

The Sales Institute of Ireland - National Conference 2011

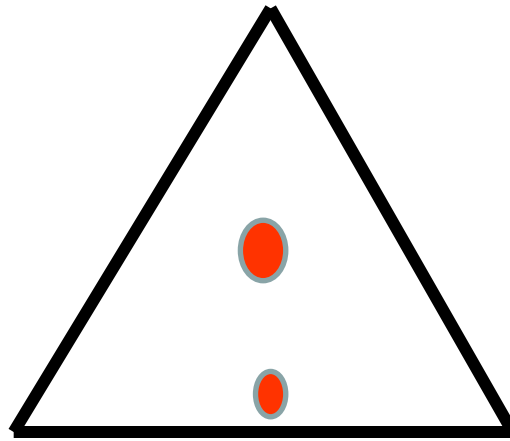


Keith Stanton

Managing Partner, Votive Leadership

>> What Motivates Us to Achieve
High Performance <<

Performance



Learning

Fun

(Environment)

**Who would like more
money?**



P-I=P

Internal

Fear of failure
Pessimism
Change
Trust
Confidence
Self-belief
Judgement
Rejection
Doubt
Loss of face

Potential

- interference

= Performance

External

Process
Time
Structure
Training
Market forces
Customers
Procedures



The 6 Fears

- **Failure**
- **Exposure**
- **Embarrassment**
- **Conflict**
- **Rejection**
- **Loss**



Why does a sales person not achieve?

- Money
- Time
- Support

NO!

- Manager
- Knowledge

Fundamental lack of **RESOURCES**

Resourcefulness

PASSION

DRIVE

CREATIVITY

CURIOSITY

DETERMINATION

ENERGY

INNOVATION

Three Questions of Destiny

- What are you going to focus on?

What are you going to focus

- What meaning will you apply?
on?

- What response will you give?

FEELINGS +/-

SELF / OTHERS

PAST / PRESENT / FUTURE

Three Questions of Destiny

**WHAT MEANING WILL YOU
APPLY?**

Three Great Stories:



VICTIM



VILLIAN



HELPLESS

Three Questions of Destiny

WHAT RESPONSE WILL YOU GIVE?



THE SIX PRINCIPLE NEEDS

- *CERTAINTY*
- *UNCERTAINTY*
- *SIGNIFICANCE*
- *CONNECTION*
- *GROWTH*
- *CONTRIBUTION BEYOND SELF*

Builders On High Rise



PASSION

