

The Elements of You **by Brenda Staab**

(This is the sixth article in a 12-part series on Achieving Peak Performance.)

Think about the people you work with. Among your co-workers, there are probably a few people you can count on for anything, a few people you admire, and a few people who drive you crazy. There might even be a few who fit all of those descriptions over the course of a day!

This month we'll continue our discussion of the Path Elements Profile (PEP)[™] by Laurie Beth Jones, best-selling author of *The Four Elements of Success*, *Jesus CEO* and *The Path*. So far, we've looked at the four elements: Fire, Water, Wind, and Earth and talked about how each of them shape the way we work and interact with others.

Earths prefer structure and processes, and are slow-moving when it comes to making a decision. Waters value balance and harmony, and always take into consideration how a decision will affect other team members. Winds are dynamic and engaging, and will take a new idea and run with it. Fires are bold and results-oriented. They want just the bottom line.

After learning a little bit about each of the elements, you may have discovered that you are actually a blend of all four. In fact, everyone has a unique mix of the elements. For some people, that mix is an even balance between two dominant elements—you might be a Fire-Wind or a Water-Earth. Some people have only one dominant element—Fire-Fire or Wind-Wind for example. Other people are a moderate blend of all four—we call that a Fusion. No matter what you're made up of, you have a unique set of natural strengths and challenges. Once we understand those strengths and challenges, we are able to gain a much better sense of why we do what we do, what motivates us, and how we like to be related to.

For example, Sarah is an Earth-Earth. She values accuracy and structure. She loves schedules, processes, and rules. She might be one of the few people in America who can't wait to prepare her taxes! But Sarah often struggles to understand her co-workers—and she knows they struggle with her as well.

Sarah knows it drives her colleague John, a Wind-Fire, crazy when she asks to give a report a second read or insists on analyzing data one more time. But once Sarah began to understand John's PEP personality—and understand her own--she learned to communicate with him in a different way. She now knows that John gets bored with the details of a project. So instead of laying out a long explanation, Sarah highlights the key points and keeps the conversation interesting and moving forward. This approach makes the most of their strengths and helps them work together as a team

Knowing how the four elements complement each other—in individuals and in groups—is the key to building a successful team. Next month we'll discuss team dynamics and offer suggestions for creating a winning team.

About Brenda Staab and Mountain Peak Sales Training™

If you manage or are a part of any type of team, you understand the importance of successful working relationships. Brenda Staab, sales consultant and coach, provides customized sales training and team building to help organizations create an exciting, motivating environment that transforms groups into high-energy, vibrant and successful teams.

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