5 GEARS
How to be Present and Productive
When There is Never Enough Time
// GiANT Worldwide

HERSHEY'S

CONNECTED ·VS· DISCONNECTED
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THE MIND
Where our eyes go, so goes our mind.
Where our mind goes, so goes our actions.
Our actions have consequences.
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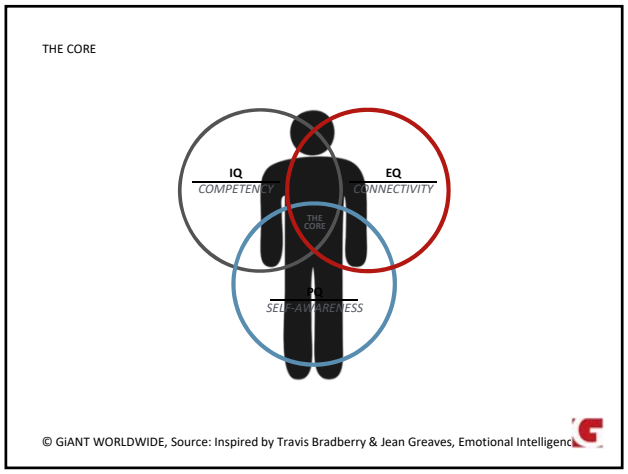
THE CORE
IQ
COMPETENCY
EQ
CONNECTIVITY
THE CORE
SELF-AWARENESS
© GiANT WORLDWIDE, Source: Inspired by Travis Bradberry & Jean Greaves, Emotional Intelligenc

When your agenda is more important than other people, you will disconnect.
#5Gears
WWW.5GEARS.COM

AHA!
We tend to focus on achievements, but the most influential leaders have mastered Relational Connectivity (EQ).
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THE GEARS
1 3 5
2 4 R
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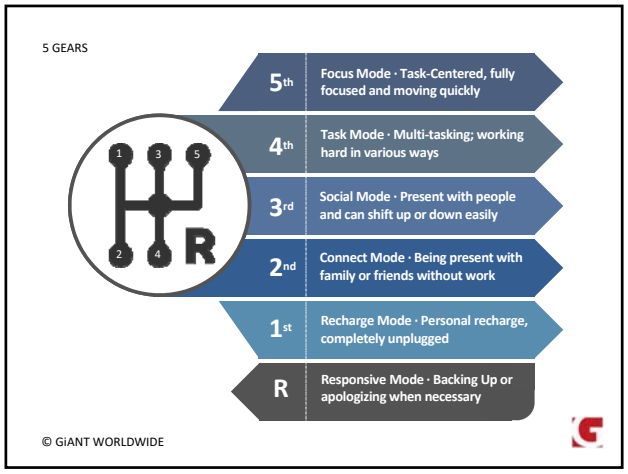
5 GEARS
5th Focus Mode · Task-Centered, fully focused and moving quickly
4th Task Mode · Multi-tasking; working hard in various ways
3rd Social Mode · Present with people and can shift up or down easily
2nd Connect Mode · Being present with family or friends without work
1st Recharge Mode · Personal recharge, completely unplugged
R Responsive Mode · Backing Up or apologizing when necessary
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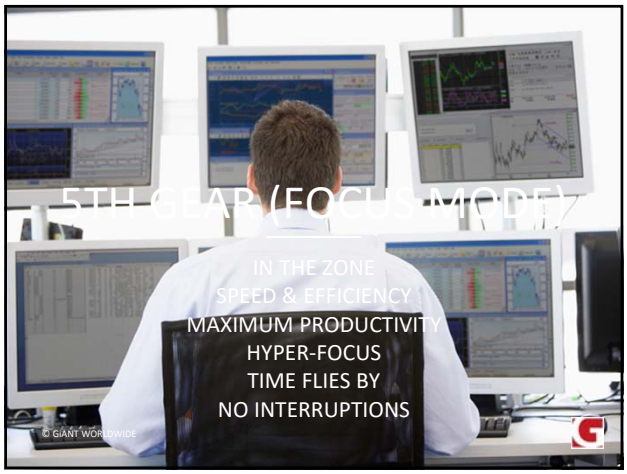
5TH GEAR (FOCUS MODE)
IN THE ZONE
SPEED & EFFICIENCY
MAXIMUM PRODUCTIVITY
HYPER-FOCUS
TIME FLIES BY
NO INTERRUPTIONS
© GiANT WORLDWIDE

5th GEAR- Warning Signs!
You know you have an unhealthy 5th gear if you:
• Are exhausted, ill, and close to burn out because you don't know how to stop working.
• Have long-term relational issues because in their opinion your work always comes first.
• Overuse 5th Gear and tend to crash into an unhealthy 1st gear.
• See that your spouse, kids and friends are no longer surprised when you are busy working.
• Notice people around you hinting that you are working too much.
• Make it a pattern of eating meals in front of your computer or working instead of connecting.
• Stop being asked by people to be involved in social activities or casual connections.
• Use work and study as an excuse to avoid people.
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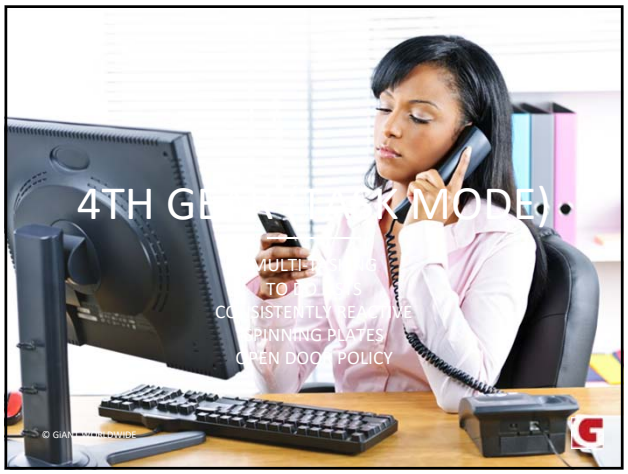

4th GEAR- Warning Signs!

You know you have an unhealthy 4th gear if you:

- Consistently start your day with email.
- Hear people consistently say that you seem obsessed by work and tasks.
- Think that achievement is the driving motivation for your life.
- Set no boundaries on your time, and typically default to 4th Gear.
- Feel anxiety separation when you are away from email or phone.
- Are consistently drained & never fully recharged.
- Feel like it takes a lot of effort to consistently get into 3rd/2nd gear settings.
- Struggle for consistent sleep and your mind is always problem solving.
- Are often physically present with your friends and family, but intellectually & emotionally absent.
- See a lot of activity, but fail to see any real signs of progress.

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3rd GEAR- Warning Signs!

You know you have an unhealthy 3rd gear if you:

- Procrastinate and avoid 4th gear work.
- Need a party to make life exciting.
- Actively avoid social settings because of shyness or fear of what to say to others.
- Deplore 3rd gear moments out of arrogance or impatience and see it as a waste of time.
- Never go deep enough and remain superficial in relationships.
- Have a reputation for being lazy or that work is an inconvenience.
- Have a lack of discipline and professionalism in your work.
- Flit in and out of social gatherings, avoiding deep conversations.
- Appear to have a mask of superficiality and are reluctant to share.
- Have such a fear of missing out on social activities and others having a good time without you that it causes you to manipulate, become non-committal, or become flaky in response.

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HOW HEALTHY IS YOUR 3RD GEAR?
UNHEALTHY
HEALTHY
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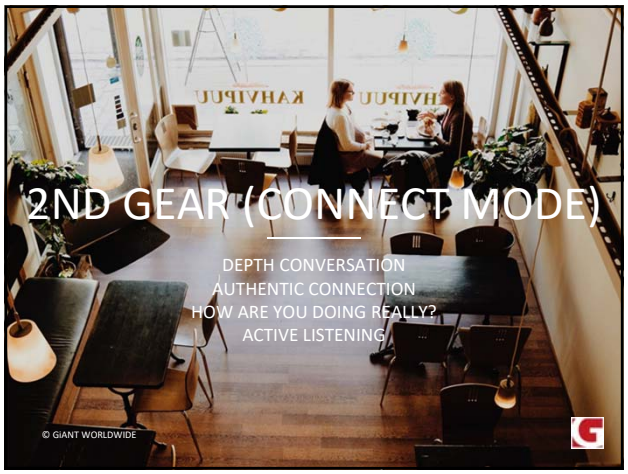
2ND GEAR (CONNECT MODE)
DEPTH CONVERSATION
AUTHENTIC CONNECTION
HOW ARE YOU DOING REALLY?
ACTIVE LISTENING
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2nd GEAR- Warning Signs!
You know you have an unhealthy 2nd gear if you:
• Obsess about the key relationships in your life and not the person you are talking to.
• Find that your constant desire for depth in conversation keeps you from valuing 3rd gear connectivity.
• Talk too much and for too long is your normal tendency in conversation.
• Spend an inappropriate amount of time caring for people at work rather than working.
• Put unrealistic expectations on people to connect, and eventually isolate yourself.
• Constantly struggle with having the right conversation in the wrong context.
• Are so present focused that you struggle to see the big picture.
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HOW HEALTHY IS YOUR 2ND GEAR?
UNHEALTHY
HEALTHY
© GIANT WORLDWIDE

1ST GEAR (RECHARGE MODE)
INTROVERTS VS EXTROVERTS
READING / WALKING / JOURNALLING
MOVIES / NIGHTS OUT
EXERCISE / SLEEP
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1st GEAR- Warning Signs!
You know you have an unhealthy 1st gear if you:
• Accept escapism from reality as your norm.
• Get lost in a new book or new idea most of the week.
• Devote too much time to 1st gear and not connecting with others.
• Focus on exercise and diet so much that it becomes overbearing or a barrier to relationships.
• Find that your personal recharge routines constantly dictate everyone else's schedule.
• Binge on TV series and use computer gaming to escape.
• Rely completely on a very small number of relationships without connecting to the broader world.
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HOW HEALTHY IS YOUR 1ST GEAR?
UNHEALTHY
HEALTHY
© GiANT WORLDWIDE

REVERSE
RESPONSIVE MODE
HOW EASY DO YOU FIND IT TO APOLOGIZE?

YOUR GEAR ORDER (Most Natural to Least Natural)
Rank Order
1.
2.
3.
4.
5.
1 = high 5 = low
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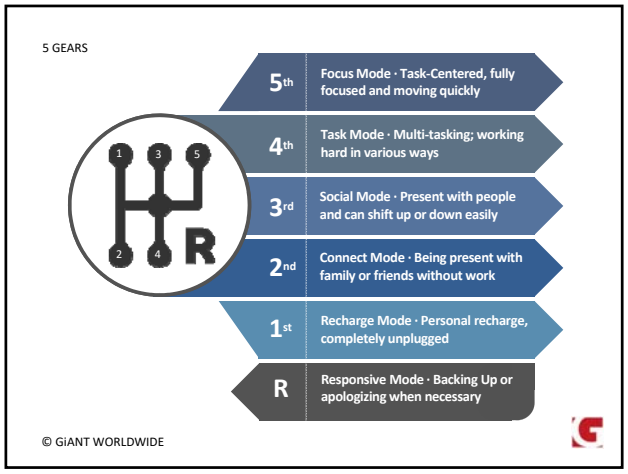
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PAIRS EXERCISE
Turn to the person next to you - tell them which gear you find most difficult.
Why is it so hard for you?
(The gear you ranked #5)
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JEREMIE KUBICEK STEVE COCKRAM
5 GEARS
How to Be Present and Productive When There is Never Enough Time
WILEY