

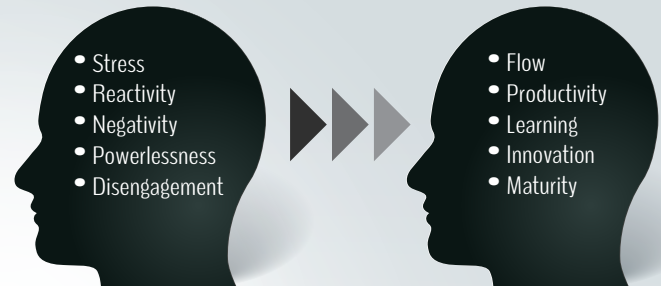
# Equipping Your Employees To Avoid Derailment And Advance Their Performance – One Emotion At A Time

**“7 out of 10 high potentials derail.”**

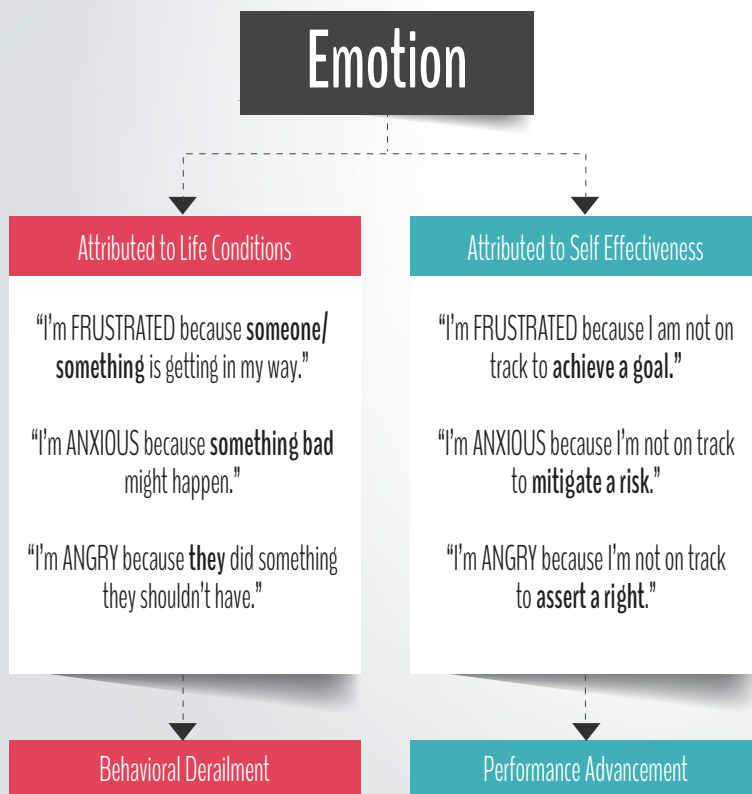
Why CEOs Fail, Dotlich & Cairo

Are you seeing any of these performance derailers in your organization?”

We have a solution for enabling your employees to avoid these derailers and shift into advancement



Conventional wisdom holds that emotions – particularly strong painful emotions such as frustration, anger, and anxiety – can derail our performance and that we need to “regulate” our emotions. For example, if a boss has a tendency to become volatile when things don’t go their way, we say they have an “anger management issue” and that they need to learn to “control” their anger.



New research offers a starkly opposing view: that emotions are **never** the cause of derailment. The true culprit is not our emotions but rather a widespread tendency to misattribute our emotions to life conditions rather than our own self effectiveness.

For example, in the case of the volatile boss, the boss is volatile, not because they are angry but because they are misinterpreting what their anger is telling them. If they understood what their anger was trying to tell them, not only would they not become volatile, their anger would actually lead them to behave in ways that advance them, their employees, and their organization.

**When Properly Interpreted, Emotions Don't Derail Us – Emotions Advance Us.**

**THE TENOR™ METHOD** is a proven 5-step practice for correcting this deeply ingrained tendency to erroneously attribute our emotions to what's happening in the external world. At the heart of this method is the recognition that painful emotions point to needs that we are not on track to fulfill – a recognition that motivates us to make performance-advancing changes in belief and/or strategy.

**TENOR™ Emotion Decoder for Resentment**

**TENOR™ Emotion Decoder for Anger**

**TENOR™ Emotion Decoder for Frustration**

**TENOR™ Emotion Decoder for Fear**

**TENOR™ Emotion Decoder for Anxiety**

	feeling <b>ANXIOUS</b>	because my subconscious has the assessment that I am NOT on track to <b>MITIGATE A RISK</b>
<b>N</b> Articulate Needs	Feeling as deeply as you can into your ANXIETY, identify the RISK your subconscious has the assessment you are NOT on track to mitigate. Be sure to fully specify the RISK.	
<b>TIP:</b> A RISK is a WHAT IF which, should it come to pass, would leave you at a loss to fulfill one or more of your NEEDS. Failure to <b>fully</b> specify the WHAT IF and/or the NEED(S) can lead to high levels of anxiety and low levels of confidence.		
<b>Incompletely</b> specified risk: "What if a competitor enters the market with an alternative to our flagship product at a lower price point?"		<b>Fully</b> specified risk: "What if a competitor enters the market with an alternative to our flagship product at a lower price point and we are unable to achieve our goal of 10% annual growth?"
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We deliver training in the **TENOR Method** via Executive Coaching, Team Building Workshops, and Instructor-Led Classes.

For more information, contact Dr. Terry Hildebrandt at (720) 318-6625 or [terry@terryhildebrandt.com](mailto:terry@terryhildebrandt.com)

## TESTIMONIALS

"Enlightening and empowering – a true paradigm shift!"

"In the very first exercise, I resolved an issue in 5 minutes that had been troubling me for days!"

"Whenever our team gets stuck, we pull out our Emotion Decoders and get back on track."



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