

How to win race instead of just run in place

The issue: On the treadmill



Doyle

The scenario: I work long hours and still the work is not done. At the end of the day I am exhausted, but don't feel like I've accomplished much. Sometimes I feel like I am running in place – never getting anywhere.

Coach: Kelley Doyle

It is tiring when you give all you have at work only to leave at the end of the day tired and unfulfilled with what you accomplished. The treadmill effect leads to burnout and dissatisfaction. In my coaching experience, this is the No. 1 reason people seek out a coach.

Take a different approach. Consider the way top athletes train and perform at high levels. By using a method called “periodization,” athletes are able to perform at peak levels by dividing up their time into segments

of varying intensities. In sports there is an in-season, off-season and pre-season training. Each has a specific beginning, end and focused set of priorities. A problem in today's workplace is that people are expected to sustain high levels of performance day in and day out, year after year. The season never ends. Nobody really wins.

The book “The Power of Full Engagement” examines the need for people to manage their energy, not their time. The enemy of high performance in the

workplace is not stress, but the absence of recovery. Your “recovery period” is your personal off-season – it helps you recharge your capacity to perform at peak levels. It includes skills development, strategy planning, time with mentors, relaxation, and time for personal interests or hobbies. I see it this way: Many of us need to structure the way we exert ourselves and recover to be certain that we have a useful recovery period.

If you want a “winning season” of achievement, fulfillment and energy, try these seven strategies from Dave Buck, CEO of Coachville, a coach-training company:

■ **Define your game** What is your game? Why are you playing it? How do you keep score? Are you winning?

■ **Define your season.** If the season never ends, how do you know whether it was a winning season? Create a “game schedule” broken down into your goals and objectives. (The Part-

ners got to the playoffs one game at a time.)

■ **Desire to compete.** Are you in the game or on the bench? Why? Great athletes play with their head and heart.

■ **Use your strengths to win.** Are you an “impact player”? Great players make great plays.

■ **Practice to improve your game.** What do you need to help you play better?

■ **Build a winning team.** Who plays on your team? Do you need to recruit new players?

■ **Build a talented coaching staff.** Who coaches you on the key areas of your game?

Wipe your slate clean. Give yourself three days of pre-season training time to create a strategy for your up-coming season. Then kick butt!

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