



DESHUN DEYSEL & ASSOCIATES
Encouraging Leadership in a context of Change & Diversity

PEAK PERFORMANCE TOOLKIT™

5 Areas of Effectiveness for personal & career success

Many people approach Deshun Deysel and ask her for some personal advice for achieving continuous success. Her response to this is always: "You cannot guarantee mountain-top experiences all the time. Continuous success is a journey marked by highs and lows - just like climbing Mt. Everest". In fact, the best anyone can do, is to equip themselves with strength in these five areas below [which make up the PEAK Performance Toolkit™] and to continuously work at getting better at all of them.

Deshun has worked in the motivation, training and self-image psychology space for many years and has subsequently developed this toolkit to assist people in their personal and career development. The following is an explanation and summary of how to achieve continuous improvement by working on the **5 Areas of Effectiveness™**:



While the **PEAK PERFORMANCE Toolkit™** is represented diagrammatically, it's important to understand that this is a dynamic process. In other words, we are all working on all 5 Areas simultaneously. You may also find that you feel very confident in one of the five areas in one part of your life and not in another. The **5 Areas of Effectiveness™** are also very interlinked, although they are represented in a clockwise format here. This diagram is simply a way to assist in tracking growth in each area. When done in conjunction with the DDA coaching programme, the **PPT™** assists individuals and teams to reach new heights in personal and professional performance.

1. Aspiration

This first Area of Effectiveness is about want strengthening your understanding about the value of your existence. Just as a compass points one into a direction and helps to keep you on course, asking pertinent questions - continuously - about your life will assist in pointing you into the right direction. If you ask the 3 following questions:

"Who am I?"

"Why do I exist?" and

"Where am I going?" on an ongoing basis, then you should be well positioned to define your **purpose** for life, your **vision** as well as the **values** and **principles** that you'd like to live by.

2. Self Mastery

You've probably heard it say that we can't always control what happens in life, but we can certainly control our responses to what happens . Why then, are there still so many people who claim that someone else is "making them do things"? At which point are you **personally accountable** for what how you respond and when can we negate all responsibility for the way life take a terrible turn? When it comes to feeling more in control of your responses to situations - do you feel **empowered** or helpless? Are you **confident** in your ability to **bounce back** from setbacks or do you try to avoid taking on new experiences? The more **personally empowered** a person feels, the more likely they are to make decisions which will ultimately lead to sustained success.

3. Competence

It is common for confidence and competence to be confused with each other. Confidence is *knowing* and *acting* on one's vast intellectual and behavioural potential. It is the *capability* aspect of self-worth. Competence is the development of (i) **knowledge** and (ii) **skills**. Competence also consists of the elements (iii) **experience** and (iv) **talent**. These four elements combined should set a person on an upward trajectory towards sustained success. Once a person has developed competence in a specific area, it automatically creates confidence.

4. Environment

There is no doubt that the environment we find ourselves in plays a significant role in how our potential is released. Provided the first three of the **5 Areas of Effectiveness™** are areas of strength, we can now exhibit our confidence, competence and sense of purpose in our environment. There are two things to consider when it comes to our environment:

- a) What is *my* impact on the environment?
- b) What is the environment's impact on me?

How we play to our strengths or indeed, our weaknesses, positions us for great opportunities or keeps us in a rut.

5. Opportunity

There are many sayings about opportunity. "Opportunity only knocks once". "Opportunity is no where". "Luck is when opportunity meets up with preparation". No wonder so many people still think that opportunity just happens or (quite the opposite) that it will never come their way. If you flip this belief on it's head and start to believe that opportunity is everywhere, you will be surprised at how many opportunities you start to spot all over the place. Looking for opportunity is very much like hearing your name across the floor in a crowded room. How often have you not been in conversation in a crowded room with many voices buzzing. Have you ever noticed that even though you might be very focused on your present company, you always notice immediately when your name is mentioned in another conversation? Spotting opportunity is very much the same. The more something significant (to you) is on your mind, the more you recognize it and even attract it.