

## Summary of Talk

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## Hands-above-head

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We believe that people who dare raise their hands above their heads when they succeed, create enthusiasm wherever they are - people around them (colleagues, friends and family) catch the positive energy which is being sent out. Hands-above-head days increase the quality of life for you and for other people. Try to gather as many of these days as possible and remember: Practice makes perfect.

## Find five mistakes culture

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Along the way I have experienced whilst in a job and company culture, that we are particularly service minded when it comes to telling colleagues what they could have done better.

**In practice it functions rather like a weekly magazine 'find five mistakes' quiz.**

People lose belief in themselves, if they are continuously reminded that they are not good enough. Therefore do the exact opposite and give praise as soon as there is an opportunity to do so. It demands courage to do so, but those of us who dare to also decide the agenda.

## Peak State of Mind

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To be in, or to get into Peak State of Mind demands an effort and a decision. There are two terms, Peak State of Mind and Low State of Mind. To be in Peak State or Low State is a question of being 'ready' or 'not ready', to be motivated or demotivated.

Body language has an influence on your readiness. People, who have a hunched or defeatist body language, send out signals to the subconsciousness that the battle, or the thought of winning is indeed lost.

The answer is that when your luck is down or in connection with great challenges you bring your body into a Peak State of Mind – to make it 'ready'. You do this through your body language – and then increase its energy with a YES!

Use Peak State of Mind, when you need to succeed or make a difference.

## Proactive thoughts

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People who know what they want and where they are going are goal oriented. People who dare to set ambitious and measurable goals and make constant efforts to reach these goals are proactive. The intention is, that the company will be able to develop proactive people who use their personal and common goals to take initiatives and responsibility for their own, as well as for their common future.

This paves the way for being a successful company with successful employees. When the employees think proactively, then they (and the company) work towards a common and ambitious goal, which they feel responsible for reaching. A "winner culture" has then been created. Who really wants to be a good loser? People who dare set goals for the future have more influence on their own future.

## Training mentality

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We believe that conscious training enables you to control and develop your skills. We also believe that all people want to and are able to develop themselves. The world is moving at a rapid pace and we know that it requires constant training to develop as a person and make full use of the present potential.

Make yourself aware of the areas you have to train in order to reach your own goals or the team's, how often you have to train, which skills, and who you want to coach and inspire you. The training mentality should be a natural part of the way you think and work.

At the same time, it is important to be aware of what you have already improved and developed, and remember to celebrate and enjoy every time you succeed – also minor success and victories. Remember: Hands-above-head.

## Coaching

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The difference between a coach and a trainer is that the coach is a person you choose because you believe that he/she can help you (and the company) develop in the right direction. Coaching is a new way of thinking, managing and cooperating. A trainer, however, is a person someone else has chosen for you.

The advantage of coaching is that it makes people dare to and want to take responsibility for their own and for other people's development. As a coach it is required of you that you show confidence, interest and enthusiasm - in other words: Walk the talk.

## Rules of the game

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The idea with rules is to make you or the team conscious of what it actually is that makes you perform well. You know the feeling when things seem to happen by themselves. By being consciously aware of the rules that are applied when you (or the team) are performing at your best, you establish the prerequisites for planning "luck". At the same time this ensures that you or the team have influence on your own image. Here is an example of rules of the game: Courageous - Innovation - Committed – Humor. Factor X: Credibility. Rules of the game ensure that you or the team are consciously aware of being best when it really counts.

## Inner dialogue

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We know that all people carry out inner dialogues. We also know that for most people this inner dialogue amounts to approximately 50,000 words in a day. It is therefore important that the dialogue takes place in "the world of opportunities/potential".

Your ability to control your inner dialogue is governed by how conscious you are of your thoughts. However, since most people use 90% of their time subconsciously and only 10% consciously, it is important that we are conscious of our own development. Remember the exercise where you fold

your hands: If you do what you usually do, you will achieve what you always achieve; if you want a different result, you have to do things in a different way.

Changing a habit requires that you are conscious of your thoughts and that you can see the value of changing and developing the way you think. A winner has developed the ability to lead the dialogue in a positive direction.

### Nay Sayers and under the Line

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People who think they know better have developed a way of thinking that tends to prevent them from acquiring new knowledge, new ideas, inspiration – in short, they prevent themselves from getting all the necessary prerequisites to meet expectations and demands from their surroundings. They will typically say things like: “We have tried”, “It doesn’t work”, “Why try again”, “I can’t”, “I won’t”, etc.

Unfortunately, those people have developed a bad habit and to change this habit, they must change the way they think and behave.

We know that the average nay sayer has a negative influence on roughly 10 - 15 people, whereas a skilled nay sayer has a range of about 25 people. The extremely well trained nay sayer, however, is capable of dragging a whole company, department or family down below the line. To some degree we all have a nay sayer in us; we just have to be conscious of not letting that side of us take over. When you coach others you must keep in mind that fear of change and fear of failure are the two greatest fears of human beings. People above the line have their hands above their heads more often and therefore have a better quality of life.