

*Welcome*

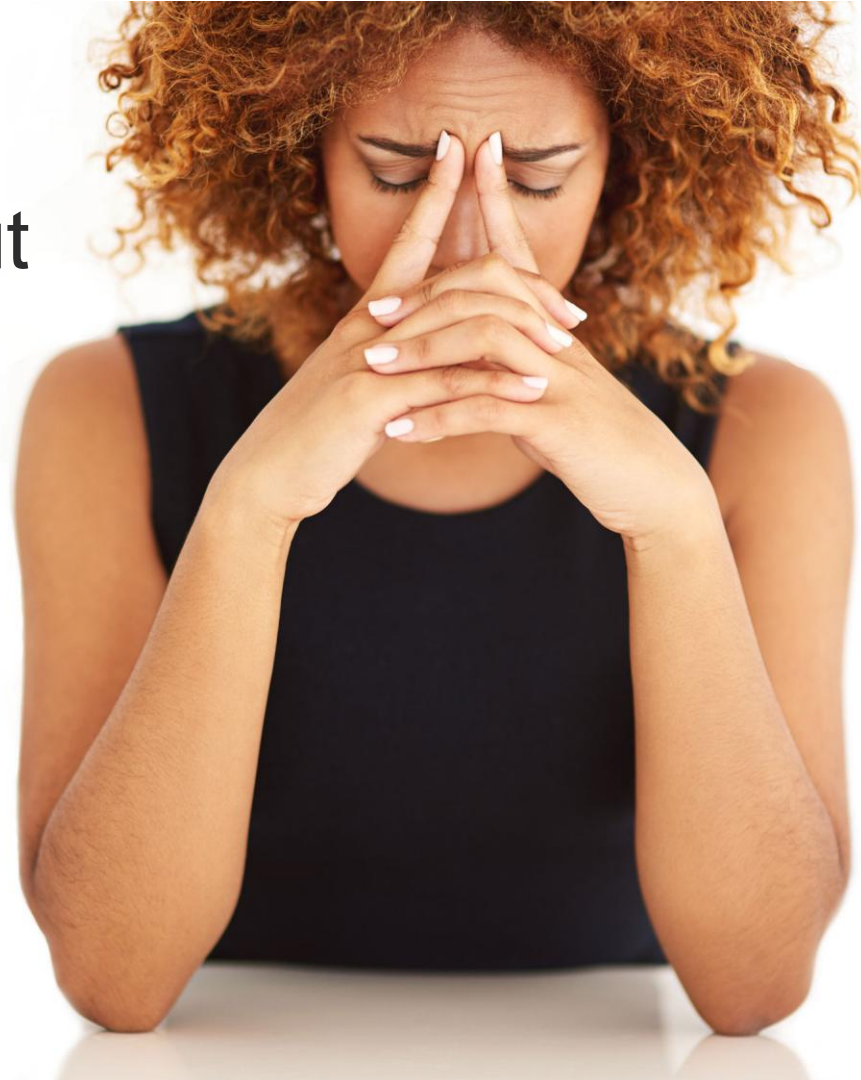
# **CAMA**

***Find Out What Matters Most***

***beyond  
engagement***

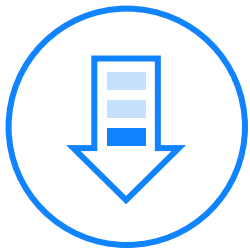


Engaged but  
exhausted



**2%** of your  
*body weight*

**20%** of your  
*energy*



When you are exhausted, the first thing you lose access to is your ***executive function.***

Engagement. Energy.

*What's the difference?*

















BRADY  
LOVES  
BOSTON

# 2012: Engaged – not energized



# 2014: Engaged and energized





*Engagement fuels effort*  
***Energy** fuels performance*

***Without energy, your  
strategies are at risk***

# Engagement

- Loyalty
- Dedication
- Commitment
- Focus
- D. Effort

# Energy

- Vitality
- Passion
- Absorption
- Resilience
- Enthusiasm



How do you energize  
peoples' brains?

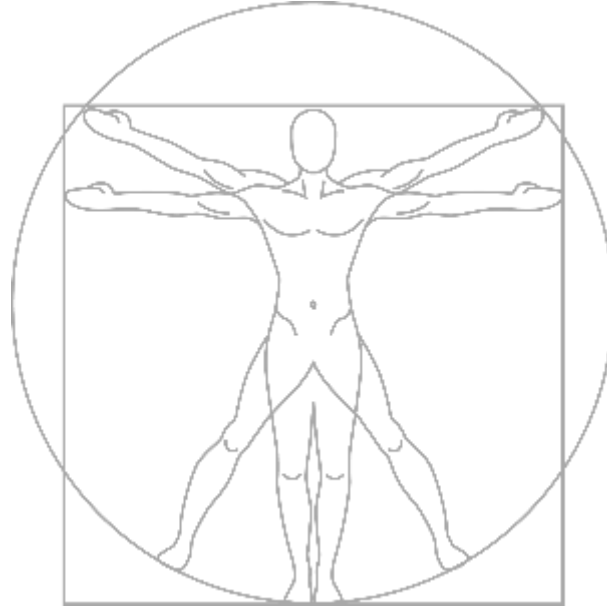


*We start with*  
***NEEDS***

# *Five Driving Needs*

*Belonging*

*Meaning*



*Security*

*Significance*

*Freedom*





## Instructions

1. Deal 5 cards
2. Rank your cards
3. Very important on right
4. Least important on left
5. Trade with others

**Your goal** is to have five of the most important cards in your hand.

## Oxygen Poker: Round 2



### Instructions

1. Lay all the excess cards out on the tables face up
2. Go shopping!

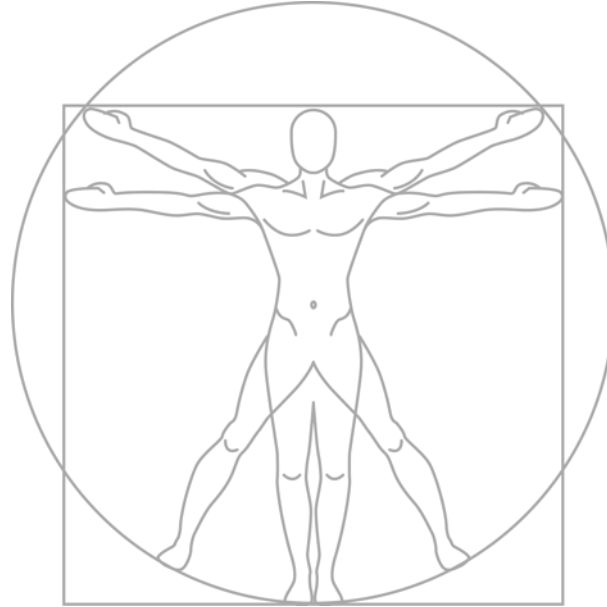
**Your goal** is to have five of the most important cards in your hand.



*Let's figure out the colours*

*Belonging*

*Meaning*



*Security*

*Significance*

*Freedom*

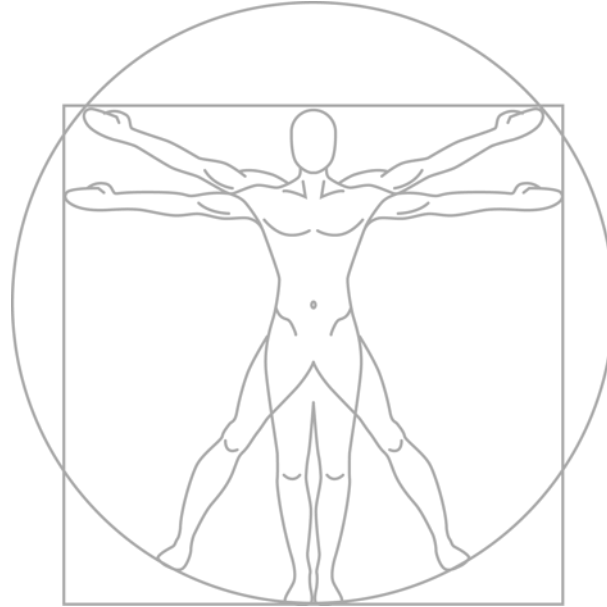


# *Five Driving Needs*

*Belonging*

*Meaning*

*Security*



*Significance*

*Freedom*

## ***Turn to a partner and ask:***

- 1. What's your deal-breaker card?*
- 2. Why is that one important to you?*
- 3. How might you **act out** if that card was threatened?*

# *What do they have in common?*



- Cliquey/complains/gossips
- Micro-manages/shifts blame
- Bends rules/maverick
- Takes credit/critical
- Checks out/cynical



***Unskillful expression***  
of an unmet need

Cliquey

Exclusive

Gossiper

Complainer

People-pleaser

*A valid need for*

***Belonging***

Micro-manager

Controlling

CYA

Finger-pointer

Overly analytical

*A valid need for*

***Security***



Maverick

Rule-breaker

No follow-through

Unreliable

Takes unwise risks

*A valid need for* **Freedom**

Takes the credit

One-upper

Always right

Political

Brown-noser

*A valid need for*

***Significance***

Cynical

Hyper-critical

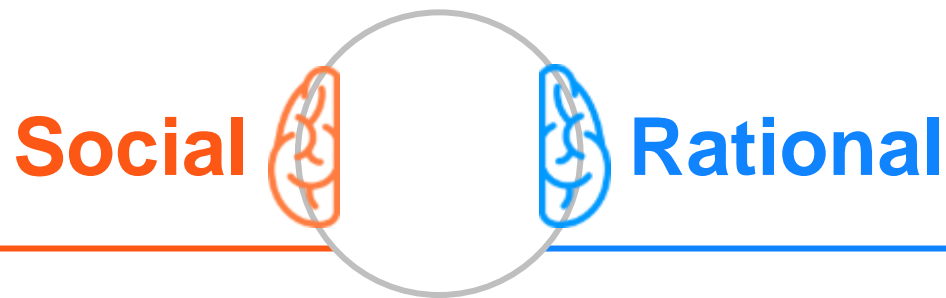
Sarcastic, dark humor

Checked out

Jaded

*A valid need for*

***Meaning***



**Connect on what matters most**  
**Understand what's possible**  
**Partner for progress**



# Operating System

- ▶ ***What matters most*** questions
- ▶ ***What's possible*** questions
- ▶ ***Progress*** questions

## *Pick a Relationship*

What relationship do you **most** need to strengthen?

You will work as partners for 5 mins. – one will be a coach, the other a coachee

Goal: identify the next logical step that needs to happen to get your need met and strengthen that relationship

# Operating System

**What matters most** to you in this relationship right now?

**What do you think is possible** for you in this situation?

**What's the next logical step** you need to take to get your need met skilfully in this relationship?



@BradyJuiceInc



bradyjuiceinc



www.bradywilson.com

***Thank you!***



WWW.JUICEINC.COM

INFO@juiceinc.co

m

Tel:

1.888.822.5479



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