

## Ian Berry's Performance Possibility Pulse Checks

The purpose of these performance possibility pulse checks is to help you to see at a glance where you're at and where you can shift to personally, and in your team/practice/business, in the twelve areas vital for having human being centred conversations and co-creating human being centred workplaces

You can start with whichever one of the pulse checks resonates with you right now.

Completing one or more of the pulse checks and scanning and emailing results to me can also act as a guide for our next 1:1 conversation.

Best wishes

*Ian*

Conversationalist | Mentor | Possibility Activist | Storyteller, since 1990.

**I host possibility conversations 1:1 and in peer groups, and provide mentoring and resources as you turn possibility into reality.**

Telephone: +61 418 807 898

Web <http://www.ianberry.biz/>

Email [ian@ianberry.biz](mailto:ian@ianberry.biz)



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Last updated 28th July 2022

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**The 9 Pillars of the New World of Work Pulse Check** is on page 17.

## **A FAQ is why aren't these pulse checks in a digital/online formal?**

My answer is that there is something special that happens when we take the time to print and complete with a pen, rather than click on predetermined options and then download or receive a generic report.

## Human Being Centred Conversations Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Candid, convivial, compassionate, conscious and compelling.</b>			
<b>You feel safe and respected.</b>			
<b>Opinions and beliefs are held lightly.</b>			
<b>Silence is valued.</b>			
<b>Storytelling is a feature.</b>			
<b>There's honesty, vulnerability, and accountability.</b>			
<b>You are seen, heard, and understood.</b>			
<b>There's curiosity, wonder, and enthusiasm.</b>			
<b>There's generosity, reciprocity, and practical outcomes.</b>			

The following 7 minutes and 56 seconds video overviews the nine essentials for human being centred conversations <https://youtu.be/m2SX4B81OuQ>

## Human Being Centred Workplaces Pulse Check

Please read this blog post before completing this pulse check <https://blog.ianberry.biz/2022/02/our-best-and-brightest-future-has-much.html>

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Differencemaking.</b>			
<b>Response Ability.</b>			
<b>Appreciation.</b>			
<b>Values Behaviours.</b>			
<b>Candid, convivial, compassionate, conscious, and compelling conversations.</b>			
<b>Life-work harmony.</b>			

## The Happy Being Magnificent Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	<b>Good i.e. basic standards of performance are being achieved</b>	<b>Great i.e. above average; better than basic</b>	<b>Remarkable i.e. "conspicuously extraordinary"</b>
I can describe my magnificence (unique personal wisdom) in a sentence.			
I invest daily in seeing, unearthing, magnifying and enhancing my magnificence.			
I'm always helping other people to see, unearth, magnify and enhance their magnificence.			
I speak up when I'm being treated in ways that are less than what has been agreed.			
I maintain an 'attitude of gratitude' in all situations including challenging circumstances.			
I am calm and kind no matter how other people are behaving.			
I'm consistently doing my best work regardless of the performance of others.			
I always tell the truth as I see it.			
I stay true to myself regardless of who other people are being and doing.			

**Response Ability** (the keystone character trait of wise leaders) **Pulse Check**

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Heartful Disposition</b> I hear and follow my heart first and engage my mind second.			
<b>Aligned with essence</b> I live being true to myself and have my unique personal wisdom articulated in a sentence.			
<b>In service to others</b> My life is about helping others achieve what they want because I know this is the best way to achieve what I want.			
<b>Possibility Focused</b> I live as if anything is possible because I know it is.			
<b>Open to input</b> I continually seek conversation, advice and support from peer group members and mentors.			
<b>Meaningful and valuable</b> I only do work that is meaningful for me and highly valuable for others.			

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Farsight</b> I can remove myself from my beliefs/ opinions/ideologies and see the future uninhibited.			
<b>Connection and Belonging</b> I thrive on human connection and a sense of belonging at home, at work, and at play.			
<b>Feeling valued</b> I value myself and behave in ways that others are moved to feel valued.			

I've written several articles about Response Ability via my newsletter on LinkedIn

Learn more at <https://www.linkedin.com/in/ianberry1/>

## The 15 Roles Wise Leaders Play Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Purpose Impact Enhancer</b>			
<b>Process Innovator</b>			
<b>People Leader</b>			
<b>Peacemaker</b>			
<b>Negotiator</b>			
<b>Facilitator</b>			
<b>Pragmatist</b>			
<b>Presenter</b>			
<b>Conversationalist</b>			
<b>Storyteller</b>			
<b>Truth-teller</b>			
<b>Coach   Mentor</b>			
<b>Synthesiser</b>			
<b>Shared-view Sustainer</b>			
<b>Enabler</b>			

Should you not yet be familiar with these 15 roles then please download The 15 Roles Wise Leaders Play Wise Leaders Playbook #1 <https://www.ianberry.biz/wp-content/uploads/2021/07/The15RolesWiseLeadersPlayWiseLeadersPlaybook1.pdf> and watch the short videos on each one.



## Sustaining shared-view in the seven areas of significance

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
1. Where we are now <b>(reality)</b> (what is) (non biased appreciation of the remarkable, the great, the good, the bad, and the ugly).			
2. Where we're going <b>(possibility)</b> (what can be) (Idealistic yet pragmatic articulation of our Dreams   Goals   Ambitions			
3. Why we're going there <b>(purpose)</b> (our reason for being in business, how we're creating more leaders, and fulfilling #1. role of seeing, unearthing and magnifying and enhancing their essence).			
4. How we'll get there <b>(strategy)</b> (ability to describe our strategy in a single sentence, and everyone's buy-in to it).			
5. Who will do what and when <b>(execution)</b> (roles, plans, communication and conversations, 70:20:10 framework adaption, quality of coaching and mentoring, meaningful meetings).			

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
6. How we'll know we're on track ( <b>progress</b> ) (how we keep progress in meaningful work visible).			
7. How we'll behave along the way ( <b>culture</b> and values, and processes) (buy-in to the behaviours of our values, and the quality of our appreciation and accountability conversations).			

Learn more via <http://www.ianberry.biz/sustaining-shared-view/> where there is also a complimentary self-directed online course. Recently I added five micro areas to the above macro seven.

## Distinguished 21st Century Business Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Disruption</b> I am willing to disrupt and change myself.			
<b>Differentiation</b> Our people do what others do just better, differently or more uniquely.			
<b>Discovery</b> Our people know their gifts/talents and we are helping them to enhance them.			
<b>Drive</b> We help our people achieve what is important to them.			
<b>Delivery</b> We deliver value to our stakeholders that they demand, desire, and feel that they deserve.			
<b>Distinction</b> The experience of our customers / clients online and in person is one way we stand out.			
<b>Differencemaking</b> We know the human problems our business solves and why this really matters to us and to those we serve.			

To help you to move from where you are to where you want to be I created a 9 page workbook  
<https://www.ianberry.biz/wp-content/uploads/2017/03/Distinguished21stcenturybusinessesIanBerry.pdf>

## Five Faces of a Fully Alive Human Being Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>1) Spiritually Alive</b>			
personally			
team			
<b>2) Emotionally Healthy</b>			
personally			
team			
<b>3) Mentally Alert</b>			
personally			
team			
<b>4) Physically Active</b>			
personally			
team			
<b>5) Universally Aware</b>			
personally			
team			

Should you not yet be familiar with the five faces please read the post and listen to the podcast via <https://blog.ianberry.biz/2021/04/the-five-faces-of-human-being-fully.html>

## The D.R.E.A.M. Matrix For Sustaining Wisdom In Personal Well-being Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Diet</b>			
<b>Differencemaking</b>			
<b>Decision-making</b>			
<b>Responding</b>			
<b>Relationships</b>			
<b>Rhythm</b>			
<b>Exercise</b>			
<b>Energy</b>			
<b>Enthusiasm</b>			
<b>Attitude</b>			
<b>Appreciation</b>			
<b>Accountability</b>			
<b>Meaning</b>			
<b>Moments</b>			
<b>Magnificence</b>			

Should you not yet be familiar with the D.R.E.A.M. formula please read the post and listen to the podcast via <https://blog.ianberry.biz/2021/12/the-dream-matrix-for-sustaining-wisdom.html>

## The 15 Conversations That Count Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
Heart-flow			
Process-practice review			
Self-talk			
Aspirations/ Appreciation/ Accountability			
Feedforward			
Feedback			
How's things going?			
Just being there			
Values Behaviours			
After Action Reviews			
Mentor Moments			
Peer Group			
Peer Review			
Value exchange and delivery			
Weekly Check-ins			

Should you not yet be familiar with the 15 Conversations then please download the playbook <https://www.ianberry.biz/wp-content/uploads/2021/08/The15ConversationsThatCountWiseLeadersPlaybook2.pdf> for short overviews of each one.

## The Super Six of Business Success Pulse Check

(being purpose-driven, profitable, and having products/ services that are highly valued, are givens)

Please place an X where you are now and a ✓ where you believe you need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Leadership</b>  Our leaders are inspirational communicators who fully appreciate and get the best out of themselves and other people.  The purpose of leadership is to create more leaders.  The number one role of leadership is to unleash and enhance people's gifts (talents).			
<b>Management</b>  Our processes, policies, procedures, practices and systems are being continually reviewed and improved to ensure it's simple for people to bring the best version of themselves to their work and to deliver agreed value.			

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
<b>Culture</b>  We understand what it means to be family/ human here and we treat other people as they expect to be treated.			
<b>Valued</b>  Our employees feel valued as the one-of-a-kind human being that each of us is.			
<b>Values</b>  We have agreed behaviours in place that are lived through all our transactions and interactions.			
<b>Value</b>  We deliver value to all our stakeholders that they demand, desire, and feel that they deserve.			



## The 9 Pillars of the New World of Work Pulse Check

Please place an X where you are now and a ✓ where you believe you need to move to

	<b>Good i.e. basic standards of performance are being achieved</b>	<b>Great i.e. above average; better than basic</b>	<b>Remarkable i.e. "conspicuously extraordinary"</b>
<b>We always consider who before do</b>			
<b>We put people and purpose before profit</b>			
<b>We embrace the mantra "<i>less but better</i>"</b>			
<b>Every employee has a role clarity statement that overviews the relationships of the role and the value that is being exchanged and delivered with each person.</b>			
<b>Every employee has a one-page plan or process or ritual/ routine document that overviews their piece of the execution map of the business.</b>			
<b>Our employees are enabled to do work that is meaningful for them and highly valuable for others.</b>			
<b>Technology enhances the human experience</b>			
<b>Wherever possible we use local suppliers.</b>			
<b>We are actively engaged in the communities in which our business operates.</b>			

Last updated 28th July 2022

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+61 418 807 898

## What's Next

Let's schedule a complimentary 30 minute conversation online to explore any aspects of your responses to these pulse checks.

Please send me a text to +61 418 807 898 or email [ian@ianberry.biz](mailto:ian@ianberry.biz) during Australian business hours or 7.30 - 9.30 AM both UK and Europe times and include your telephone number.

I will call you to schedule your 30 minutes. We can do this via phone or Zoom.

**Alternatively participate in a human being centred conversation. There are four ways**

[Wise Leaders Conversations.](#)

[Wise Leaders Peer Groups.](#)

[Wise Leaders We Need To Talk Experience.](#)

[Wise Leaders Bespoke Mentoring.](#)

