


# HIGH PERFORMANCE PATTERN (HPP)

Experiencing Sustainable Performance with Less Stress

# HIGH PERFORMANCE PATTERN (HPP)

Adapted from book, *Patterns of High Performance* - Jerry L. Fletcher

A person with short dark hair, seen from the back, is looking at a wall covered in various design sketches, photos, and documents. The wall is a collage of creative work, including wireframes, hand-drawn diagrams, and photographs of people and objects. The person is wearing a light-colored sweater with dark horizontal stripes. The overall scene suggests a creative workspace or a design studio.

What does **DOING  
YOUR BEST WORK**  
look like? What  
does it feel like?



## GRIND-IT-OUT MODE

- ❑ Aim for Predetermined Results
- ❑ *Hard*, Grinding Effort
- ❑ *Exhausted* and Relieved When It's Over

There are 2 ways  
of getting **RESULTS**

OPTION 1

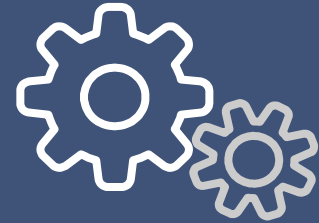
OPTION 2

## High Performance MODE

- ❑ Aim for *Better Than Expected Results*
- ❑ *Easy and Flowing*
- ❑ *Energized and Reflective* When It's Over



“ No one can operate in **Grind-It-Out** mode for long without a serious drop in performance. It simply is not a sustainable route to high performance. - Jerry Fletcher



“**High Performance Pattern** mode enables individuals and organizations to achieve much higher, more **sustainable** performance with **less effort and less stress.**”

*-Jerry Fletcher*



“**High Performance Patterns** pinpoint, like no other process, exactly the actions that produce the BEST results...” - Jerry Fletcher





# WHAT IF?

## IMAGINE THE POSSIBILITIES

**What if you had a tool in your leadership toolbox that would help you determine when to say “YES” or “NO” when an opportunity or assignment comes?**

- Operating in your High Performance Pattern helps you know how to respond when new opportunities come along.
- It also shows you how to adjust current roles or projects to better adapt to your success style.





# High Performance Patterns

# results



- **Energized Performance**
- **Heightened Creativity**
- **Consistent Excellence**



## HOW DO I DISCOVER *MY* PATTERN?



### WRITE 7 SHORT STORIES

Storytelling has always been a powerful way to make connections and to communicate what's important. In this process, clients take the time to write **7 stories** sharing experiences that produced **better results than expected**.

Your story doesn't have to end in ultimate success like winning the championship! A story where you had small success is fine too.

It is through this assignment and process that coaches help clients identify how to **move forward with clarity in their story**.

# TELL YOUR STORY

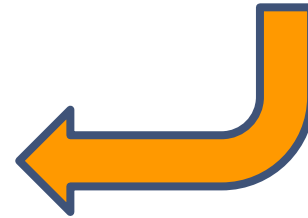
***FYI:** our brains more easily hold on to what didn't go well. You'll get past those and discover your experiences that turned out better than originally anticipated.*

# The Assignment

Draft 7 stories where you experienced better than expected results:

- Getting Drawn In
- Getting it Rolling
- Keeping it Rolling
- Ending it Well

**TELL YOUR  
STORY**





## WHAT CONTEXTS SHOULD I INCLUDE?

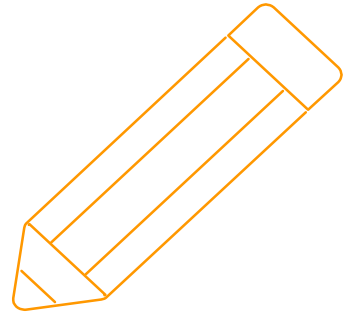


### WRITE 7 SHORT STORIES

from these contexts:

- Your Work** (leadership, projects)
- Your Personal Life** (family, hobbies)
- Your School Years** (growing up)
- Your Past** (at least 5-10 years ago)

# TELL YOUR STORY

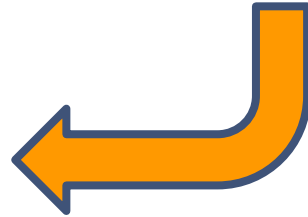




## HOW SHOULD I FORMAT MY SUCCESS STORY?

- ❑ **Getting Drawn In**
- ❑ **Getting it Rolling**
- ❑ **Keeping it Rolling**
- ❑ **Ending it Well**

**TELL YOUR  
STORY**





# THE STRUCTURE OF MY STORY

**YOUR STORIES OF RESULTS THAT WERE BETTER THAN EXPECTED SHOULD HAVE THESE COMPONENTS:**

## Getting Drawn In

How did you hear about it?  
What's going on in your head before you said YES?  
What was your initial response? Why did you consider this? What peaked your interest? How did you decide to get involved?  
What needs to happen for you to get drawn into .

## Getting It Rolling

Once you said, YES, what happened next? Was there energy fast and first? What are the emotions behind the action? Do you research? Stew? Dive in? Do you need to find or befriend an expert? Who is involved?

## Keeping It Rolling

What motivated you to keep going? What, obstacles did you overcome? Who helped build momentum? How long did it take (weeks, a season, maybe years)? How do you respond to a time frame?

## Ending it Well

What evidence was there that it ended well? Describe how it ended. What were your top takeaways? What lessons did you learn about yourself or others? What would have made the end even better?

**USE THESE QUESTIONS TO WRITE YOUR HPP STORY**

1

# GETTING DRAWN IN

RIGHT BEFORE YES



## GETTING DRAWN IN

How did you hear about it? What's going on in your head before you said YES? What was your initial response? Why did you consider this? What peaked your interest? How did you decide to get involved? What needs to happen for you to get drawn into .



# 2

## GETTING IT ROLLING

### First Steps



## GETTING IT ROLLING

Once you say, YES, what happened next? Was there energy fast and first? What are the emotions behind the action? Do you research? Stew? Dive in? Do you need to find or befriend an expert? Who is involved?

# 3

## KEEPING IT ROLLING

Sustained Momentum



## KEEPING IT ROLLING

What motivated you to keep going? What, obstacles did you overcome? Who helped build momentum? How long it it take (weeks, a season, maybe years)? How do you respond to a time frame?

# 4

## ENDING IT WELL

Bringing it to Completion



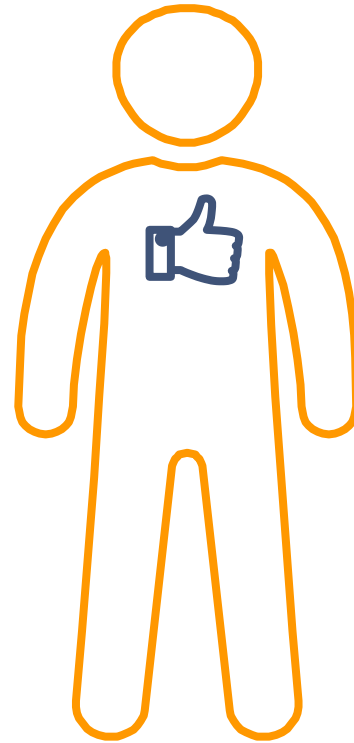
## ENDING IT WELL

What evidence was there that it ended well? Describe how it ended. What were your top takeaways? What lessons did you learn about yourself or others? What would have made the end even better?

# HPP:

## YOUR INDIVIDUAL SUCCESS PROCESS

**Working with a coach  
through these narratives  
will help discover and  
deploy your individual style  
leading you towards  
success that is uniquely  
relevant to YOU.**



CLIENTS WHO DISCOVER AND  
APPLY THEIR **HIGH  
PERFORMANCE PATTERN**  
WILL WALK AWAY WITH A:

- ✓ **essence statement summarizing their success style**
- ✓ **building blocks for a clear future moving forward**
- ✓ **tool to get unstuck in a project or assignment**
- ✓ **guide for future opportunities and decisions**





“ **[HPP] patterns** can be used in any relationship and any situation, business or personal. It is a truly **unique, flexible, and effective problem-solving tool.**”

*-Jerry Fletcher*



“ [HPP] patterns provide the **confidence** that [you] need in order to act effectively in the face of **UNCERTAINTY**”

*-Jerry Fletcher*



## COACHING TOWARDS YOUR HIGH PERFORMANCE PATTERN

Through guided coaching conversations over the phone, you'll begin the exciting adventure of discovering your distinct pattern of High Performance.

**This process is best  
experienced in 4-6 sessions**

