

CONNECT TO
LEAD
TO CONNECT

Session Three: March 27, 2026

The Inner
Game of
Tennis



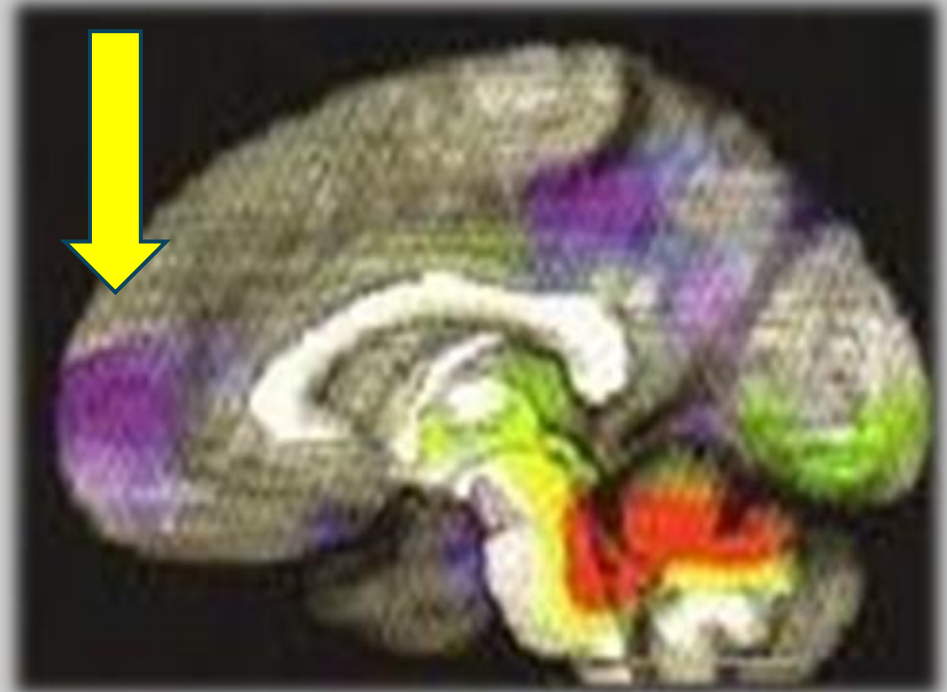
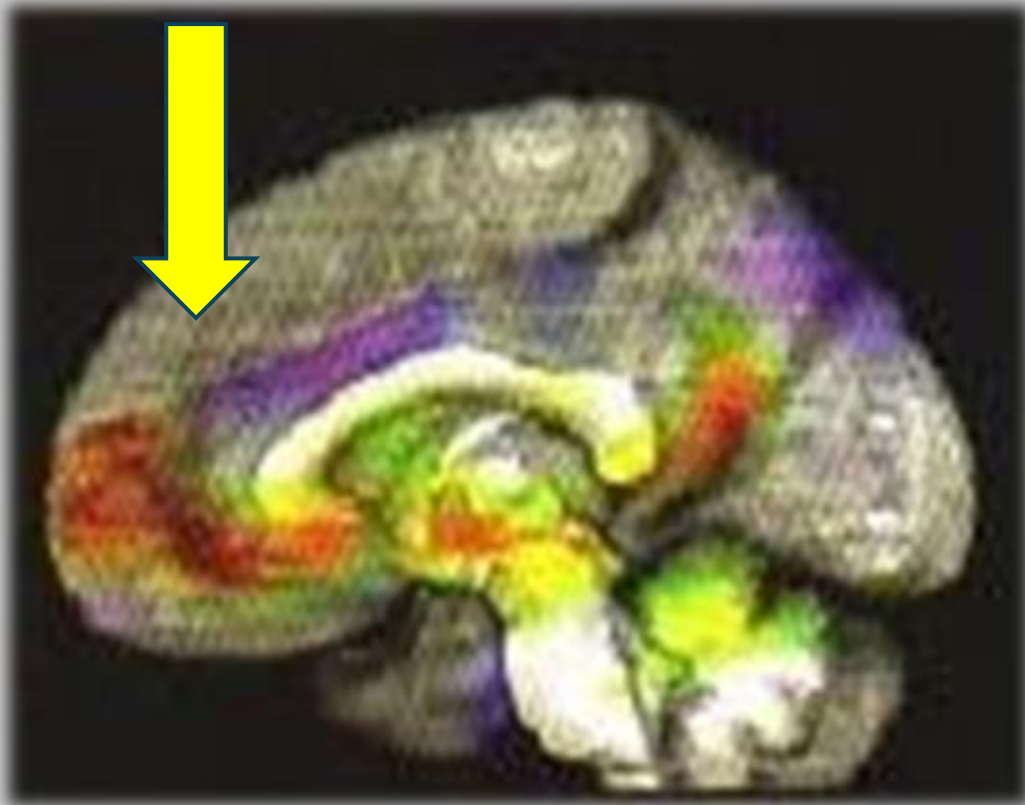
The ultimate guide to the mental
side of peak performance

W. Timothy Gallwey

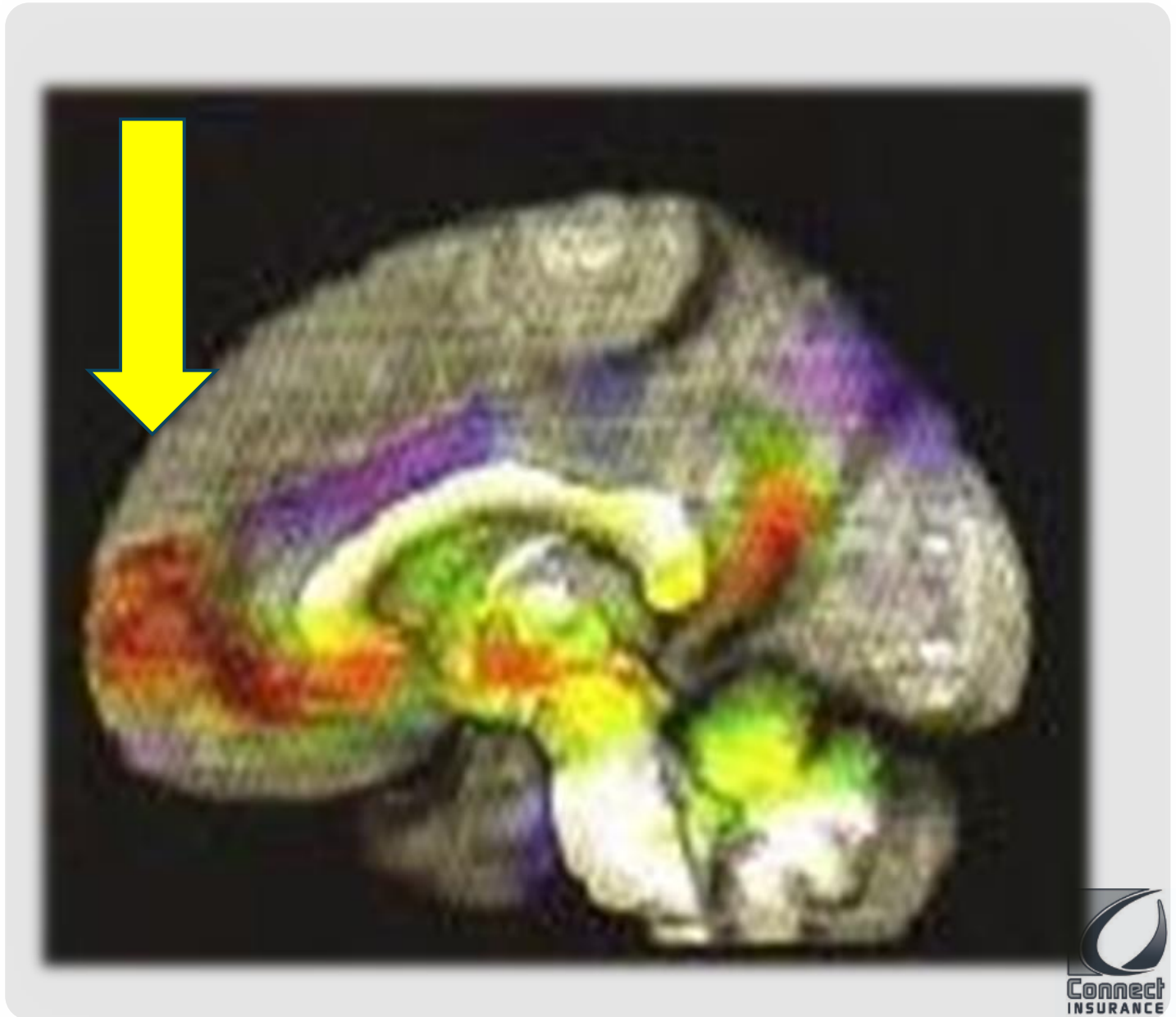
$$P = p - i$$

Performance =

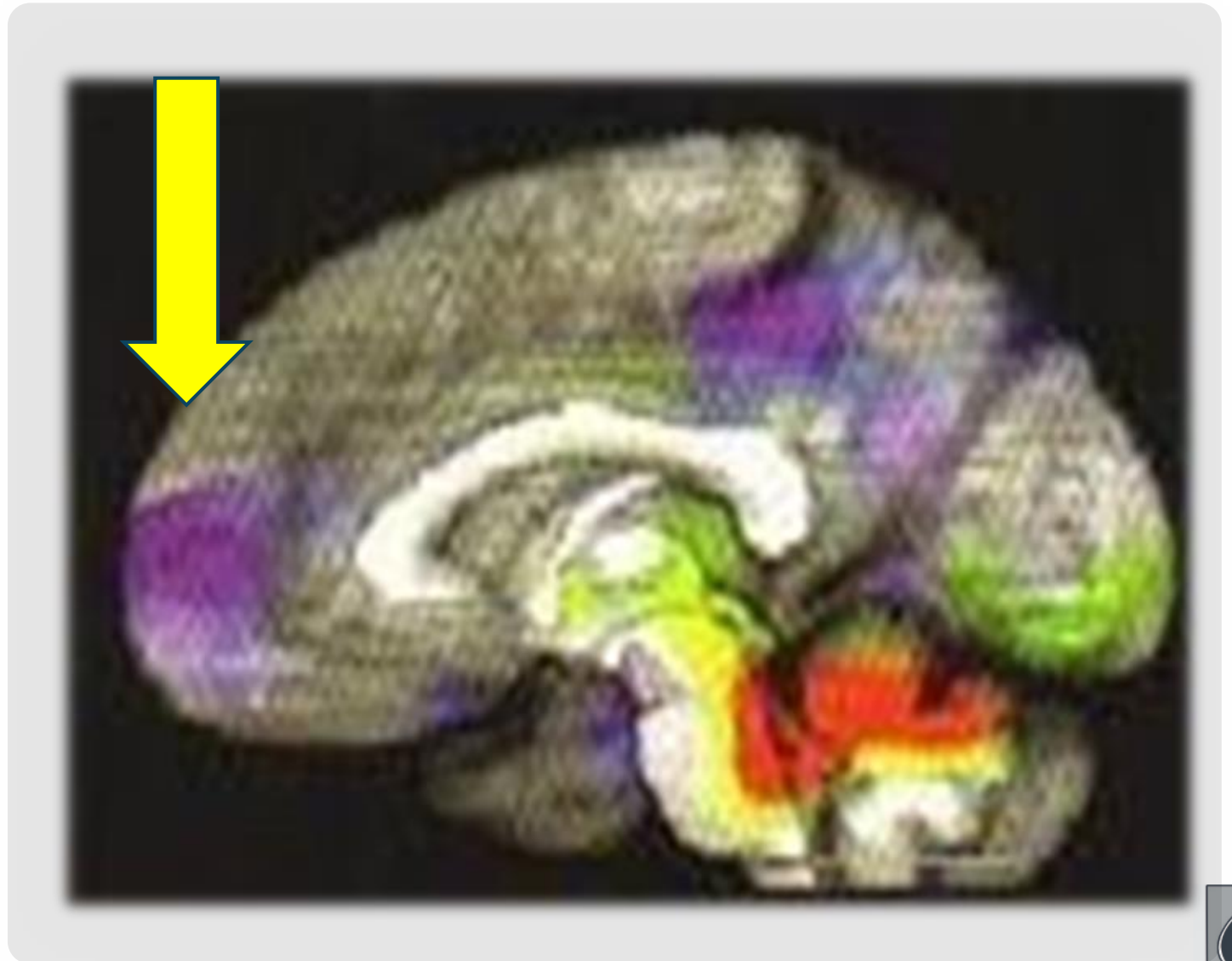
Potential - interference



- **Best self**
- **Willpower**
- **Perspective taking**
- **Flexible and fluid**
- **Curious and open**
- **Creative and innovative**
- **Focus and energy**



- **Defensive**
- **Has to be right**
- **Reactive**
- **Compromised health**
- **Stuck (either/or)**
- **Protective of self**
- **Tunnel vision**
- **Missed opportunities**

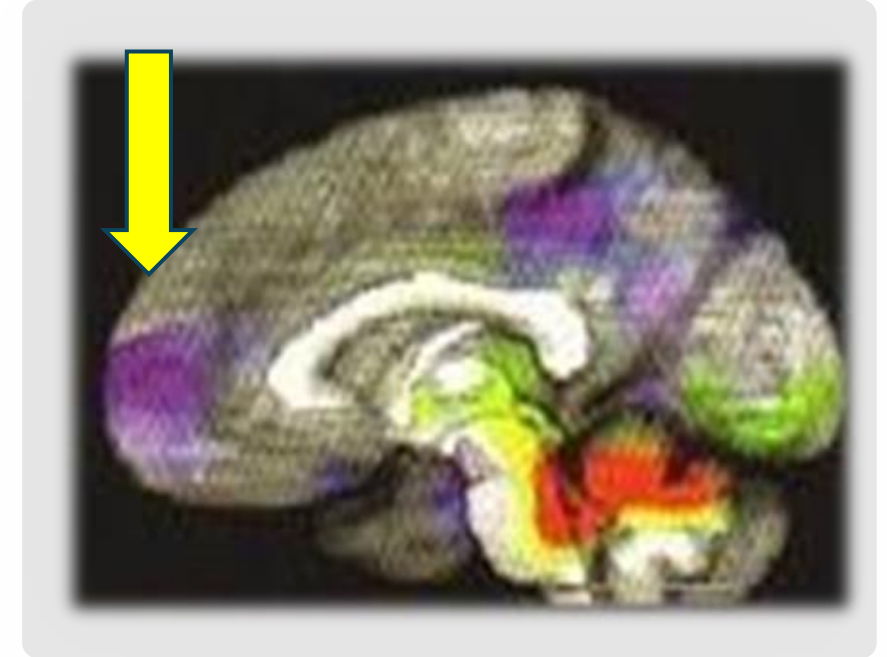


Threat Characteristics

Confusion: We face uncertainty and the unknown

Control: We don't feel we have a lot of choice or voice

Consequences: We anticipate an adverse outcome



Today's Big Question

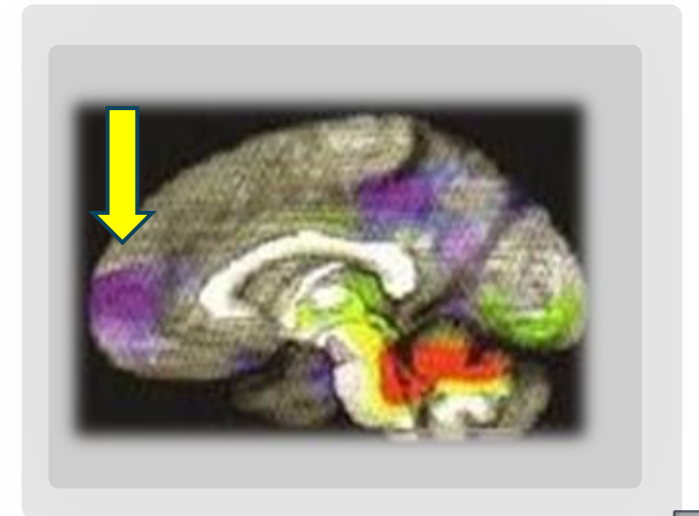
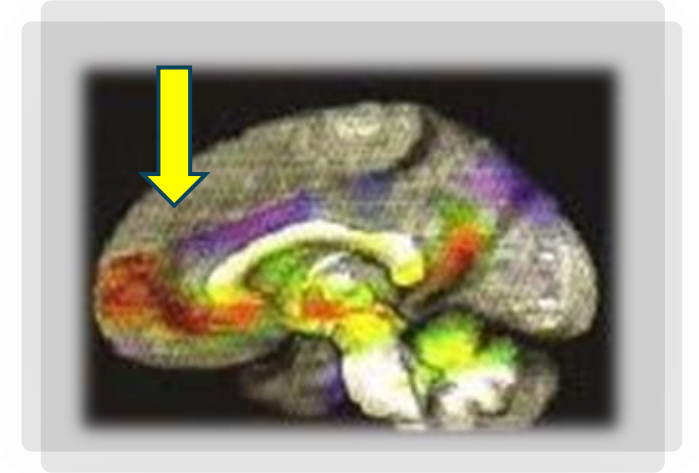
Where are we creating
interference?

Threat Characteristics

Clarity: Where do you and others experience confusion?

Control: Where do you and others feel like you have little voice or choice?

Consequences: Where do you and others experience extra stress?



Let's Reduce Some Interference!

Move into your cohorts

Assign roles













Facilitator: Person with the least tenure

Timekeeper: Person with the highest C

Pages 5-6

Let's Reduce Some Interference!

COHORT NAME:

What		So What	Now What
<u>STEP 1:</u> Interference <i>What is the top interference?</i>	<u>STEP 2:</u> Source <i>What is the source(s)?</i>	<u>STEP 3:</u> Cost <i>What is it costing?</i>	<u>STEP 4:</u> Action <i>What do we Stop? Start?</i>
Clarity:	<input type="checkbox"/>  Remote / hybrid problem <input checked="" type="checkbox"/>  Process problem <input type="checkbox"/>  Both <input type="checkbox"/>  Other	Frustration, rework	Use AI to send meeting action items
Control:	<input type="checkbox"/>  Remote / hybrid problem <input type="checkbox"/>  Process problem <input type="checkbox"/>  Both <input type="checkbox"/>  Other		
Consequences:	<input type="checkbox"/>  Remote / hybrid problem <input type="checkbox"/>  Process problem <input type="checkbox"/>  Both <input type="checkbox"/>  Other		

The team doesn't get communication in a timely manner

Let's Reduce Some Interference!

Pages 8-9

D DRIVE Need: Control Focus: Direct, bottom-line message Emphasize: Results, speed, clear expectations Filter: Excess explanation, softeners, hedging Avoid: Indecisiveness, apologizing, wordiness	I INSPIRE Need: Likability Focus: Energy and big picture first Emphasize: Relationships, collaboration, impact Filter: Dense data, long technical explanations Avoid: Coldness, rigidity, ignoring people
S STABILIZE Need: Safety Focus: Respect, warmth, and stability Emphasize: Trust, cooperation, reassurance Filter: Abrupt demands, unexpected changes Avoid: Rushing, public criticism, disregard for feelings	C CLARIFY Need: Accuracy Focus: Direct, bottom-line message Emphasize: Results, speed, clear expectations Filter: Excess explanation, softeners, hedging Avoid: Vague statements, inaccuracy, off-the-cuff remarks

D Style (Drive / Results)

- Old Identity Trap: "My value comes from decisiveness and momentum."
- Growth Identity Shift: "My value comes from setting direction and empowering execution."
- Test Behavior: Pause before solving. Ask: "What do you recommend?"

i Style (Influence / Connection)

- Old Identity Trap: "My value comes from energy, optimism, and buy-in."
- Growth Identity Shift: "My value comes from clarity, focus, and meaningful influence."
- Test Behavior: Say no to one thing to protect priorities.

S Style (Stability / Support)

- Old Identity Trap: "My value comes from being dependable and keeping harmony."
- Growth Identity Shift: "My value comes from enabling growth—even when it's uncomfortable."
- Test Behavior: Name a concern sooner rather than smoothing it over.

C Style (Conscientiousness / Quality)

- Old Identity Trap: "My value comes from accuracy and high standards."
- Growth Identity Shift: "My value comes from discernment and trust."
- Test Behavior: Let something be good enough and observe the outcome.



Put in the reps

- Follow through on your personal action
- Schedule your call with your coach
- See suggested reading and Team Tips on **page 12**

CONNECT TO
LEAD
TO CONNECT

Session Ten: March 27, 2026