
CULTURE

Breakthrough Beliefs

Session Two: August 6, 2025

Breakthrough Beliefs

- *Your PreFrontal Cortex (PFC) is priceless*
- *Threat to the brain is threat to the brain*
- *Emotions run the show*
- *Trust starts with YOU*
- *With every interaction, you are either creating threat or trust*

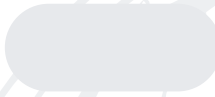
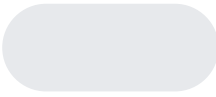


Beliefs are like clothes in your closet that used to fit.

Culture: 3 Big Deals

BIG DEAL #1:

Your



is priceless

- Analysis
- Speech
- Creativity
- Willpower
- Innovation
- Planning
- Forming goals
- Evaluating consequences
- The brain's "CEO"

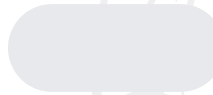
BIG DEAL #3:



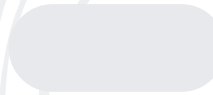
run the show

- Memory
- Health
- Emotions
- Critical role in learning
- Essential to memory
- Accelerating ingredient

BIG DEAL #2:



to the brain is



to the brain

- Fight
- Flight
- Freeze
- Basic body function
- Especially triggered by threat and fear
- The brain's "bouncer"

“

We aren't thinking individuals who happen to have emotions...we are emotional individuals who happen to think.

- Joseph LeDoux

Rounding with Team Members

Steps:	Comments:
1. Make a personal connection <i>Connect with something in their life such as children, interests, vacations, etc.</i>	
2. What's working well? <i>Like what? What's a best practice you've seen lately? Even better if?</i>	
3. Is there anyone in our department we can recognize for doing great work? <i>Who makes your life easier? Has anyone helped you recently?</i>	Who: What and Why?
4. Is there someone in another department we can recognize? <i>Is there someone who has gone above and beyond? Some who has been particularly helpful?</i>	Who: What and Why?
5. Are there any systems or processes that need improving? What are obstacles?	
6. Do you have the resources you need to do your job?	
7. What (tough) questions do you have for me? <i>What's bugging you? Keeping you up at night? Is there anywhere you would like clarification?</i>	
8. Touch Base: (Reminder to every team member) <i>Ex: behaviors, policies, initiatives, etc.</i>	
9. Is there anything I can help you with right now? <i>I've got the time, what can I do for you now? What's a pressing need that I can help you with immediately?</i>	

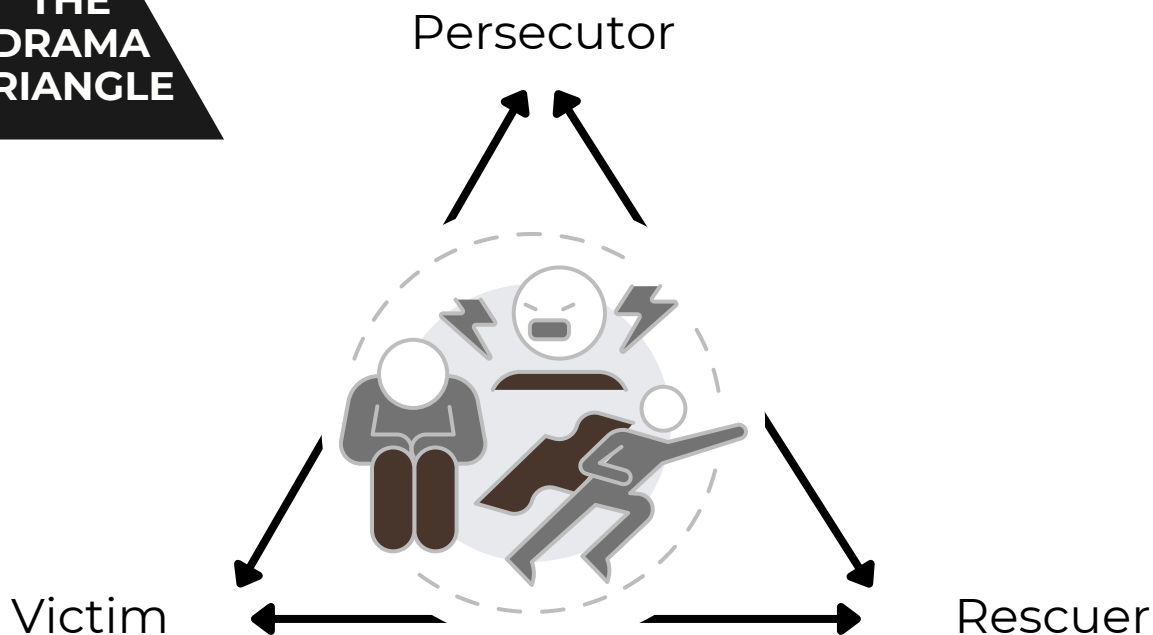
For more information on rounding, visit www.studergroup.com – the site for Quint Studer

Rounding with Stakeholders

Steps:	Comments:
1. Make a personal connection <i>Connect with something in their life such as children, interests, vacations, etc.</i>	
2. What's working well? <i>Even better if?</i>	
3. Is there anyone who has been especially helpful?	Who: What and Why?
4. What improvements would you like to see? <i>What changes would add value? What would winning look like?</i>	Who: What and Why?
5. What (tough) questions do you have for me? <i>Is there anything bugging you? Keeping you up at night? Is there anywhere you would like clarification?</i>	
6. Is there anything I can help you with right now? <i>I've got the time, what can I do for you now? What's a pressing need that I can help you with immediately?</i>	

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THE DRAMA TRIANGLE



Victim → Creator	Persecutor → Challenger	Rescuer → Coach
New belief: Where a problem exists, the solution exists.	New belief: People's choices make sense to them.	New belief: People are whole, resourceful, and capable.
Ask: "What action can I take?" and "What else?"	Ask: "What do I want?"	Ask: "How can I help?"

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Application

You can find all LEAD resources at: <https://yellingroup.com/burton-oil-resources-2025/>

I commit to:



The team commits to:



TrUST Starts With US.
Your team doesn't need a perfect leader. They need an accountable leader.