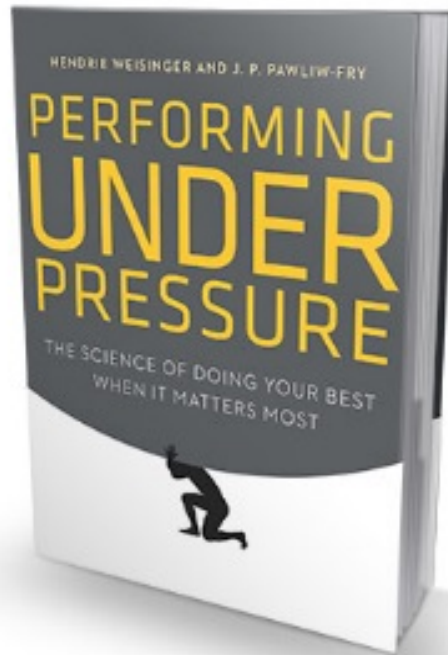


The Pressure of Doing More With Less



Keynotes, Training, Assessment & Coaching
www.pressurebook.com



Your hosts

Dr. J.P. Pawliw-Fry

Co-founder and Partner, IHHP

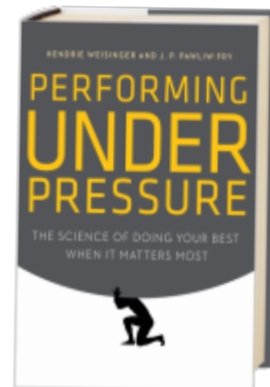
Bill Benjamin

Partner, IHHP

Diana Pearce

Marketing Manager, IHHP

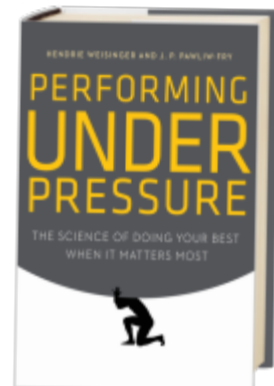
We will be using both the question and chat areas





Pre-Webinar Survey

1. **92% of people agreed or strongly agreed** that they are being asked to do more with less
2. **89% of people** feel it's making their job more difficult
3. **88% of people** feel that being overwhelmed is impacting their ability to serve their clients
4. **94% of people** feel it's impacting employee engagement





IHHP's Research

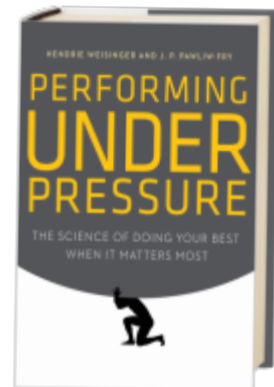
We studied 12,000 people and found the pressure to do more with less is having a big impact:

“Every day at work, I feel the pressure, like I’m being squeezed like an orange.”

“Every day is do or die. I have nothing left when I get home.”

“I believe it's actually making us less productive because we are trying to do too much.”

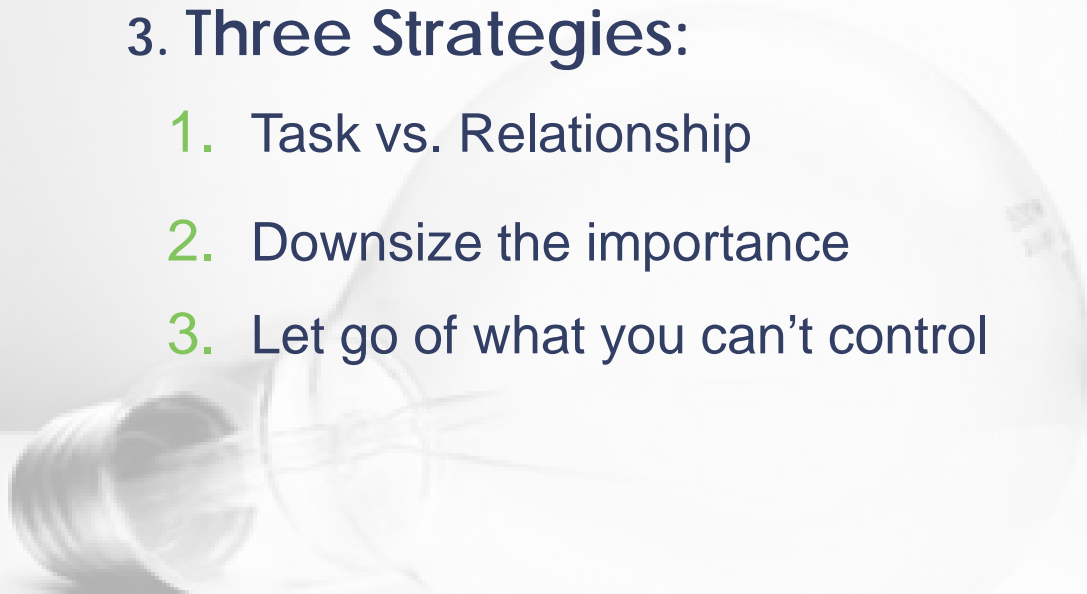
“We are having a hard time meeting customer timelines and the quality of the work is sometimes sub-par.”





Key Takeaways

1. The pressure to do more with less will derail your performance and leadership if it's not managed
2. Two Insights
 - Learning the difference between stress and pressure
 - The impact of cognitive distortions on your best abilities
3. Three Strategies:
 1. Task vs. Relationship
 2. Downsize the importance
 3. Let go of what you can't control





Performing Under Pressure Curriculum



Emotional Brain Under Pressure

Performing Under Pressure:

Science of Emotional Intelligence



Thinking Brain Under Pressure

Performing Under Pressure:

Doing Your Best When it Matters Most



Conversations Under Pressure

Performing Under Pressure:

Three Conversations of Leadership



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The Nature of Pressure

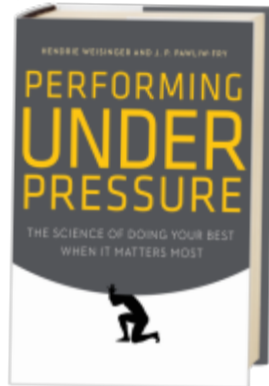
What is a Pressure Moment?

When the outcome is:

- Important
- Uncertain
- You are responsible for or being judged on it

Identify a pressure moment or situation you are currently facing

Share in the chat area



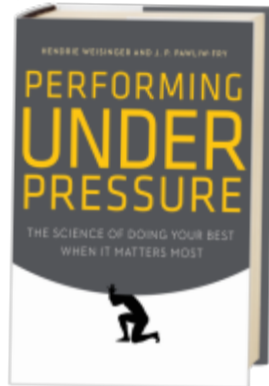


Strategy #1

Task vs. Relationship

There are task traps we need to be aware of

- When we are under pressure to do more with less, our brains are wired to focus on tasks, often non-critical tasks
- There are two traps we fall into:
 1. Not focusing on the most important priorities
 2. We miss opportunities to connect in our key relationships, and sometimes have a negative impact





Key Takeaways

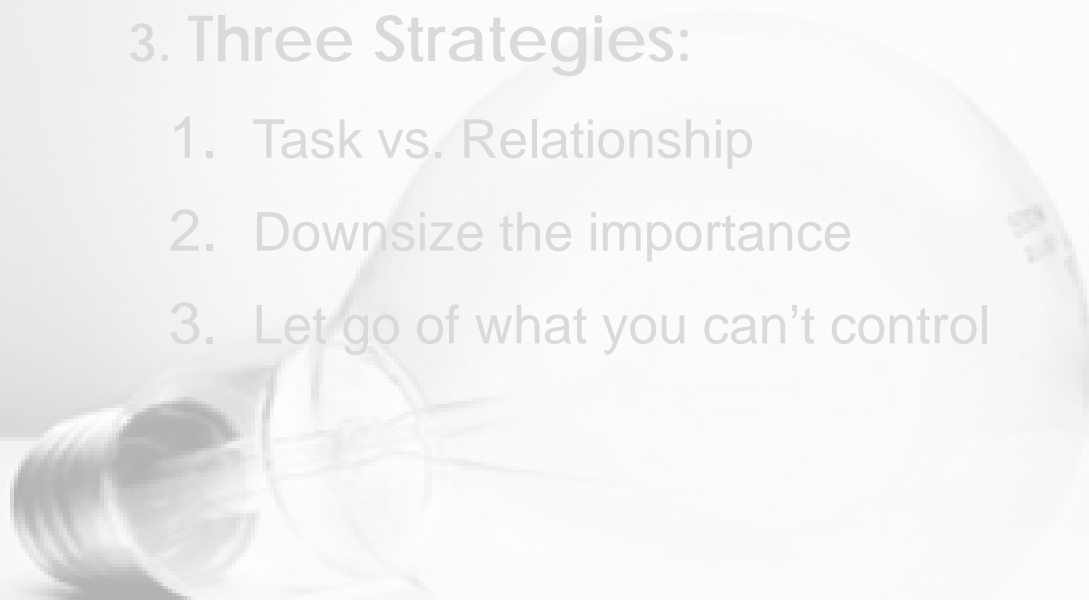
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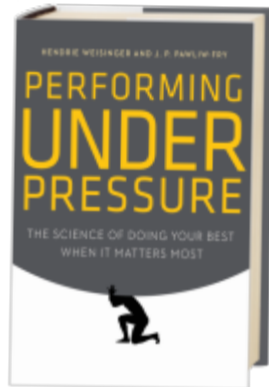


Insight #1

Stress vs. Pressure

Pressure moments are stressful moments that matter

- **Stress:** I feel **overwhelmed** by the demands placed upon me
- **Pressure:** I have to produce a specific **result** that will have a material impact on my success



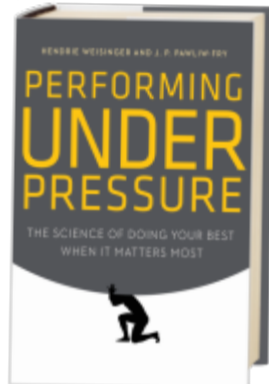


Insight #1

Stress vs. Pressure

Proportionality

- If we confuse stress for pressure, we react out of proportion to the situation
- We are constantly in a state of readiness, always on edge
- We waste emotional resources that we need for our true pressure moments





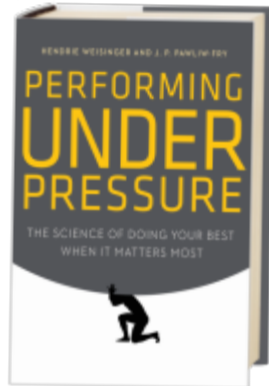
Insight #2

Cognitive Distortions

Without our being aware of it, the pressure of doing more with less can distort how we see events

- Chance of a lifetime
- Magnification

In the chat area, share an example of when pressure caused you to magnify the importance of an event





Key Takeaways

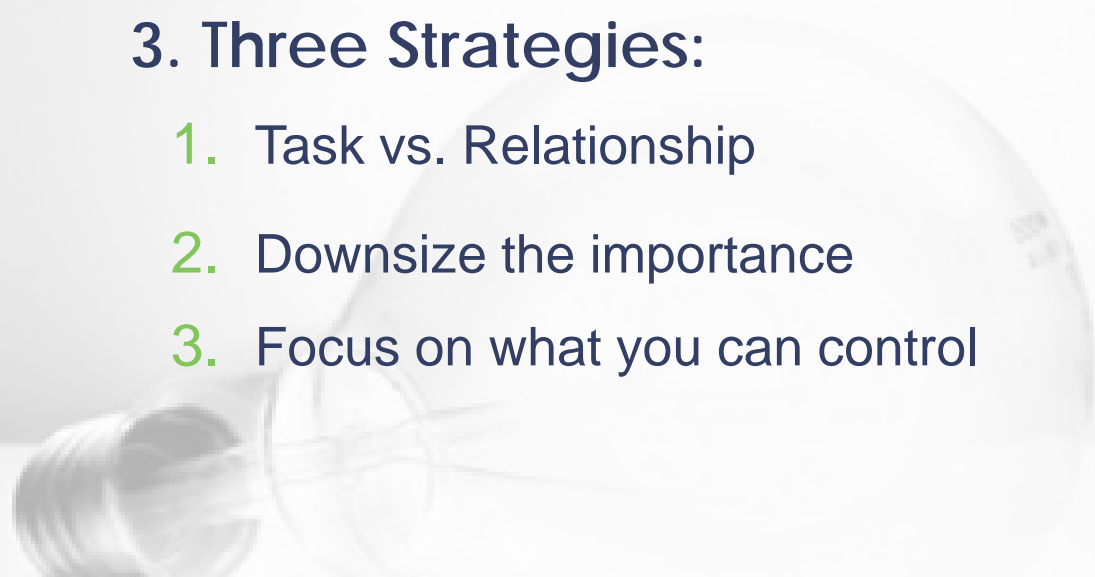
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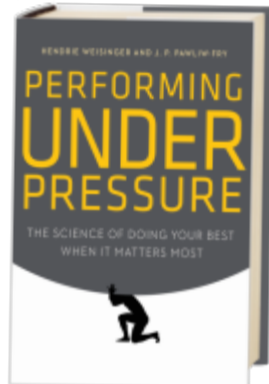
Strategy #2

Downsize the Importance

The more important we appraise a task or event to be, the more pressure we feel

- Under exaggerate or generate thoughts that minimize the importance of the moment

Going back to the situation you exaggerated, how could you have minimized the importance?



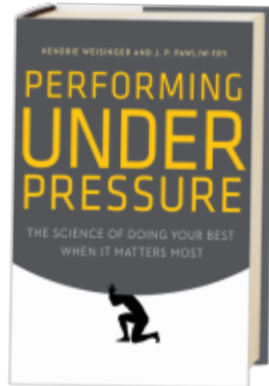


Strategy #3

Let go of what you can't control

When we focus on what we can't control, it increases anxiety and creates distracting thoughts

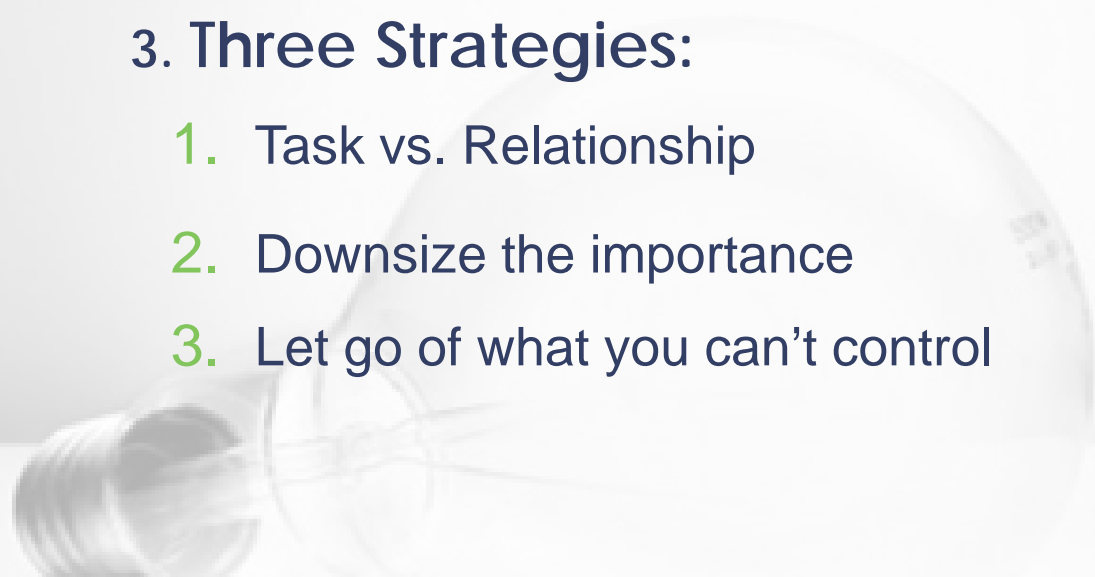
- Identify the things you can't control
- Identify what is in your control
- Focus your thoughts on what you can control





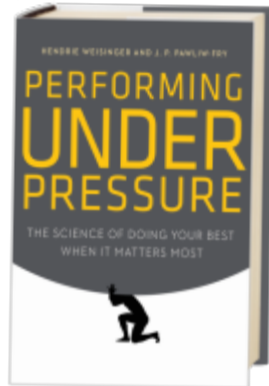
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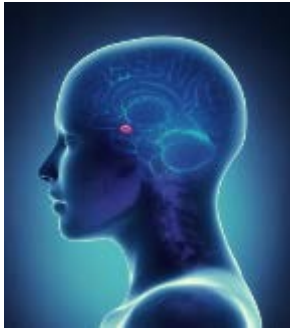
Opportunities to learn more

1. Performing Under Pressure book
2. IHHP provides:
 - Keynotes
 - On-site training
 - Certification
 - Assessment
 - Coaching
3. Public training programs
4. Social media for Performing Under Pressure
 - LinkedIn group, Facebook Twitter: @IHHP
5. IHHP Resource Center
 - Blogs & white papers
 - Pressure and EQ quizzes





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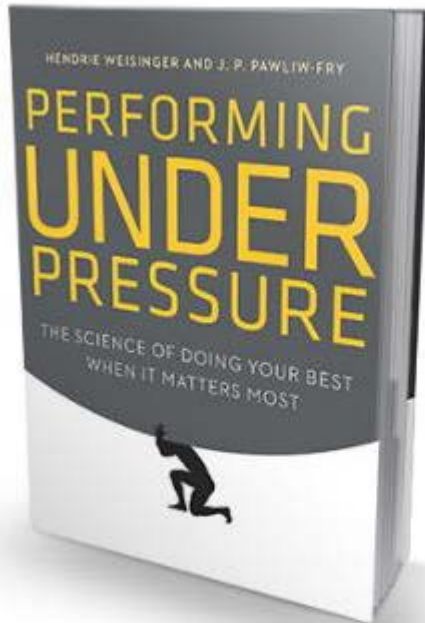
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