not as difficult to tap into as you think.**

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## Your Views

As always, I love to hear your own stories, comments and questions so please do get in touch if you have any.

Warmest,



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## Wise Words

"For every minute you are angry, you lose 60 seconds of happiness."

Ralph Waldo Emerson."

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t:01325 489 766

m:07740 416 891

e:juliette@juliettelee.co.uk

[www.juliettelee.co.uk](http://www.juliettelee.co.uk)

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