

# Faith, Fire, Focus

## The Key to a High-Performance Culture

What's the one component of corporate culture that determines success 99% of the time in terms of revenue, morale, and productivity? **Developing an ongoing culture of coaching.**

Coaching empowers employees and managers and can boost engagement, retention, performance, and more. At InsideOut Development, we have decades of experience helping organizations create and develop cultures that foster success at every level.

## Achieving High Performance Metrics

A coaching culture creates an environment where individuals regularly leverage the following concepts to do their best work and make more impactful contributions. We define these concepts as **Faith, Fire, and Focus.**

### Faith: The Foundation

Faith is the belief. Simply put, belief drives behavior and what we do. What we do leads to the results we get in our lives.

The type of Faith that leads to improved performance most is believing, *"I can learn and perform at a higher level."* The degree in which we choose different beliefs changes our ability to perform.



## Fire: Harnessing the Power of Passion

Fire is about energy and passion. It is what moves people from an attitude of compliance to one of commitment. Fire shows itself in different ways for different people, but almost always includes a drive and passion for hard work.

There is a powerful relationship between Faith and Fire. Once people get out of their unproductive stories and begin to see the possibilities (Faith), their Fire grows. In turn, that Fire feeds Faith..



## Focus: Optimizing for Performance

The most powerful of these three elements is Focus. Focus is about directed attention or concentration. A high degree of Focus channels our energy and ability to accomplish important tasks and meet challenges in extraordinary ways. Improved Focus can lead to dramatic improvements in not only Faith and Fire, but also in our ability to increase our knowledge.

When Focus draws our attention to that which is specific and doable, it reduces interference. It changes our belief and therefore increases our confidence in our ability to produce, which in turn releases more energy, passion and excitement.



InsideOut Development is the world leader in workplace and executive leadership coaching. Our coaching programs are rooted in scientifically proven methodologies, and we know how to unlock potential and deliver measurable results.

To learn more about creating a coaching culture that delivers high performance, [schedule a consultation](#) with our team of experts.