

## Members Quarterly

Summer 2014 Edition

### Ask the Expert

## Think Like a Champion

*The search for effortless effectiveness*



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**Q** • As a former professional CFL Head Coach, what insights do you have with regard to finding people with the right attitude?

**A** • Thinking like a champion (having a championship mentality) is what sets most successful people and organizations apart from the average. It is the innate ability that allows people to think and commit to do their best each day without reservation.

As thinking like a champion is a habit, it will impact every area of a person's personal and professional life. Everything the champion does will be seen as a worthwhile venture that demands full attention and effort.

Whether we are talking about a personal or organizational way of thinking, it starts with the people who are in place. That is why it is so important as a team or organization to have leaders that recruit people who think like champions and walk around with a championship attitude.

**Here are a few tools to identify these types of people in the hiring process:**

### Personal attitudes

Thinking like a champion begins with how we see ourselves. It starts with our dreams. Earl Nightingale stated "the size of your life is directly proportional to the size of your dreams". If we work with faith and shoot for the stars, at worst we will hit our heads on the ceiling. This means that if we dream big, we increase the likelihood of having a rate of success that will be above excellent. Such dreams allow a person to think like a champion and entertain a championship mentality.

#### **Possible interview questions:**

*What are your dreams or goals professionally? (Identifies the size of the dream)*

*How long are you committing yourself to achieve these dreams? (Identifies the level of commitment one has to having a championship mentality)*

### Attention to detail

The next step in the process is giving 100 percent in everything that you do. Our work ethic is what brings us closer to our dreams. What is giving 100 percent? It is giving your undivided attention mentally and physically to whatever task you are working at for the allotted time the task requires. Sounds simple, but it is very difficult to do. Pushing ourselves physically is actually much easier than pushing ourselves mentally.

#### **Possible interview assignment:**

*Ask the potential candidate to prepare some form of interview material (review the detail it is done with). Detail oriented people will give even the most mundane projects their utmost attention.*

*Ask the candidate to describe one of the smallest but most rewarding assignments they have accomplished.*

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#### Championship Organizations

Championship organizations are driven by people who think like champions. They are often present in most departments.

Their people focus on what they can control. They focus on giving their 100 percent to each activity they are a part of. They believe it before they see it.

*Identify those people who are currently on your roster.*

*Identify the people who care about big picture items but have a narrow focus. They will be the people who are not having that discussion at the water cooler. They can't wait to get back to work after a tough setback.*

*Identify those who ask what else can they do to help you move forward.*

*Identify those who believe whatever task they are doing can make a difference.*

If this is the norm in your organization, team or business, you are already a championship organization!

#### Corporate/Organizational Attitudes

These organizations or teams understand that having the people with the right attitude is more important than any other single factor. Once the team is selected, the leaders think like champions and believe that skills at work will bring results. They remain focused on what is required.

Wells Fargo began a 15-year spectacular performance in 1983 based on this premise. (Good to Great, Jim Collins 2001) David Maxwell acted on this premise at Fannie Mae before dealing with their enormous debt. (Good to Great, Jim Collins 2001)

***Here are some questions to determine if this is your philosophy:***

*Are we recruiting the most talented and determined team members?*

*Are we recruiting these people regardless of title or hierarchy?*

*Are we committed to finding creative ways to constantly add these types of people to our team regardless of our current needs?*

Championship attitudes -belong to every area of society. We talk about it in sports, but it exists in every organization, team or business. I am sure your championship attitude has been a major contributor to all your successes.

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