**TBP 291 Inputs vs Outputs Edited\_Transcription**

[Daniel Hill] (0:00 - 14:02)

If you are serious about levelling up in your business and life, one of the biggest things you can do is rewire your brain into what is required to move you from where you are now to where you want to get to by moving to the next level. In this podcast episode, I'm going to take you through the rewire your brain blueprint specifically for this one on inputs versus outputs. One of the things I learned from going from doing multiple six to multiple seven figures in profit every year was understanding I needed to switch up my mindset and focus on inputs and outputs completely differently.

In this podcast, I'm going to take you through the three steps that enable you to level up in the year ahead if you rewire your brain and take this on board. Welcome to the blueprint podcast. In these episodes, I'm going to share with you my life's work boiled down into simple blueprints that I used to build a £10 million portfolio and retire with financial independence at the age of 35.

You can listen to these podcasts in any order and I guarantee you that when you execute them in practice, you will see that success and failure are both very predictable. Let's get into the next blueprint. This podcast episode is all about rewiring your brain.

First off, you need to acknowledge you can rewire your brain. Your brain is a malleable thing. And if you understand that it currently runs on a belief system and value set, all we need to do is understand how to change that.

And then the second is understanding how you actually need to change it and then putting it into practice. And that's what today's episode is all about. So we're going to look at here is the difference between outputs versus inputs.

And there's three ways you can use this in your life, in your business, in the people that you work with, and it really will take you to the next level. So outputs are what you get out. Inputs are what you put in.

And when you think about it in a different way, it will take you to the next level. There's three ways that we're going to look at this. The first is understanding that it's not necessarily what you're getting out that's the problem, but it's what you're putting in.

The second is a mindset where we're going to change your mindset and your team's mindset from being task focused to being outcome focused. And then the third is how you can level up as a leader. If you really want to take things to the next level and understand how you can invest in the business you own rather than work in the business you operate, how can you level up your leadership to enable you to do that?

So the first, looking at outputs versus inputs, so you can rewire your brain, is when things are going wrong or right in your business, and you're focused and frustrated on the output, actually it's the input that's the problem. So what do I mean by this? I mean, one is you need to take responsibility.

It's not necessarily that your team are letting you down or the business is causing problems. What that's giving you as an output that is the issue is what you're putting in. Because ultimately, whatever comes out, the outputs, is a reflection of what goes in the inputs.

And we need to understand that rather than focusing on the output, you need to take responsibility for what's going in. So let's go through some examples. Let's talk about your team.

So your team are not delivering the output you want. And you just think, what's wrong with them? Why are they so inconsistent?

Why are they not listening to what I'm saying? Why are the standards not where I want them to be? Why is performance, delivery, results, execution, substandard?

And you focus on the output. Switch your mindset off and rewire your brain and focus on the input. Say, right, what is the input I'm putting in?

So if your team are not doing what you want, what input is missing? And either you've not defined it properly, or you've not delegated it properly. Defining it properly would be to say, this is explicitly what the expectation is.

And then delegating it effectively is delegating it to the right person who has the right expertise and sufficient capacity. If you can define it effectively and delegate it effectively, the outcome is inevitable. So it's the input that's the problem there, not the output.

What are you not putting into your team and your business, which means that the outcome isn't what you want. This could be in profit as well. So you think, you know, I'm working really hard, I'm running my business, but I'm not getting the profit that I want out of the business.

That's not necessarily an output issue. It's an input issue. You know, if you're not getting the right profit margin you want out, what is it you're putting in?

And what you really want to be putting in is high margin products, high margin strategies, high margin deals and services. If you're putting in high margin deals, and you've got the right team to run it effectively, then the output will be effective. If you're putting in the wrong products, and you're selling the wrong services, and you just haven't got the right models and margins to go into the strategy of how you're building the business, you won't get the output you want.

So if you're thinking we're too busy, we're not making enough money, you know, the company is just too noisy, they're all outputs. The input is the stuff you're putting in, the wrong clients, the wrong deals, the wrong products, the wrong services. You know, it's an input thing, not an output thing.

Relationships is another example. Now, if you're not getting what you want out of your relationship with, say, your partner or your children, what is it that you want out? And then in order to do that, what do you want to get in?

So if you're in a relationship, you've got a partner, husband, wife, boyfriend, girlfriend, whatever, your partner, if you're not getting out what you want, love, care, compassion, connection, and you're getting frustrated that they're irritable with you, they're not nice to you, they're not looking after you, you're focused on the output, but what's the input? If you don't have the connection and the care and the compassion that you want from your relationship, are you putting in what you need? And what you'll find is the more you put in what you need, put in the effort, the energy, the consideration, the intimacy, the quality time.

Actually, if you put more of that in, you'll realize then you will get the output. It's a vicious circle otherwise. If you're just focused on they're irritable with you, so you're going to be irritable with them, it's a vicious cycle and you just go round and round.

More about, right, you're not getting what you want out, what is it you're neglecting to put into the relationship? Relationship with your partner, with your parents, with your kids. And what do you want out?

And in order to get what you want out, what do you first need to put in? And what you realize is success and failure really participle. When you take ownership for the fact that you're not getting what you want out, and actually it's your fault because you're not putting what you need to put in, you will then see things will compound really, really quickly when you rewire your mindset.

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Make sure you take action and secure your spot. Back to the podcast. The second way that we use outputs versus inputs is a mindset.

And if you want your team to level up, if you think, you know, my team aren't doing what I want them to do. They're not being autonomous enough. They're not driving the business.

They're not running it day to day. I feel more like a parent that's babysitting than I do a director who's employing high quality team members. This is one you can put into your team as a mindset.

And what the mindset here is, is you want to have your mindset and your team's mindset focused on output rather than task. Now, what do I mean by that? What I mean by that is rather than say to your team member, oh, can you email the insurance company and ask them to progress the renewal?

And then what they do is they send the email. And then a week later you say, oh, how'd you get on with the new insurance policy for the portfolio? And they say, oh, well, I sent an email, but they never come back to me.

We say, oh, I've got a parking ticket. Can you, I don't think I was there. Can you go and investigate?

And they send an email that says, yeah, we've got this parking ticket. We don't think that we should have to pay it. And then an email comes back and says, yes, you do.

And then that's just it. It just stops. The outcome hasn't been achieved.

The task of sending the email to the insurance company or the task of asking somebody to do something. Can you ask the driver to clean and fuel the car before every collection moving forward? The task is asking them to do something, asking the insurer, asking the driver, whatever.

You don't actually care about the task. You want the outcome. The outcome is you want the insurance to be revised, renewed, and in place.

You want the car to be fueled and cleaned. You want the parking ticket. You want it resolved and just to go away.

Unless you empower your team from a cultural and leadership standpoint to be outcome focused. So their outcome is they need to get rid of that parking ticket. You don't wanna be one genius and a hundred helpers who are running around doing what you tell them.

You wanna say, this is the outcome we need to achieve. Renew the insurance policy. And they will handle the tasks.

You don't say, can you email so-and-so? That's a task. You say, can you get the insurance policy renewed?

You don't say, can you investigate this car parking fine by emailing the company? You say, can you make this car parking fine go away? It's looking at these things and becoming outcome focused rather than task focused.

It's no problems, only solutions. This is the outcome I want. Can you go and make it happen?

And what you'll find is that functional people who are like your VAs, the task-based people tend to be quite functional and they're just quite transactional in the business. They're task-focused people. They'll do what you tell them and that's it, no more.

The vital people in your business who become the high performers, the successful people, those who give PDPs, those that drive the business forward, those that achieve the results and break records, they are your vital people. They're outcome focused. They've got to get a job done, get that property completed, get that refinance to happen.

And they don't bother you with the tasks to get there. They become vital to you and vital to the business because they are outcome focused. They just make it happen.

When we're looking about outputs rather than inputs is to level up your leadership. And what I mean by this is you will get to a point in running your business where you don't necessarily need to think about processes and operations. And actually, rather than focusing on the inputs of building a team to run the business the way you want it running, you will actually get to a point in your journey, maybe as a director and definitely as a chairman, where you don't really care on how things are done, the inputs.

All you care about is the outputs and what is achieved. So for example, in our portfolio, as an example, we have a very experienced, qualified portfolio manager who runs the portfolio for us. Every month I want certain things to be achieved.

So every month I get my director's dashboard, which has the outputs, the occupancy, the rent collected, the maintenance, the compliance, the revenue collected, the costs, the profit, budget against actual. They're the outputs. On a monthly basis, I want to sit in that monthly meeting and look at the outputs, what's been achieved, how they're achieved, the inputs, how the notice boards work in the business center, how the classrooms are designed in our private school.

All of those inputs I have no involvement in. Because I have the right people to deliver the outputs. How they do it is up to them.

I don't understand the processes. I don't understand the operations. I don't get involved in that.

I know there is an operations manual and I know that there is dashboards and there's blueprints and there's processes. And maybe every now and again, I might chip in, but it's, I mean, it's few and far between because all I really care about is the output. I get the right person in the right seat to do the right job.

And I say, this is the output you need to achieve. Who do I need and what do I want? How they do it is completely up to them.

This is a mindset shift really. It's just to start thinking about the difference between outputs and inputs. And there's those three different ways that I've shared with you.

Think about which ones of them you could take on board. Think about which one of those is right for you right now. And then think about what do you need to do after listening to this podcast with your team, your partners, your businesses, your relationships, your mindset, what do you need to do to change from an input to an output focus to take you to the next level and move you through the gears.

Hope you've enjoyed this. It's another rewire your brain. It will take some adjustments to get it going, but trust me, this is one of those ones when you get a hang of it, the results will compound and the outcome will very quickly take you to the next level.

Success and failure, both very predictable. I hope you enjoy it. I'll see you on the next episode.

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