

TRAINING WEBINAR

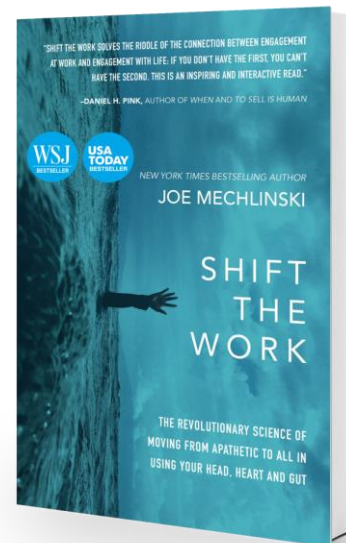
HOW TO REFLECT AND RESET TO PREPARE FOR YOUR BEST YEAR YET



JOE MECHLINSKI
FOUNDER + CEO



WE ARE SHIFT



YOU'LL LEARN...

- The real challenge behind New Year resolutions
- What it truly means to RESET
- How to reflect with intention and gratitude
- The trick to setting strategic, achievable goals
- How to commit to doing what you say you will

YOU'LL GET...

- The newly revamped RESET Proclamation and personalized counsel
- Access to valuable tools to help you on your 2019 journey (and beyond)

YOU'LL FEEL...

- Appreciative of all that you've learned in the last 12 months
- Inspired to commit to new goals that serve you in the new year

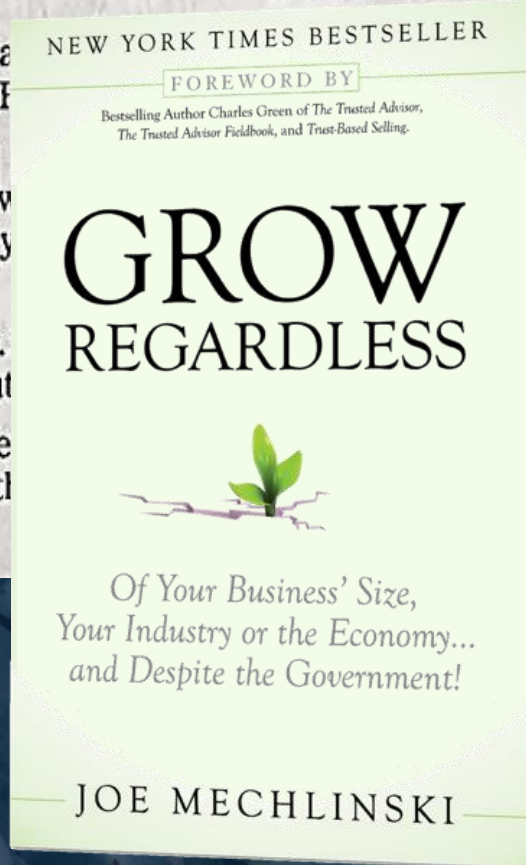


The New York Times
Business Best Sellers

This Last
Month Month

HARDCOVER

- 1 2 **FRANCONA** by Terry Francona and Tom Mottola (Doubleday, \$28). Mr. Francona managing the Boston Red Sox.
- 2 — **HITMAKER** by Tommy Mottola and Bruce Springsteen (Simon & Schuster, \$27.99). The music industry career.
- 3 1 **TO SELL IS HUMAN** by Daniel H. Pink (Doubleday, \$24.95). Insights from social science about selling.
- 4* 4 **THE POWER OF HABIT** by Charles Duhigg (Random House, \$16). A Times reporter's account of the science of habit and break, habits.



This Last
Month Month

PAPERBACK

- 1 1 **OUTLIERS** by Malcolm Gladwell (Back Bay/Little, Brown, \$16.99). Why some people succeed; it has to do with luck and opportunities as well as talent.
- 2 4 **DRIVE** by Daniel H. Pink (Riverhead, \$16). A look at what truly motivates us, and how we can use that knowledge to work smarter and live better.
- 3 **GROW REGARDLESS** by Joe Mechliniski (Morgan James, \$14.95). A strategy for expanding a business. (†)
- 4 3 **THE TIPPING POINT** by Malcolm Gladwell (Back Bay/Little, Brown, \$15.99). How and why certain products and ideas become fads.
- 5 **RAIL OUT** by Neil Rensfater (Free Press, \$16). A former official of...



RESET POLL

What is your biggest challenge when it comes to sticking to your New Year's resolution?

- a) Motivation
- b) Commitment
- c) Planning
- d) Support
- e) Other (share it in the chat!)



The Most Common New Year's Resolutions for 2018

"Which of the following are you planning to include among your New Year's resolutions?"



WHAT THE DATA REVEALS

News Years Resolution Statistics	Data
Percent of Americans who usually make New Year's Resolutions	41 %
Percent of Americans who infrequently make New Year's Resolutions	17 %
Percent of Americans who absolutely never make New Year's Resolutions	42 %
Percent of people who felt they were successful in achieving their resolution	9.2 %
Percent who have infrequent success	48.4 %
Percent who never succeed and fail on their resolution each year	42.4 %

PEOPLE WHO EXPLICITLY MAKE RESOLUTIONS ARE 10X MORE
LIKELY TO ATTAIN THEIR GOALS THAN PEOPLE WHO DO NOT
EXPLICITLY MAKE RESOLUTIONS



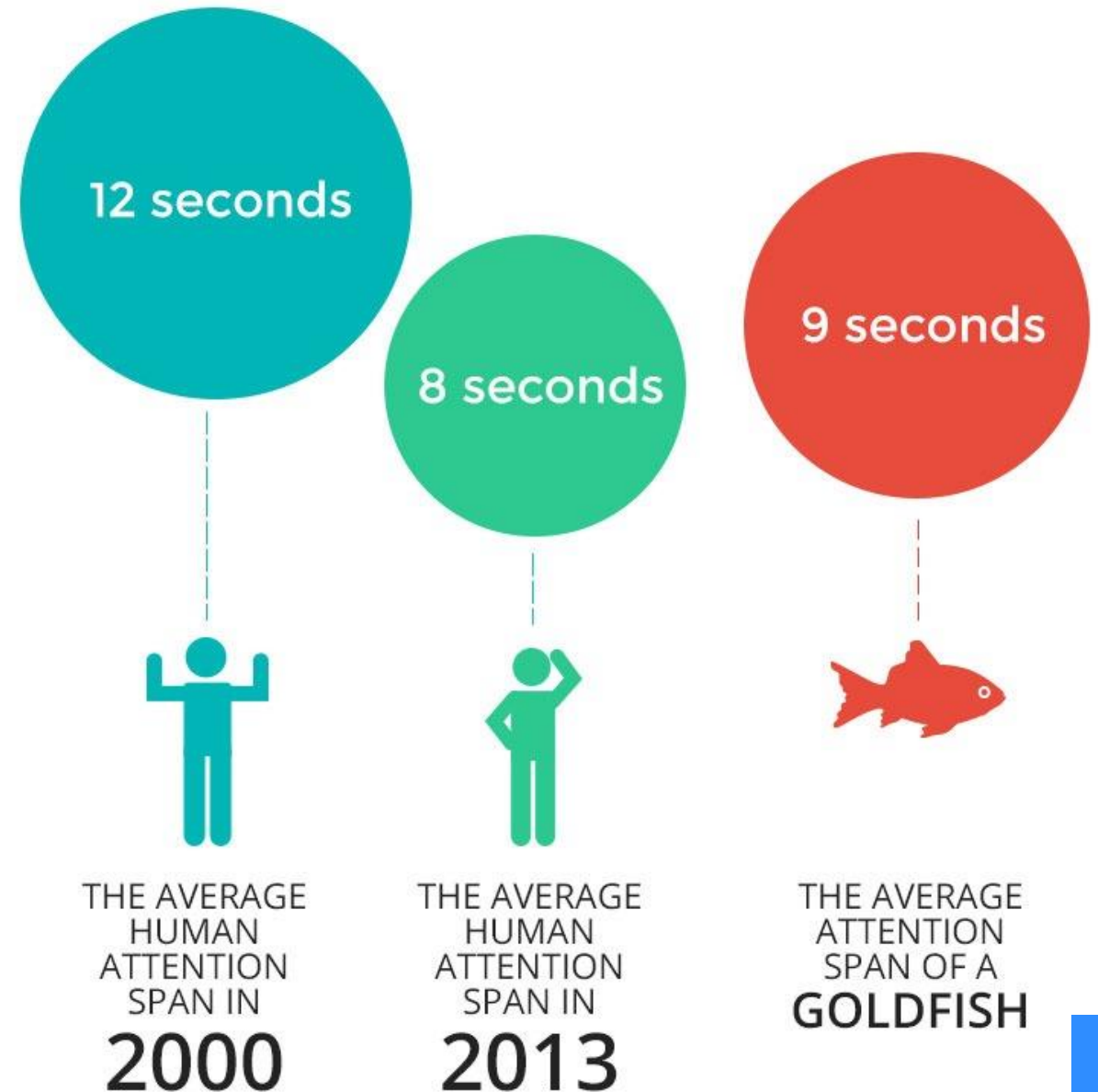
WHY CHANGE FAILS



“OUR FAILURE WAS NOT A LACK OF LEADERSHIP FROM THE MAIN PERSON IN CHARGE BUT FROM EITHER A LACK OF ABILITY OR LACK OF ‘WILLINGNESS’ FROM OTHER PERSONNEL WHO ARE NEEDED TO STEP UP AND TRULY LEAD THE EFFORT TO BRING THE STRATEGIES FROM PAPER TO PRODUCTION.”



HUMAN ATTENTION IS DWINDLING



2018 ALL IN ENGAGEMENT REPORT



HEAD

UNDERSTAND
PRIORITIES

23%

are clear on
their priorities

THAT
DRIVE

PERFORMANCE



15%

work on what they

LOVE

TO DO AND WHAT THEY'RE

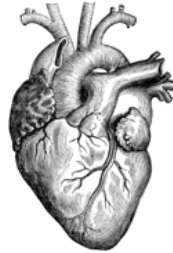
GREAT

18%

FOCUS ON THEIR

PRIORITIES

THAT DRIVE
HIGH PERFORMANCE



HEART

FEEL
PASSION

30%

are

PASSIONATE

ABOUT THEIR

WORK



33%

WILLING

TO TAKE ON A NEW
CHALLENGE

30%

can pull
themselves

out of a



SLUMP



GUT

EXPERIENCE
PURPOSE

24%

believe their

MISSION+PURPOSE

IS COMPATIBLE

WITH THEIR

COMPANY'S



25%

believe they have

IMPACT

on
others

20%

ARE WILLING TO MAKE

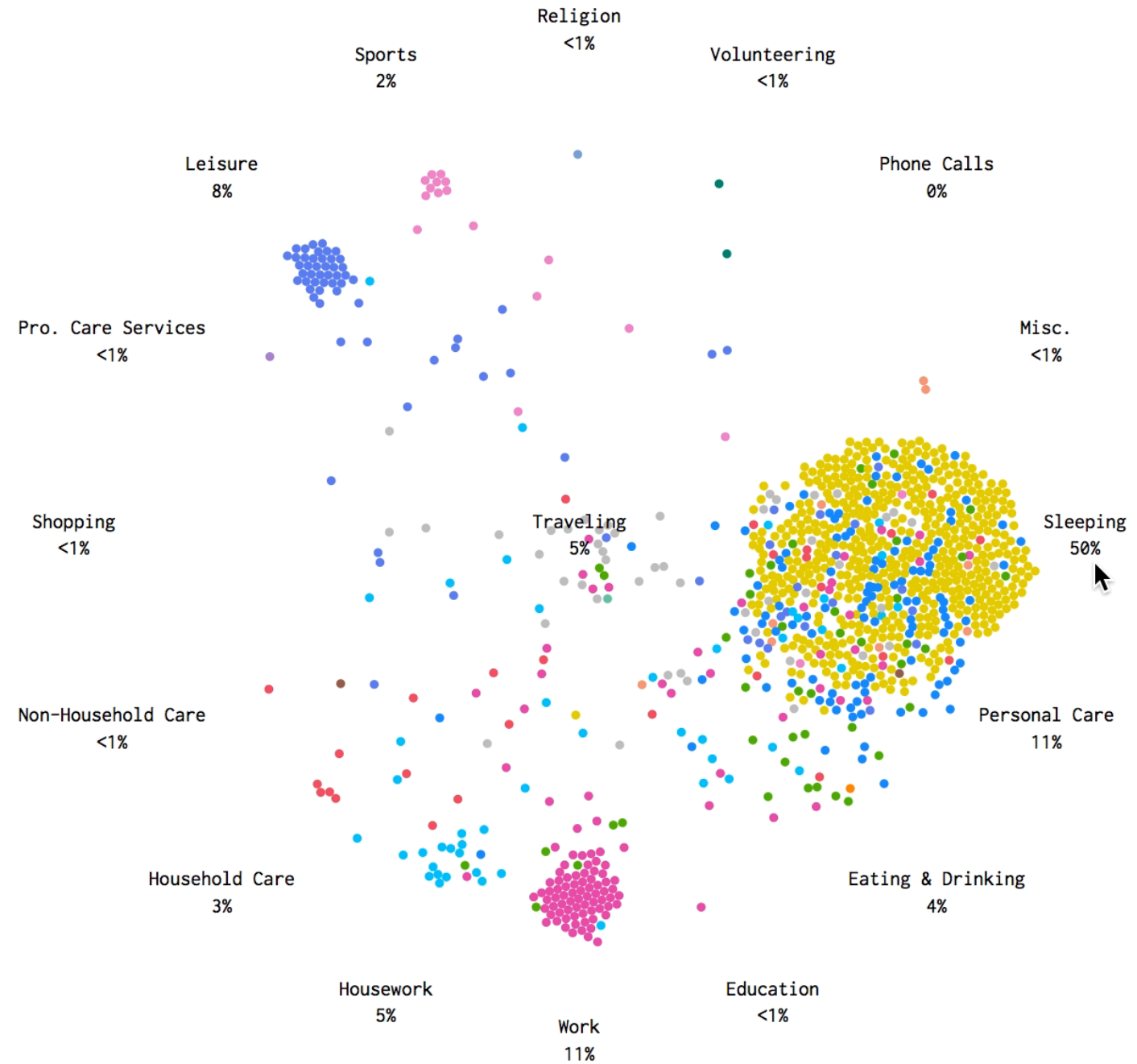
personal

SACRIFICES



6:43am

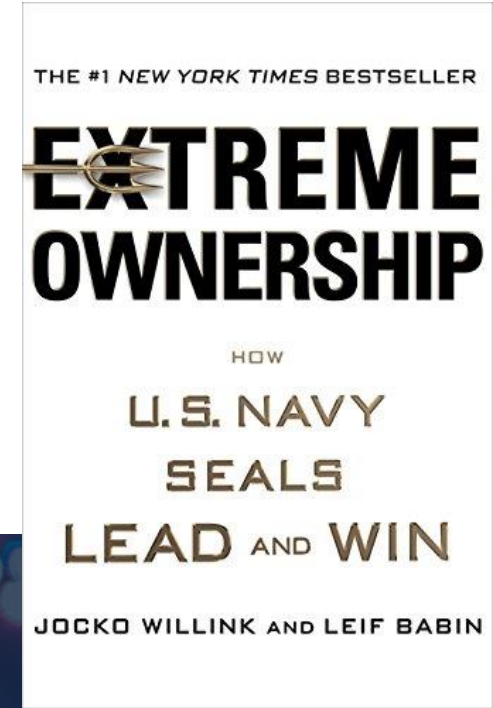
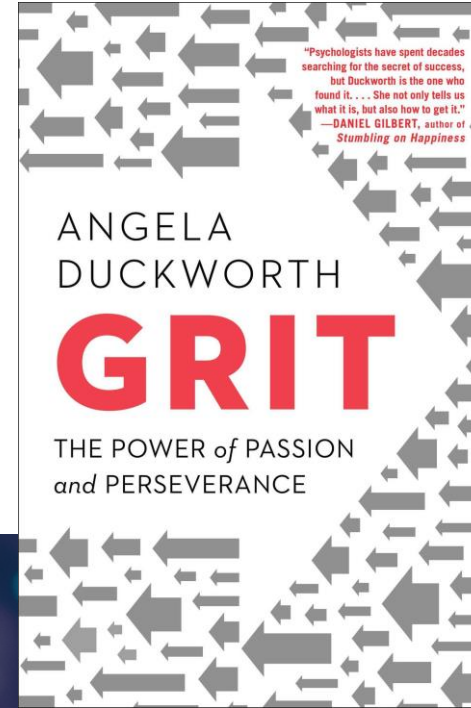
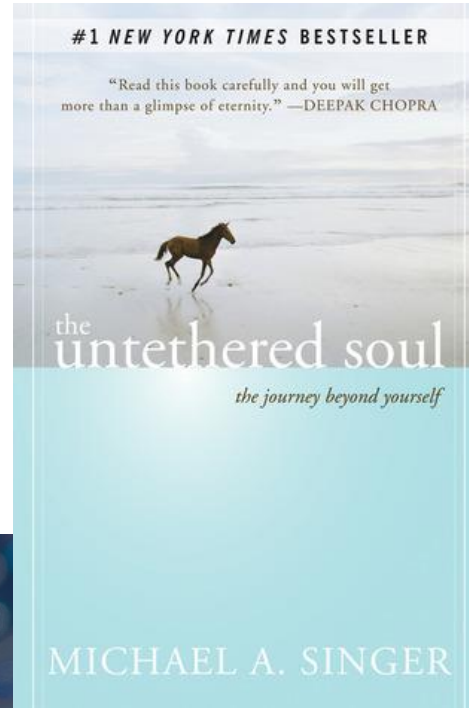
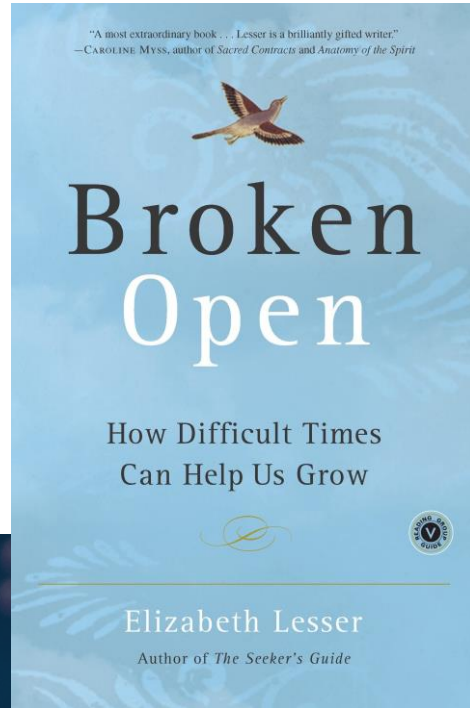
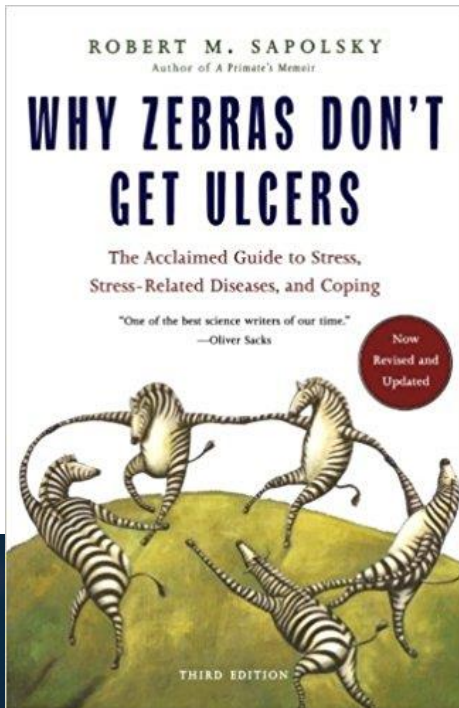
SLOW MEDIUM **FAST**



This is a simulation of 1,000 people's average day. It's based on 2014 data from the [American Time Use Survey](#), made way more accessible by the [ATUS Extract Builder](#).



READ THESE IN 2019





WHAT IT MEANS TO

RESET





Recognize

Acknowledge that there is a need for change and new order, and commit to doing everything in your power to achieve more than the year before.



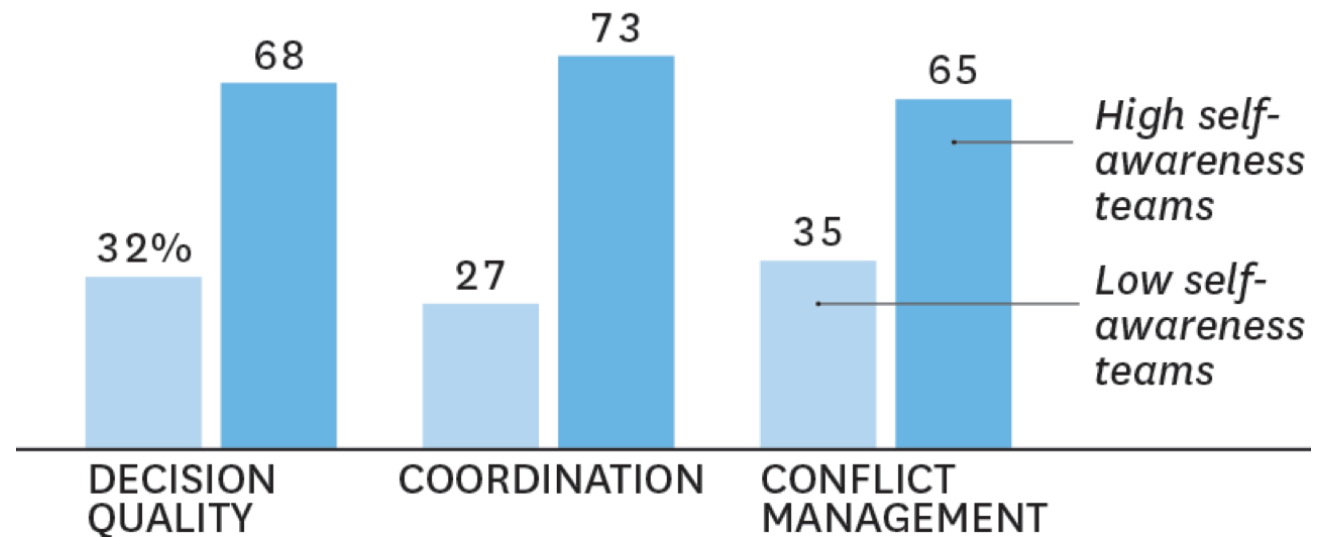


SELF-AWARENESS & PERFORMANCE

HIGH SELF-AWARENESS LEADS TO BETTER TEAM PERFORMANCE

A simulation shows that it affects decision-making, coordination, and conflict management.

PROBABILITY OF SUCCESS



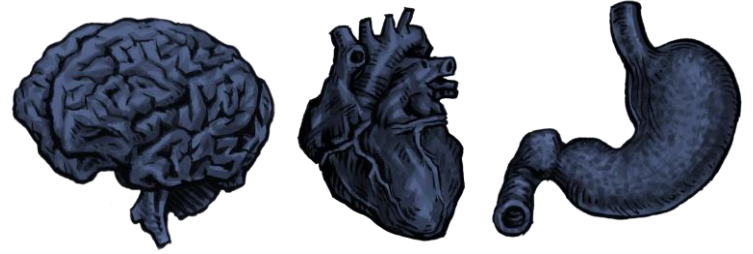
SOURCE ERICH C. DIERDORFF AND ROBERT S. RUBIN

HBR.ORG



TOOL

WHOLE SELF CHECK-IN



On a scale from 1 to 10, with 1 being “in a slump” and 10 being “all time peak,” rate your...

Body (physical health):

Balance (relationships):

Being (emotional health/spirituality):

Business (achieve more while working less):

Brains (head-priorities, heart-passion, gut-purpose):





Expose

Uncover the core issues, obstacles, or limiting beliefs impeding your progress and success.



SHAME

“I AM A MISTAKE”

The intensely painful feeling or experience of believing that we are flawed and therefore unworthy of love and belonging.



GUILT

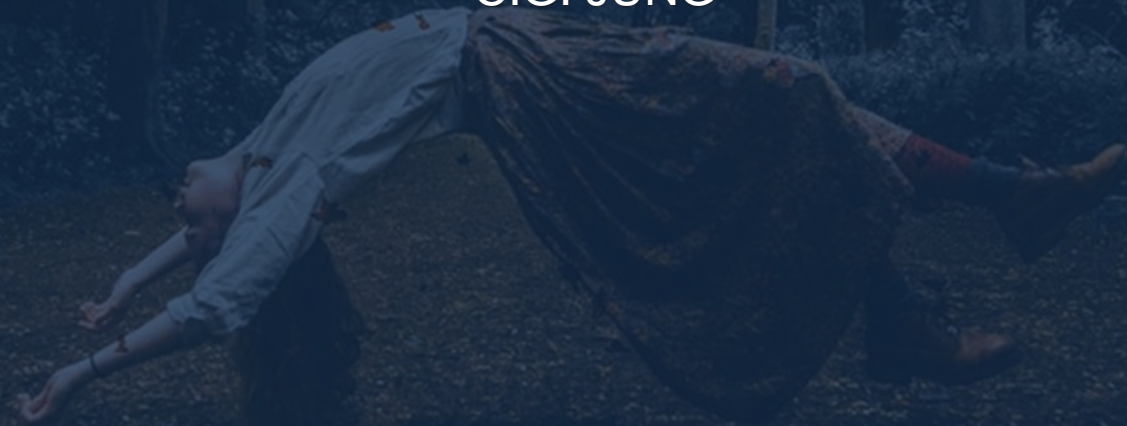
“I MADE A MISTAKE”

Holding something we've done or failed to do up against our values and feeling psychological discomfort.



**“SHAME IS A SOUL EATING
EMOTION.”**

C.G. JUNG



FEAR



An hourglass with blue sand is positioned in the center of the image, resting on a beach of light-colored pebbles. The entire scene is overlaid with a dark blue, semi-transparent filter. The quote is written in large, bold, white capital letters across the upper portion of the image.

**“THE ONLY THING WE HAVE TO
FEAR IS FEAR ITSELF.”**

FRANKLIN D. ROOSEVELT



BELONG



LOVE



TOOL

VULNERABILITY VICES

1. When was the last time you cried?
2. When do you feel most guilty?
3. What was an embarrassing moment for you that you rarely share?
4. What do you fear the most?
5. What are the lessons you are learning about your fear, guilt and shame?





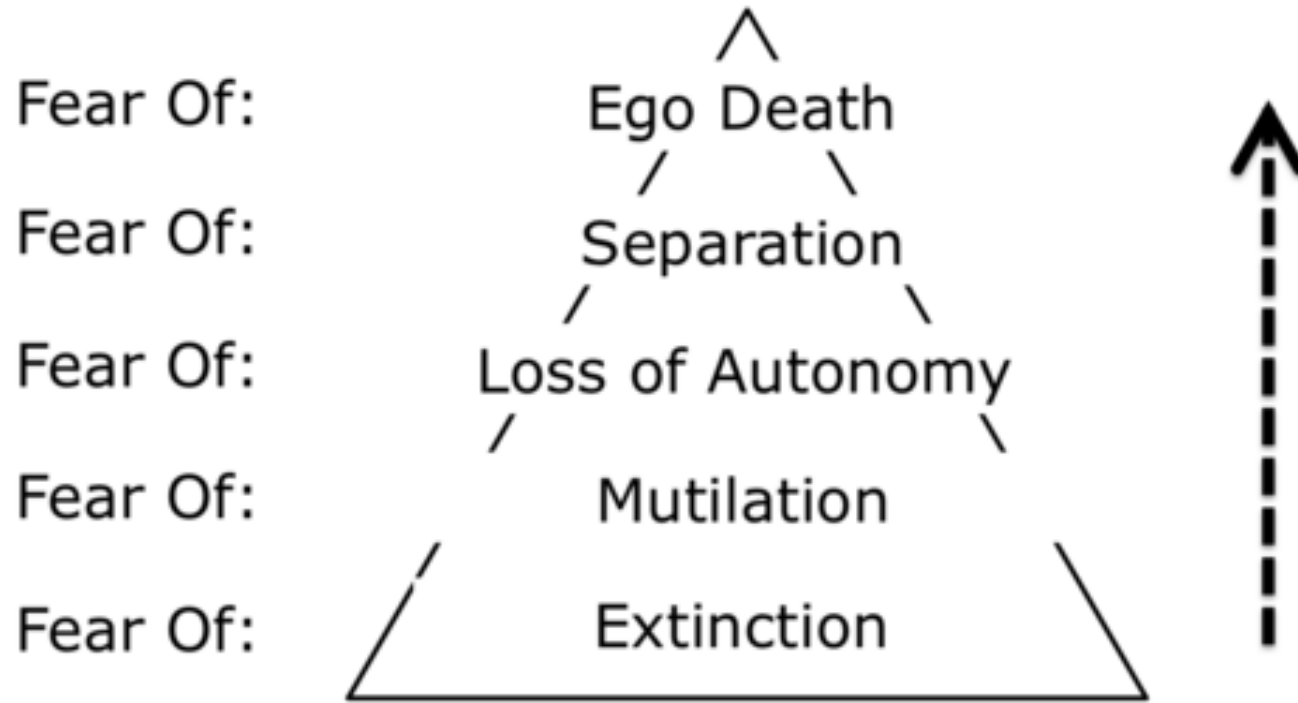
Surrender

Give into vulnerability and take full responsibility for every moment. This is the hardest step, but one that prompts greater awareness and power.





THE FEARARCHY



The "Feararchy"

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DO THE WORK

Recall your three
best days.

Write them down.

Recall your three
worst days.

Write them down.





Empathize

Ensure those around you – who have helped you get to where you are and will be instrumental in your journey forward – feel validated and valued.



Good genes are nice, but joy is better



Harvard study, almost 80 years old, has proved that embracing community helps us live longer, and be happier







Terms and Timing

Establish new order and the timeline for achieving it. It could be as simple as making the same promise, but with greater intent.



MUSTS

VS.

WANTS



TOOL

BIG FIVE

IN 2019...

1. What do you want to experience?
2. What are your top 3 priorities?
3. What do you want to learn?
4. What do you need the most help with?
5. What do you want to give?



TOOL



**PLACES THAT YOU WANT
to Visit One Day**

One day I'd love to visit other
and cities. Greece is my first
that I'd love to go to, Italy
and France are next on my list
Hawaii is still a part of my
but it would be so fun to visit
there. Most people assume I
since it is a beautiful walk

**THE MOST
Important Lesson**

The most important I've learned is
golden rule: do unto others as you
do unto you. I think this is so important
it's easy to think about yourself and
forget about our impact on others.
that you continuously evaluate your actions
make sure you would be proud of them
they treated you the way you

**My Favorite
Things**

I love so many things in this world. It's so hard
to even choose my favorites. My top favorite
thing is reading! Reading is so awesome because
whether it's reading for pleasure or to
to gain knowledge, it's so important.
so many ways to read, like audiobooks,
kindle, or even a good old-fashioned book.



DO THE WORK

REFLECT



Question 2

What were your top three bright spots this year?

“ REFLECTION IS ONE OF THE MOST UNDERUSED YET POWERFUL TOOLS FOR SUCCESS”

RICHARD CARLSON



DO THE WORK

DESIGN



Question 4

What do you need to start doing, stop doing, and shift to ensure you're successful in the new year?

“PLAN YOUR WORK FOR TODAY AND EVERY DAY,
THEN WORK YOUR PLAN”

MARGARET THATCHER



DO THE WORK

IGNITE



Question 6

How will you hold yourself accountable in the new year?

“COMMITMENT IS THE FOUNDATION
OF GREAT ACCOMPLISHMENTS”

HEIDI REEDER

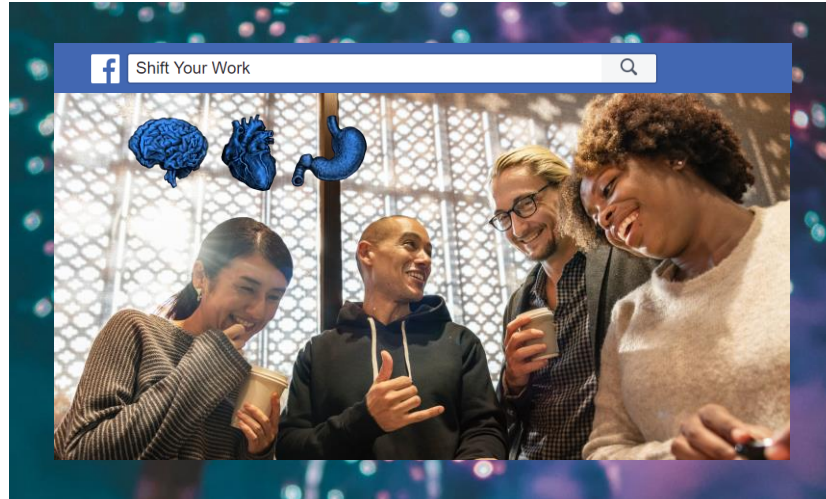




WHAT ELSE?

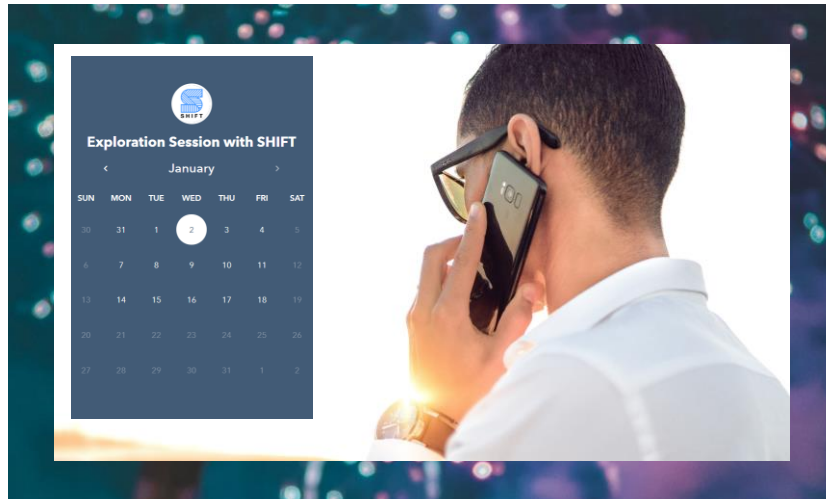
Q & A





Join the Community That Will Challenge You to Grow

Get exclusive access to our invite-only Facebook group members and resources to propel you towards your personal and professional goals



Talk With a SHIFT Expert About Bringing RESET to Your Team

Schedule a 30-minute call with a SHIFT expert to ensure your team is aligned and committed to growth in the new year

Take advantage of both by visiting shifthework.com/2019



INEVITABLE

THE FUTURE OF WORK

The future of work is not cold-hearted and wrapped in a stainless-steel bow. Joe Mechlinski, CEO of SHIFT and Amy Dufrane, CEO of HRCI, interview human resource leaders to learn how their organizations are adapting to tech advances and workplace trends in automation, AI, robotics, employee engagement, analytics, and benefits to reveal what it takes to gain a competitive edge.

**SUBMIT AN HR LEADER TODAY FOR
CONSIDERATION AS A GUEST ON
THE PODCAST, VISIT:**

bit.ly/fow-guest





Failure isn't an option for you. But here, you'll **make a mistake or two.** You'll sweat, and stretch, and be **pushed beyond** where you ever thought you could go. We force you to be **a better you**, a more innovative, inspiring, **impactful you.** You won't just perform, **you'll transcend.** All we ask is that you be willing to take gargantuan risks, chase insane dreams, **create monumental change**, have each other's back. And listen to your **heart and gut** as much as your head. When you do, **you'll transform yourself**, inspire others, do amazing things, and, yes, have some fun. That's how we turn a **tiny ripple** into a **rogue wave.** Vulnerability equals victory. Fearlessness equals fruitfulness. The **world's biggest issues** can and will be solved by **entrepreneurs** with the **courage to shift.**

BETTER YOU. BETTER US. BETTER ALL.