

The Factor™

The one thing that makes all the difference.


LEADERS | CULTURE | BEHAVIOR
www.Focus3Culture.com

Written by:

Tim Kight
Brian Kight

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Inquiries should be addressed to:

Tim Harshbarger
Tim.H@Focus3.com
336-745-1325



www.Focus3.com

The R Factor™

Two Realities Shape the Performance of Every District

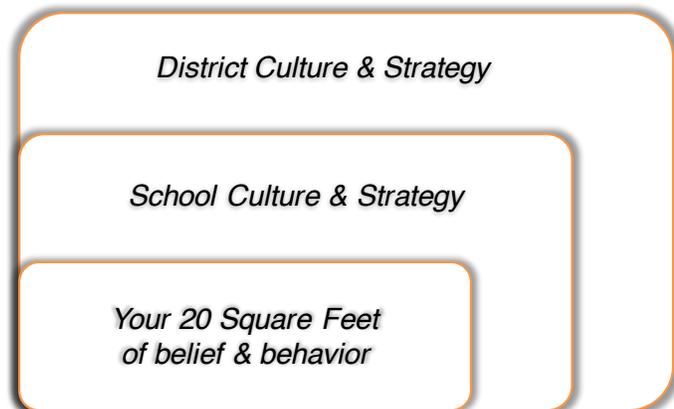
#1

Behavior skills drive job skills. The ability of people to apply their job specific knowledge in a productive manner is largely dependent on their behavior skills. By that we mean how they communicate, make decisions, manage their attitude, deal with stress, etc. The biggest drain on performance in most districts is behavior challenges among staff, administration, and teachers. Task-specific skills are essential. Without them, you cannot be successful. But if you want to be effective on the job, no amount of technical ability will overcome a lack of personal effectiveness. Behavior skills are the key performance variable.

#2

Personal growth drives organizational growth. Every person in a district owns *20 Square Feet* of the culture and strategy. Inside their *20 Square Feet* people choose how to think, interact, and behave. Inside their *20 Square Feet* individuals are the only ones who control the decisions they make and how they manage themselves. Strategy and culture are declared at the district (or school) level and executed at the *20 Square Feet* level. School and district improvement begins with personal improvement. The journey from good to great is personal first and organizational second.

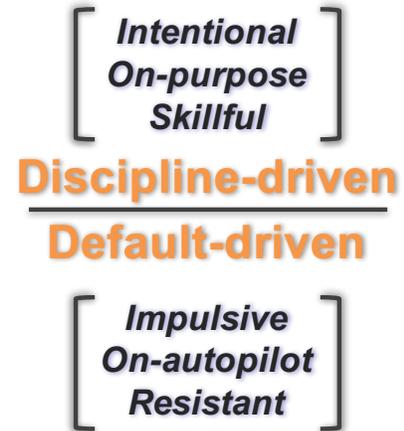
The way you behave personally is what determines the culture of the district, building, and classroom.



[Discipline Within]

Winning behavior is intentional, on-purpose, and skillful. It is *Discipline-driven*. But it's easier to be impulsive, on-autopilot, and resistant. This is *Default-driven*.

When people operate with *discipline* they team better, work harder, learn faster, communicate more clearly, and are more resilient. *Default-driven behavior* requires little effort or energy. It is motivated by what is comfortable and convenient. It produces average results at best. Eventually it produces failure.



The simple truth is that *Discipline-driven* action is the foundation for success in life or at work. The harder truth is that being *Discipline-driven* does not come naturally. It must be taught & learned.



What doesn't work is *BCD: Blame, Complain, Defend*. Too often when things don't go right people blame someone else, complain about the situation, and defend their own behavior. We've all done it. And many people do it a lot. But understand this: BCD never solved a problem, achieved a goal, or improved a relationship. So stop wasting your time and energy on something that will never help you.

Every day is a battle for whether we choose to live a *Discipline-driven* life or a *Default-driven* life. The choice we make determines how we treat the people we love, how we interact with colleagues at work, how we do our job, how we learn and grow, how we deal with adversity and disappointment, and ultimately what we achieve.

Evaluate Yourself

<p>When you are <i>Discipline-driven,</i> what does it look like?</p>	
<p>When you are <i>Default-driven,</i> what does it look like?</p>	

[*Manage the R*]

Life comes at us fast. Things happen every day. Situations, people, responsibilities, challenges, change . . . we are constantly dealing with the *stuff* of life. This presents a universal challenge for every district, team, and individual:

How do we navigate the events of life and work in a way that produces exceptional results?

Consistent *Discipline-driven* behavior begins with implementing a simple, powerful framework into your life. A system for being intentional about the way you think, make decisions, and act.

$$E + R = O$$

Event + Response = Outcome

Outcomes are not determined by the events you experience. Outcomes are determined by how you respond. You do not control events. But you always have control over how you choose to respond. It's called ***The R Factor***.

You choose what actions you will take (or not take) in pursuit of your goals. You choose whether to give up or persevere through the inevitable obstacles you will experience. You choose how to interact with people at work and family at home. Every day you make decisions about how to respond. And how you respond makes all the difference. It is *the* factor that determines the quality of your life.

Apply the System

*What is the reality
of my situation?*

*What do I need
to accomplish?*

$$E + R = O$$

*What is the most discipline-driven
Response I can engage in right now?*

The biggest variable in any school is not the events or circumstances that people encounter ... but how they respond.

Education is constantly changing.

Technologies emerge, needs arise, and expectations transform. Programs and initiatives come and go. The R Factor remains constant. The foundation of education will always be found in how people manage $E+R=O$.

Write down three important work scenarios where you will apply $E+R=O$ in a Discipline-driven manner.

1

2

3

[*The R Factor Disciplines*]

The Six R Factor Disciplines provide you with a system for applying $E+R=O$ with skill. The daily application of these disciplines, not the circumstances you face, determines the quality of outcomes you produce.

R:1 *Press Pause.*

Before you Respond, slow down impulse and autopilot. Use time to think. Focus on what you are trying to accomplish and understanding the situation. Get off autopilot and get clarity.

R:2 *Get Your Mind Right.*

Pay attention to your inner Response. Get into a productive mindset by taking ownership of what you focus on & how you talk to yourself. The quality of your inner work determines the quality of your outer work. Your mindset is the primary factor that determines what you do and how well you do it.

R:3 *Step Up.*

Engage in the best possible Response given the Outcome you want and the situation you are in. When circumstances call for it, elevate your Response. Your Response is most important when the Event is most difficult.

R:4 *Adjust & Adapt.*

Get good at change. Life requires you to make changes whether you are ready or not. Success goes to those who are adaptable. It's an inescapable reality: things change. Here's another reality: life will get increasingly difficult for you if you don't.

R:5 *Make a Difference.*

Create great experiences for others. Your attitude & behavior are deeply personal but rarely private. What you do has a profound impact on the people around you. Your R is an E for others.

R:6 *Build Skill.*

Be intentional about the habits you develop. Your behavior patterns have you on a path. Develop the habits & skills that will take you where you want to go.