

# Internal Flow Triggers & Complete Concentration

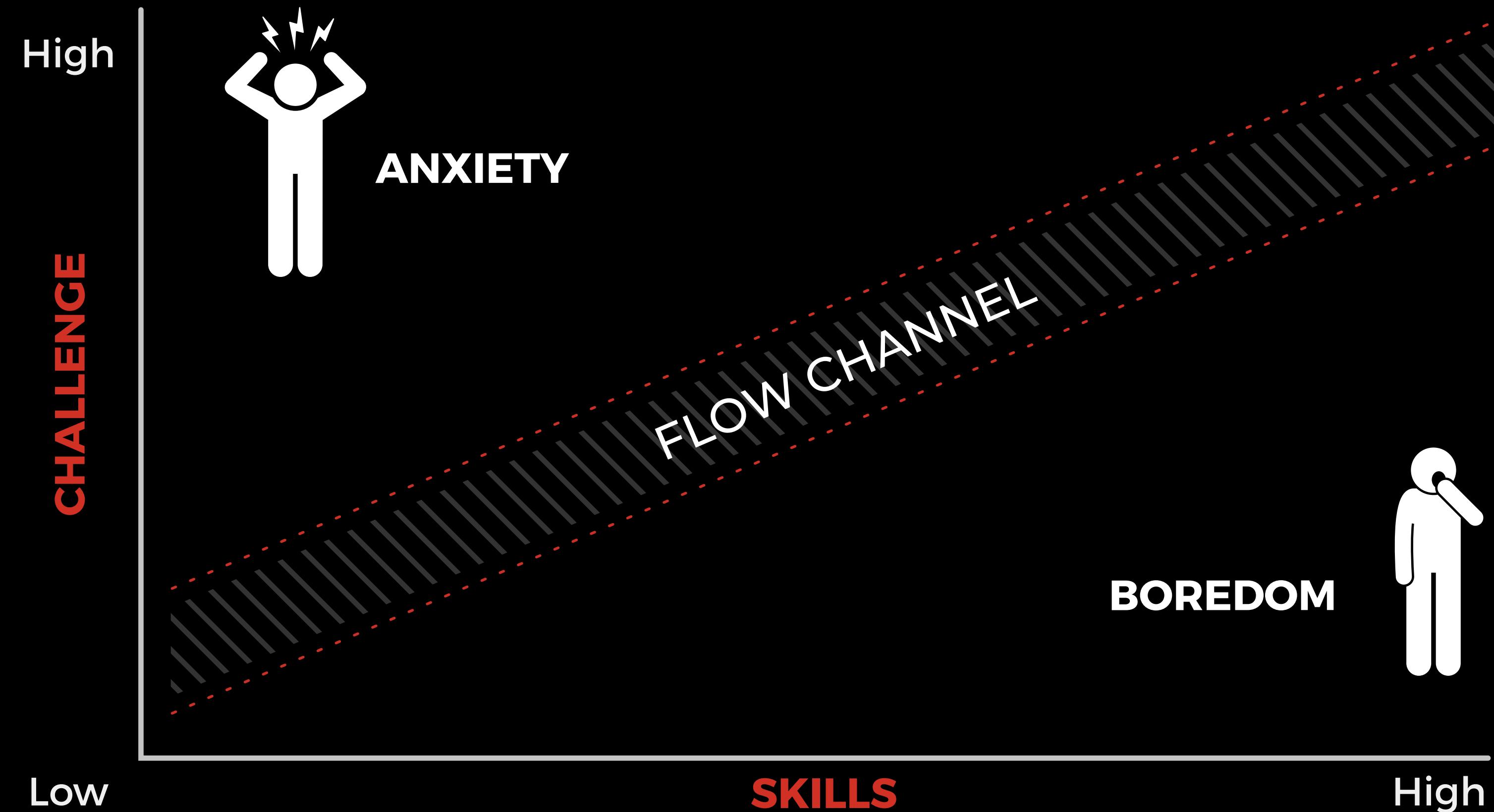
# Today's Gameplan

- 1 The Challenge Skills Balance
- 2 Strengths
- 3 Immediate Feedback

# Today's Gameplan

- 1 The Challenge Skills Balance
- 2 Strengths
- 3 Immediate Feedback

# The Challenge Skills



**FLOW:** Mihaly Csikszentmihalyi, *Flow* (1990), p.74

# The Mechanics of C/S Balance

- 1. Confidence**
- 2. Optimism**
- 3. Actual Skill**
- 4. Tolerance for Anxiety**
- 5. Delay Gratification**
- 6. Individual/Cultural Values**
- 7. Mindset**
- 8. Achievement Motivation**
- 9. Importance of Activity**
- 10. Age**

# The C/S Balance in Action

1. **Kotler:** 500 → 700 → 1000 Words
2. **Toyota:** Kaizen
3. **Facebook:** Hackamonth
4. **4%**

## Self Directed Movement



4% + 4% + 4% = 

# Testing the Mechanics of C/S Balance

**In your primary/secondary flow category,  
please rate the following on 1-10 scales (omitting #7)**

**1. Confidence**

**2. Optimism**

**3. Actual Skill**

**4. Tolerance for Anxiety**

**5. Delay Gratification**

**6. Individual/Cultural Values**

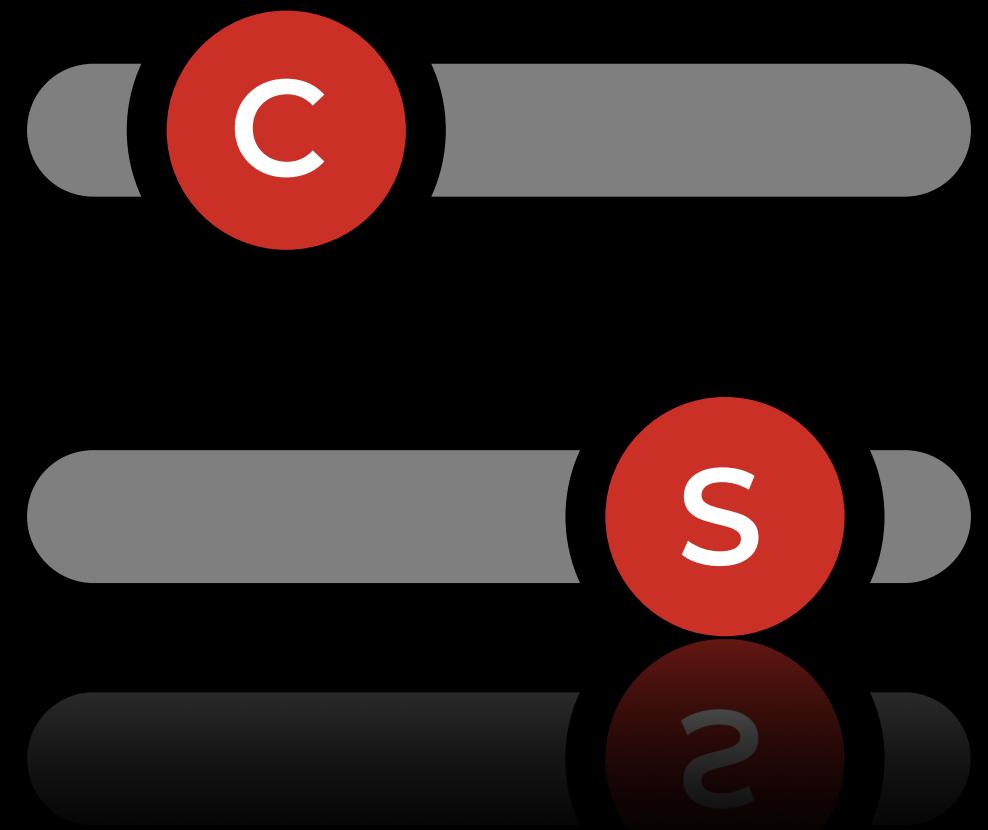
**7. Mindset**

**8. Achievement Motivation**

**9. Importance of Activity**

**10. Age**

# Tuning the C/S Balance



- 1 Where am I overtaxed and need to back off?**
- 2 What are my unconscious habits in each case?**
- 3 What do positive results look like?**
- 4 Where am I coasting?**

# Today's Gameplan

- 1 The Challenge Skills Balance
- 2 Strengths
- 3 Immediate Feedback

# Seligman's Five Strengths

# Strengths Assessment: Trust Your History

- 1. List Five Major Accomplishments**
- 2. List Five Strengths That Helped You Accomplish Each One**
- 3. Find the Overlap**
- 4. Map a One Strength at a Time → C/S ratio → 3 month plan**

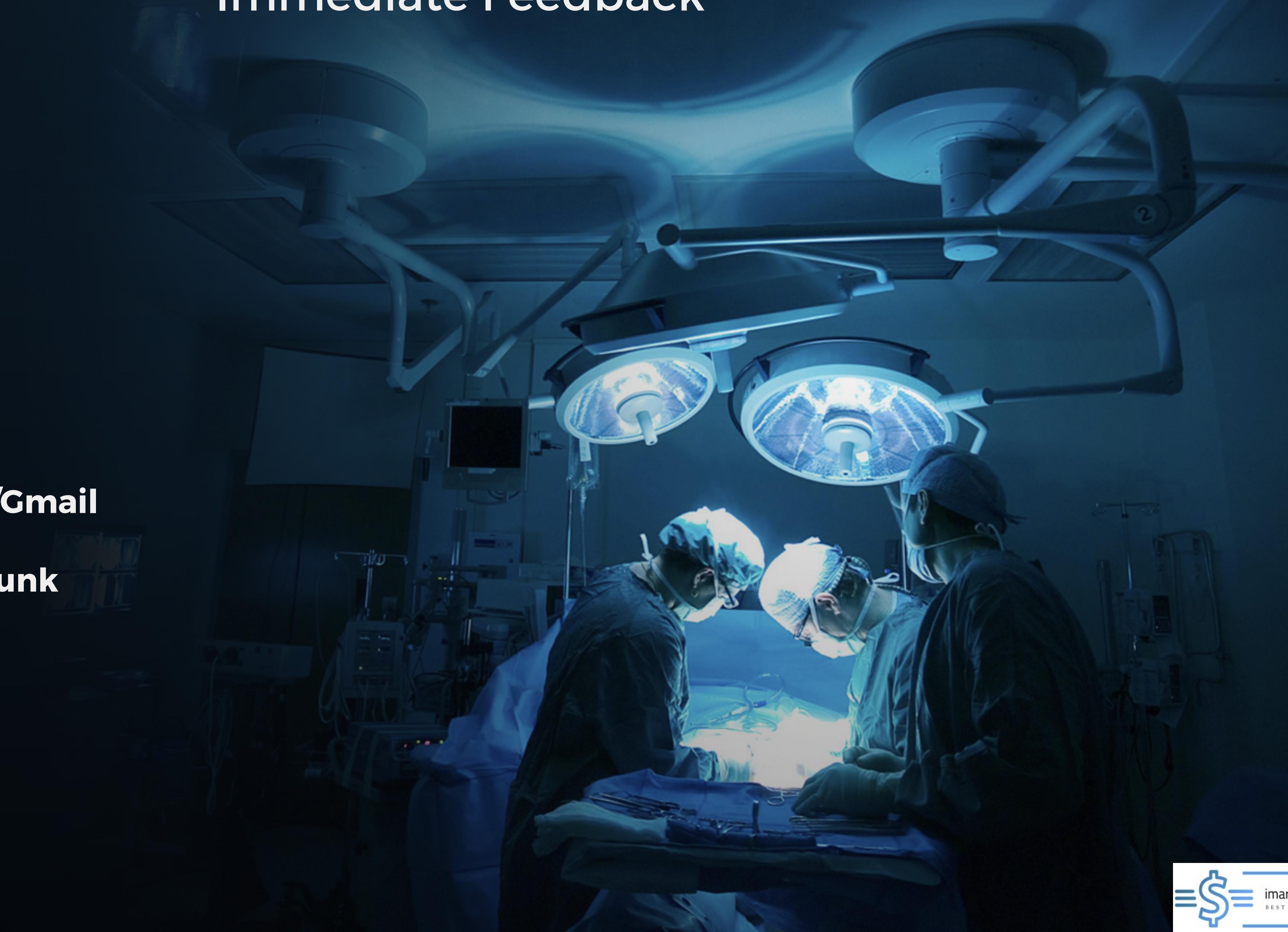


# Today's Gameplan

- 1 The Challenge Skills Balance
- 2 Strengths
- 3 Immediate Feedback

# Immediate Feedback

- 1. Surgery**
- 2. Sports**
- 3. Agile Software/Gmail**
- 4. Experiment/Skunk**



# Feedback on Feedback



**Choose Your Metrics:**  
Task Not Ego



**Feedback Buddy**



**MFF**  
(Minimal Feedback for Flow)



# Retro-Casting For MFF

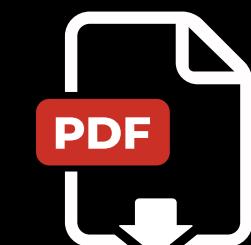
- 1. What Were Your Last Three Great Flow States?**
- 2. How Often Did You Receive Feedback?**
- 3. What Kind of Feedback Was Most Effective?**

# What We've Covered

- 1 The Challenge Skills Balance
- 2 Strengths
- 3 Immediate Feedback

## Exercise:

# Tuning the C/S Balance



Download Workbook  
to Get Started

- 1** What 3 pursuits am I experiencing significant challenge in?  
Example: Fundraising project, product launch, new fitness regime
- 2** What 3 areas of my life do I feel under stimulated or bored?  
Example: social connectivity, romance, intellectual curiosity, environment
- 3** What 1 thing can I do in each area to tune my challenge to skills?  
Example: Fundraising- bring on assistant, Social Connectivity- attend a social event