

Book notes
**Why the best
are the Best**
Kevin Eastman

By
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Book Notes

Kevin Eastman – Why the best are the best

If you want to be successful at anything, the 1st step you have to take is the try to.

He often says it is not about where you've been and what you have done, but about where you are capable of going and who you are capable of becoming. In regards to NBA players it's not about if we can relate to the level they have achieved, but learning from the lessons of how they got there.

3 most important things a leader can get: the players' ears, minds and hearts.

Turn lines into lessons. Turn red lights into reminders. Turn flights into classrooms.

He believes that clarity and simplification are increasingly becoming important. His philosophy has been: "success lies in simplicity, confusion lives in sophistication". He knows that if he simplifies his thoughts, philosophies and strategies he can call on them when he needs them the most and get into execution mode without hesitation.

Common goals that teams have:

- To get the most out of their team.
- To get their team to be a team.
- To impact and inspire their team.
- To reach the goals they have set for their team.
- To win.

The 25 power words of champions:

1. Truth
2. Action
3. Intentional
4. Preparation
5. Accountability
6. Trust
7. Sacrifice
8. Discipline
9. Commitment
10. Belief
11. Unrequired
12. Choices
13. Circles
14. Competition
15. Passion
16. Habits
17. Urgency

18. Standards
19. Courage
20. Curiosity
21. Respect
22. Adjustment
23. Humility
24. Investment
25. Talent

Truth: You must be able to live it, to tell it, to take it.

Live it: Put your money where your mouth is.

Tell it:

- Be direct and to the point
- Always speak the facts and the truth
- Speak with respect and empathy
- Allow them to vent.

Take it: not always easy to take but necessary to reach our goals.

Page 35: The truth musts: Have a truth teller in your inner circle. Conduct a truth audit at least once a year with yourself. Act on what you hear.

Action

You get better by doing. You don't get better by talking about doing.

If it is important enough to try, we have to make sure it remains important enough not to quit. Don't let your effort be determined by success or failure, by win or loss. Let the determining factor be the personal importance of it, that purpose that made you try in the first place.

When action becomes a core ingredient of who you are, you will consistently do what you know should be done. Action is incredibly powerful... provide you take it.

Intentional

2 questions about where you are on your journey of growth are:

1. Do you truly want to grow, develop and improve?
2. What are you intentionally doing every day to make sure you do?

Intentional is all about keeping it front of mind and first to action. This is at the core of living an intentional life.

Preparation

The best of the best understand that the knowledge and confidence they get from preparation is a separator. Preparation creates knowledge and knowledge breeds confidence.

Be there before you get there (game situation).

Doc Rivers and preparation: it trumps pressure, fuels confidence and becomes your separation.

Accountability

If winning is important, accountability is a must! Success demand accountability and accountability demands ownership and truth.

In team Doc Rivers coached they talked about never allowing themselves to BE the victim, never following to PLAY the victim. In a competitive environment, victims never succeed and blame teams never win.

Decisions to be made when it comes to accountability:

- A team of accountability or a team of layer.
- A player of accountability or a player of blame.
- A leader of accountability or a leader of blame.
- A person of accountability or a person of blame.

Championship teams understand they are accountable:

- To their teammates.
- For themselves, their role and their improvement.
- To the organization.
- For the results (the good and bad).
- For carrying out and policing a culture of accountability.

An accountability culture has to start at the top from both the leader of the team the best players on the team. The best way to create buy-in to an accountability-driven team is for them to educate and exemplify that accountability is mandatory. They must also instill a mindset that says accountability doesn't just mean admitting mistakes and failures as much as it show us what to work on, and that drives success.

The importance of accountability: think and work like you are paying the bills.

Doc Rivers in his years with the Celtics told the media a lot of times after a loss that this loss is him. From a leadership point of view, his players felt he was right there in it with them, there is no telling what they will do for that coach!

Master the bilities (page 50)

- Responsibility: do your job completely.
- Accountability: take ownership of your words, actions, decision, mistakes and failures.
- Dependability: can people count on you?
- Vulnerability: You don't always have to be right; we just need to get it right.
- Adaptability: Can you change and adjust as needed?
- Credibility: Do your actions match your words. Are you competent? Do you demonstrate integrity?
- Compatibility: Do you value teamwork? Do you understand what it takes to be a great teammate?
- Availability: Do you bring all that you have every day? Are you there and prepared to go every day?
- Stability: Can you compete with composure? Can you play with emotion but not get emotional?
- Capability: Can you reach your maximum potential when you need it most?
- Sustainability: Can you deliver every day or are you a one-hit-wonder?

Trust

Trust needs: time, consistency and proof.

Sacrifice

Convenient sacrifice is not true sacrifice. Convenient sacrifice never wins; it is actually selfishness disguised.

Sacrifice is giving up something that you may really want for something bigger that may or may not happen in the future. Doc Rivers would say: "Doing something that may not be good for you but is better for the team". Sacrifice becomes a decision to go against human nature to look out for oneself.

Two ways of looking at sacrifice:

1. As the act of giving something up OR
2. The opportunity to help something more.

Discipline

Bobby Knight says: "Discipline is doing what needs to be done when it needs to be done as well as it can be done and doing it that way all the time".

Discipline says no to easy and says yes to whatever it needs to do to succeed and fulfill one's capabilities.

Commitment

Time zones of winners vs losers:

- Spare time: I will do it when I get to it.
- Part time: I will do it every now and then.
- Full time: I will do it when and only when it's required, but I will do it.
- All the time: I will do what it takes, and more, every time you need me regardless of the circumstances.

Success is all about consistency. Championship teams separate themselves from others by doing the unrequired work. Champion workers consistently are willing to put in the unrequired work.

Belief

All achievers have a high level of belief in themselves. The loser's ego is focused on ME and how good I am and not in the team or the team's success. The winner's ego provides the self confidence needed to compete at the highest levels. It comes from knowing that you have put enough sweat equity into yourself to allow you to know you are prepared and you are the best you can be.

Unrequired

The separator is doing the unrequired work. The best of the best always do a little bit more. They work harder and more often. They do more than the people who they pass on the climb up the success ladder are willing to do. They deliver more than is expected and work more than contracts require. They do unrequired work.

Choices

What if we looked at our choices not from the lens of what choices should we make, but rather through the one used by the most successful people, the lens of what will our choices make of us. Every choice has a ripple effect that is the aftermath of that choice. The ripple effect is very real and must be given serious attention.

Circles

Key question: who are the people we are spending the most time with? They play a part in how we think, work, how we motivate ourselves and what kind of attitude we bring everyday.

As you create your circle, consider these filters:

- Choose people who tell you the truth.
- Choose a circle that is small and tight knit: be very careful who you let in.
- Choose people who are wise
- Choose people who will look at for your future, not just their future.
- Choose people who know what objectives you wish to reach how to best reach them.
- Choose people who will help you, not just take from you.
- Choose people who can inspire and impact your life, not just influence your life.
- Choose people “who know the no’s” of success (no entitlement, no selfishness, no character mistakes).

Circles should not be based on friendship alone, but also on respect and trust.

Competition

Competitors compete when others give up. A competitor is one who doesn't change depending on the score. A competitor is one who gives honest, maximum effort at all times. A competitor gives the best of himself until the finish.

Passion

Successful teams understand that passion is important not just to the individual but also to the team. Passion brings a spirit to a team, and all winning teams will tell you that the spirit of their team is important. All great individuals and all great teams have a passion for what they are doing. They bring a positive spirit to the day. Positive spirit is a fore multiplier. Passion is a valuable part of successful people's make up – because success is hard. Success demands test like failure and embarrassment. The drive to get to both of these is passion. The key is to perform with emotion, but not get emotional.

Habits

There are two types of habits: good ones and bad ones. Habits are a choice. The key is to find out what good habits are and to do our best to replicate them within ourselves. While others become bored with the basics, Kobe Bryant made a habit of mastering them working every day to turn those basics into separators.

A great lesson on the importance of turning the fundamentals into the habit of success: Ray Allen asks Kobe Bryant: “Kobe you are the best player in the world. Why would you spend two hours on some of the most fundamental drills in the game ended them over and over again”. Kobe’s answer: “why do you think I’m the best player in the world”. Kobe understood that the secret to greatness. The secret is that there is no secret. It is a habit of working on the fundamentals of craft, so that, when necessary, you can go beyond the fundamentals.

Urgency

The best understand the important of the now.

Maybe the best way to think about urgency is the more you put thoughts like “tomorrow and later” before actions like “right now, immediately, at this moment” the more you will fall behind your competitors.

Standards

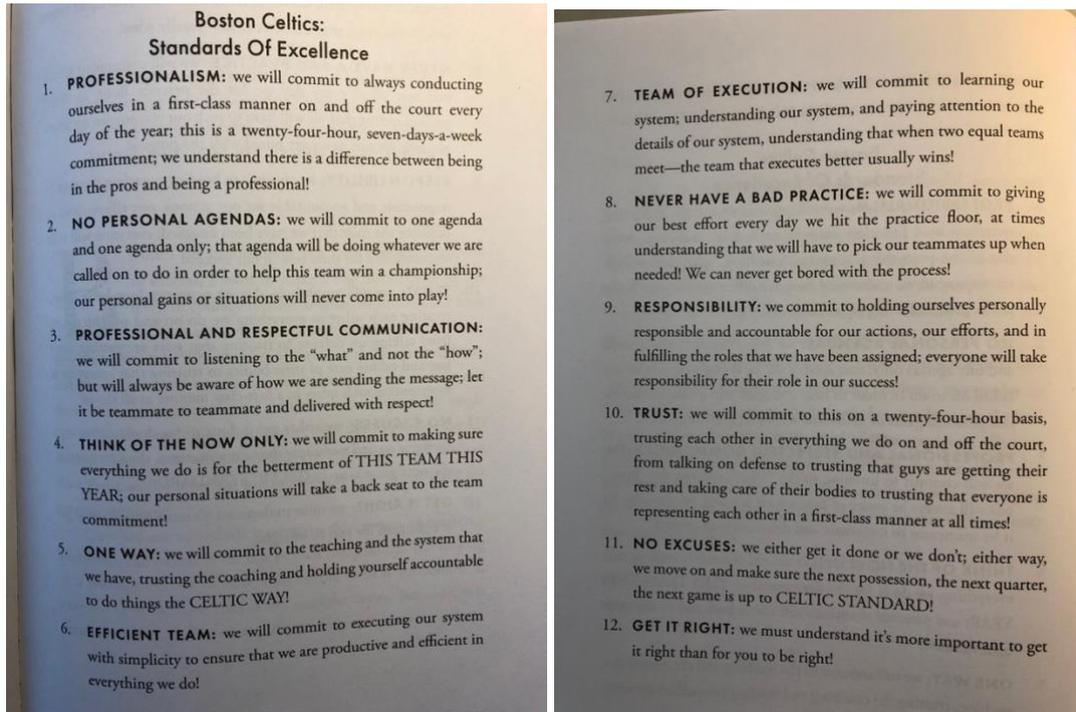
We were not going to be satisfied with a standard of just winning regular-season games. Not only what our standards be much higher, we would play up to and against our standards, not just play the opponent.

He believes there are three forms of competition that challenge is to be our best:

1. Competing against an opponent.
2. Competing against the clock.
3. Competing against ourselves.

The best do all three but emphasize the third. Competing against ourselves is actually competing against our own personal standards.

The Boston Celtics standards of excellence



Courage

There are different levels of courage that many successful people have displayed. I've often characterized these levels as:

- Loss of life courage: the man and woman of our military.
- Fight for courage: Rosa Parks fighting for social justice
- Reputational courage: making a decision dad, if wrong, could cause public embarrassment or even the loss of her livelihood.
- Fear of courage: taking on new job, giving that first impression in front of the first line you have.

Curiosity

There are two types of people in the world:

1. Know-it-alls.
2. Learn-it-alls.

We must continue to learn if you want to keep up. The best players have a curiosity gene. Curiosity is the foundation for getting better, the to learn how you can improve, try new ways of doing things, and learn how to remain relevant. The best of the best make sure to find time to simply think. They find time to pursue curiosity, sort of options, massaging idea to make it the best for given situation. The best of the best realize they don't know all they need to know and don't have all the answers they hope to have. How do they solve this challenge? Intellectual curiosity. They've built think time into their lives and remained hungry for new knowledge.

Respect

Respect is always earned before it is given respect is about what you have proven through the work and sacrifice you put in and the results you achieve receiving the respect of your competitors and teammates no matter your profession, should be your ultimate goal.

Adjustment

One thing on change: to sustain we must change. We may not like it, but we have to live with it, and even more in live with it, we have to make it work. He often shares this is saying: “we have to make it work while we’re seeing if it works”. In order to give it a chance to work everyone has to try to make it work. We have to be able to adjust. But I caution you here, we should not adjust after every time something doesn’t work because if we believe in *everything*, we believe in *nothing*. Tom Thibodeau on adjustments: “before we adjust anything, we have to first make sure we are doing it the way we have taught it. First we needed to do it harder, then do it better”. We were going to make sure it was done the correct way before we were going to make an adjustment. Coach Nunally thought the best coaches will make a second adjustment to your adjustment. One final thought: you have to have great eyes to see what you need to adjust. You have to have great ears to hear what you may need to adjust. You have to have a great mind know what strategic adjustments you need to make. And when you make a difficult adjustment you have to have the courage to stay within make it work.

Humility

Humility is how you carry yourself in does not have to be at odds with the position you hold, the responsibilities you have, or the pressure that may exist. It’s often been said that true humility is not thinking less of yourself, it’s thinking of yourself less. Humility plays an important part in individual and team success because it says: “I don’t know it all. I do need to learn more. I’m open and available to be taught”. In other words humility keeps us on the path of self-improvement that all greats travel. Kevin has had many Conversations with executives and he says that the majority of leaders he has met are humble. And as he observe their humility, he has seen that is a major part of why their teams want to come to work each day rather than see themselves as having to come to work.

2 reminders:

1. In all competitive fields you will be humbled, so don’t get cocky.
2. Humility may not be a must to succeed at the highest levels of production or leadership, but it can be an incredible separator.

What he knows for sure is this: the combination of humility and confidence is a championship formula.

Investment

Everyone wants to win, but first you must take the commitment to what it takes to win: investment.

Entitlement is the enemy of success as a team or for an individual, no matter what age.

Talent

There are players who have *talent* and there are *talented* players. The difference is small, but the result enormous. The difference is two letters E and D, which stands in his world for Extra Dimension. The Extra Dimension shows up in many different ways. Being a talented player means you bring something to the team above and beyond your talent alone. Championship talent goes beyond what you do well. It is what you can do well when what you do well isn't going well.

Chapter 3 – page 125

The champion's compass – Next, every, simple, willing.

Kevin concluded that the teams that made it to the finals had many similar strengths from a tactical and physical point, but the *winners* possessed a different mental standpoint. These mental separators allowed these teams to persevere through all the pre and regular season games and playoffs. The teams that are mentally tough enough and buy into these mindsets are the ones that have the best chance of creating the separation needed to give themselves a much needed advantage.

Next: No matter what happens to us we have to move onto the next play, the next challenge, the next day, the next project. Next also applies to winners for able to take their the next level; next level of effort, preparation, focus, discipline, and thinking. From a team standpoint, we find that the best-the strongest teams in the most resilient teams-are doesn't way because of the belief they have in their teammates, those next to them in the trenches.

Simple: Success lies in simplicity, confusion lives in sophistication.

Every: every second, every quarter, every game, by everybody, every time out, in every arena. Teams that take possessions off build up over the course of a game and come back to be the deciding factor in winning or losing.

Willing: Everyone who aspires to greatness has to be willing to be teachable and coachable. Winners are open-minded. The biggest "willings" for improvement and accomplishing our goals are:

- Willing to listen.
- Willing to work.
- Willing to learn.
- Willing to be a great teammate.
- Willing to change.

Chapter 4 – page 133

Success triangles: the power thoughts of champions

1. Three gaps.
2. Three dimensions of success.
3. Three sets.
4. Three C's.
5. Three bests.
6. Three don'ts.
7. Three battles.
8. Three ingredients.
9. Three ins.
10. Three ups.

Three gaps: capability, knowledge, team-ness.

Capability gap: what you have should accomplished with the talent that you have. The best understand that accomplishment is about where we have been. Becoming is all about where we can go and how much better we can be.

Knowledge gap: Is an exercise in knowledge acquisition. What matters most is not what you know, its what you need to know to get to where you want to go.

Team-ness gap: 3 parts; teammate, teamwork, team.

Being a **teammate** means you have one, and only one, agenda; the team agenda. There can be no personal agendas on a championship team. A teammate is someone who is over himself and into the team. The key part of being a teammate is understanding and excepting your role. In order for team to win, it has to use the strings that each has in each of its members. Each role is not created equal. On great teams, roles are defined by what you do the best team. Whether the player accepts it,, understands it, and executes his role will be the difference in success or failure.

With Doc Rivers they talked to their teams about: being an all-star at your role, understanding the role we need from you for us to win a championship, and understanding your role is the value you bring to the team.

Teamwork

Champions are formed when a coaching staff finds the players they need and defines the roles for each player. Then it's the players who take over and make sure they integrate their roles into the whole, knowing that if they are missing one role, they are playing at a deficit. They know it is on them to make the parts work together. They know for the team to work it starts with teamwork.

Team

The best companies are the ones that have jealous freak cultures.

Three dimensions of success: yesterday, today, tomorrow.

We have to: learn from the past, produce in the present, prepare for the future.

Learn from the past not live in the past! (evaluation and education)

In a team setting, we must not let failures or losses linger in the locker room. Locker rooms were those things that linger in our locker rooms and lose. Locker rooms that learn are locker rooms that have the best chance of rebounding from setbacks. Learning locker rooms understand the importance of leadership, and leaders are needed most when the losses begin to build.

We have to produce in the present not coast in the present (execution)

Success requires a daily approach. Role players - The best leaders see the invincible in value their contributions. If you want to expand your role, you must use the off season for the nights and weekends to study, work on, and perfect something else that adds value to the team.

We have to prepare for the future not wait for the future (preparation)

Preparation is a critical word when it comes to success. If we are not prepared for what is about to happen or what we are about to do, we will always be playing from behind the reacting. Remember the definition for preparation that was provided earlier; be there before you get there.

Three sets: skill set, mindset, reset

Skill sets applies to whatever skills one has to master to be successful at his craft. We must find out what those skills are and then put a plan together to master them.

Mindset: the ingredients of a championship organization: win in the mind first. Getting their mind right is first and foremost.

Reset: the ability to reset yourself we're team afterwards is the key to becoming successful.

Three C's: overcoming complacency, conceit and compromise

Achieving success is always a great feeling. It's a tangible proof that what you did and the work you put in actually did pay off. Well is a great feeling, once you accomplish its success can also lead to certain attitudes that will ultimately bring you down. These are: complacency (I don't have to work that hard or work right now). Conceit (I did it last year, I'm good, I've already proven myself). Compromise (I can take this play off; I can turn it on anytime).

Here are some other thoughts that may help you as you look at the success you have had or the success you hope to achieve:

- **Behind any success is every day.** Success is not a one-time effort. It is the result of repeated efforts every day over a long period of time.
- **Success is not a game of perfect.** There will be mistakes and failures along the way. Understand that these happen to everyone who has become successful.
- **Success is not a game of genius.** Success does not require you to be the smartest person in the room. Success is more about the consistent work you put in.
- **Success is a battle against human nature.** The biggest waste of talent is when talent settles.
- **Success is about discipline.** It's comprised, as thought leader Jim Rohn taught me, of a few simple disciplines done every day; it is not a secret sauce.
- **Success is about self-evaluation.** There's a lot of con in this world, but the one person you can never con is yourself. You must evaluate yourself as truthfully as you can. Do a deep dive into YOU!
- **Success doesn't stop once you get there.** Michael Jordan said this. None of us (team or individual) has arrived. We may have reached a certain level of success. But we are not done. We have not arrived. It's not about what we've accomplished as much as it is what we accomplished relative to what we are capable of accomplishing.
- **Success requires a choice.** Are you interested, or are you committed?

- **Success should never be about money.** I have always believed that your paycheck is your responsibility, not your employer's. If you are good enough and if you bring enough value to your organization, the money will find you.
- **Success leaves footprints.** As we will discuss later in this chapter, you have to find them, follow them, and fit them.
- **Success requires stamina, discipline, and grind:**
 - *Improvement Stamina:* this is about understanding that success is often incremental, and you have to stick with it no matter how slow improvement seems.
 - *Development Discipline:* this is the resolve to keep getting better. There will be roadblocks along the way. There will be days when you may not feel like working and there will be days when it will seem like you are far away from where you want to be. You have to discipline yourself to overcome setbacks.
 - *Greatness Grind:* I often read about people who are considered to be at the top of their industry. We see these people once they have arrived at that point of distinction, but seldom do we see them on their way up. The journey is where the true magic happens. That is where they become who they are. That is where we would witness the day-to-day, week-to-week, month-to-month grind they put in to reaching success.
- **Success requires your all.** You must put your entire heart into something knowing it may be broken. Success is never guaranteed. The only guarantee success will give us is the guarantee that if we don't try we have no shot.

- **Success requires you to stop waiting.** The longer you wait, the less likely you will take action. We all know about the "Law of Diminishing Intent." The longer you "intend" to do something and never get around to it, the more you will guarantee that you are unlikely to achieve it.
- **Success very rarely occurs in a vacuum.** This is all about the importance of team. We all need others to help us achieve at our highest levels. Success is not a solo game.
- **Success, in its simplest form, is a result of**
 - the choices we make,
 - the actions we take, and
 - the circles we travel in.

Failure

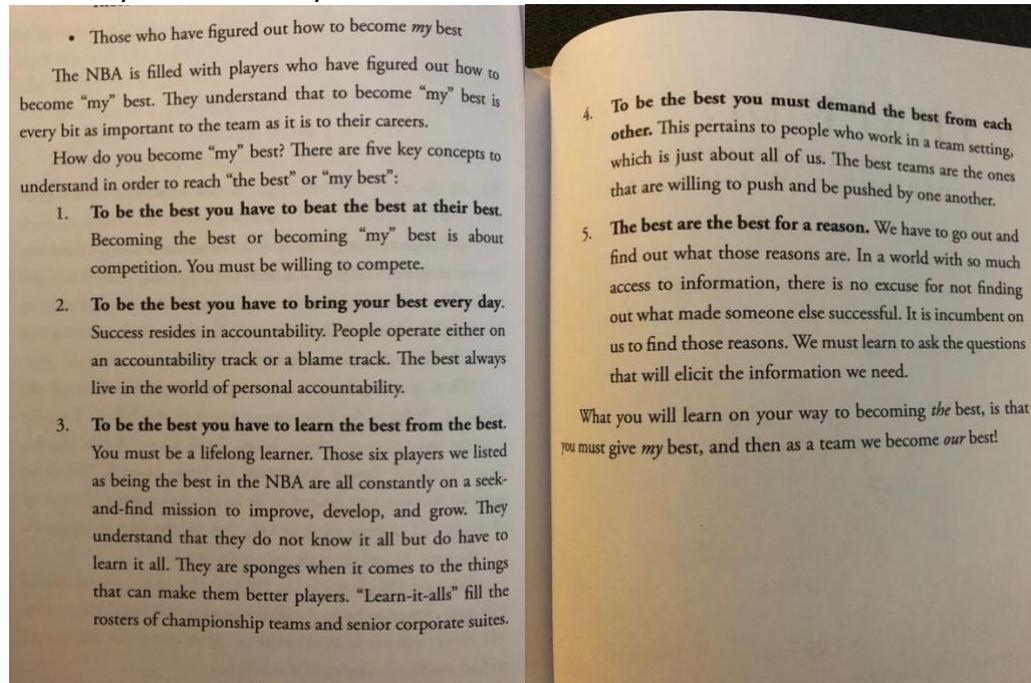
Failure is such a personal hit to our ego ... unless you reset how we look at it. None of us want to experience it, but all of us will. As many people say, you have to fail before you can succeed. I understand what they are trying to convey here, but I look at it differently.

Failure: failure is such a personal hit to our ego... Unless you reset how we look at it. You either live with it or learn from it. The best learn from it. The way you look at failure will influence the way you react to failure, and the way you react to failure is the way you will move on from failure.

Three bests: the best, my best, our best

What you will learn on your way to becoming *the best*, is that you must give *my best*, and then as a team we become our best.

How do you become my best:



Three don'ts: do not dismiss obvious, age and ideas

Sometimes we need to listen to **the obvious**, because it's the obvious. There are times we must rely on common sense, because frequently the obvious is simply the truth.

Learn from the older people in your profession. Seek wisdom from those who came before you.

Be careful not to dismiss **the ideas** that are not your own.

Three battles: combatting fear, failure and limitation

Deep down we all put self-imposed mental roadblocks in our own way. How to combat these roadblocks?

- Our trust must be great than our fears.
- Our belief must be greater than our doubts.
- Our results must be greater than our failures.
- I preparation must be greater than our limitations.

Resolve: some call it resiliency. You have to develop it.

Preparation: if you prepare yourself as well as capable you will always have a chance to succeed, and you will always what is most important for a leader: the respect of the team.

Three ingredients for success: respect, trust, like

Being liked comes from showing your appreciation for other people, being kind and helpful, not coming across as a know it all, showing respect, thinking about others' feelings, and engaging in the group instead of trying to stand out. We all know how important respect and trust or to advancing a career, but do not put likability on the back burner. Having all three parts of the triangle of success will take you much further for much longer than just having only one or two parts of the triangle.

Three ins: all in, not in, give in

Buy in is a step-by-step process that requires: belief, trust, truth.

In order to get buy-in we must first get "believe in". I am not going to buy into anyone I don't believe in. In order to get the believe in must first develop trust. I am certainly not going to "believe in" someone I don't trust. And in order to trust someone, I have to know that the trust is built on the truth there is. There's no way I can trust someone who does not tell the truth and does not live the truth.

All in: all in groups have a chance to achieve the goals.

Not in: these teams have no shot at success and are destined to fail.

Give in: these are the team members who tease us. They are "in" at times and not quite "in" at others. Give-ins are dangerous because of the selfish attitudes they bring and because they are always trying to persuade teammates to join them.

Three ups: showing, shutting up, keeping up

Showing up: starts with giving all of yourself all the time, treating every practice and every work day as important.

Shutting up: understanding that you don't know it all.

Keeping up: All about making sure that once you hear something you then invest the time to learn it. You learn, and then you study, you implement and you evaluate. Keep up with the trends in your business.

Chapter 5 – the power of lists (page 179)

1. Values
2. Overcoming the whelm
3. Inside the room
4. Personal success plan
5. Champions are about
6. Leave a job or leave a legacy

Values: A value is something that I am willing to be fired over and/or vigorously and personally fight for. Kevin lists them in 2 categories:

1. Those that serve as my guide in times of challenge and times that require difficult decisions.
2. Those I must live for others who are part of my life and that I look for in other I choose to be around.

Create your own values list! Example: what are the things that you value in a teammate, a leader. What are the things you value in terms of physical commitment you have to make to your craft. What are the things you value when things are not going so well for the team.

Overcoming the whelm:

- Keep the main the main thing
- It's about the priority management, not time management.
- Make time, don't find time.
- Plan your day, don't just show up today.
- Make decisions, don't just shuffle paper.
- Extend again.
- Make time to think.
- Simplify, simplify, simplify.

Inside the room: This list is a reminder that when he enters a meeting or discussion, he is going to do all he can to make sure that he is:

- The most prepared person in the room.
- The best listener in the room.
- The best question asker in the room.
- The best note taker in the room.
- The most respectful person in the room.

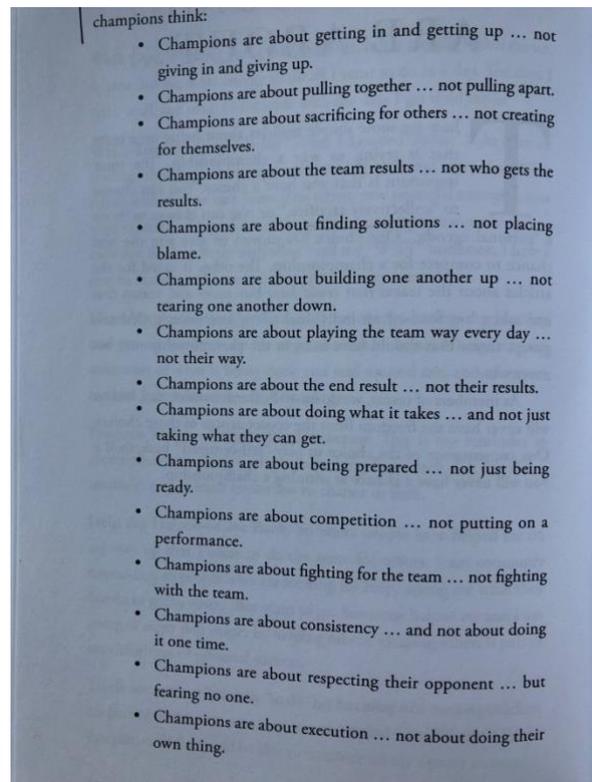
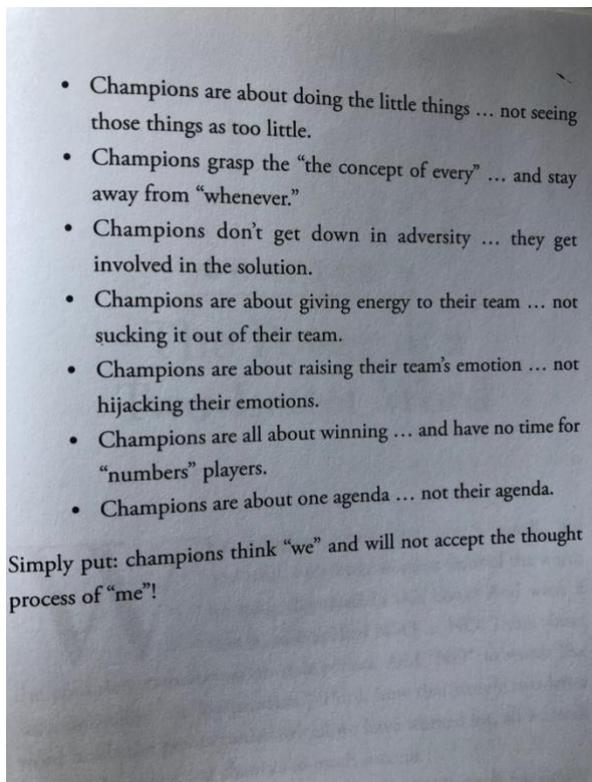
He wants to get the best information and the deepest answers, so he has to make sure to his questions elicit the best response.

Personal success plan: What am I intentionally going to do that will help me grow, develop, and improve? This will form your “will do” list. His Will do list consists of:

- Read (two or more hours each day).
- Think.
- Workout.
- Keep a WILT (What I Learned Today) list
- Have my antennas up.
- Produce today – prepare for tomorrow.
- Help the helper – give back.

Champions are about: Collective sacrifices.

Below is a list he created of a champions’ mindset, which explains how champions think:



Chapter 6 – The power of a two-letter word (page 195)

Think about the complete transformation if you would put NO in front of the words we discussed. NO trust, NO truth, NO standards to live up to etc. etc..

You won't be surprised to learn that I also made lists for our team. These are things as a team we were going to be sign NOT to do. The more I could get the team to come up with the items on the list, the better buy-in I got from them.

Chapter 7 – The power of your legacy (page 199)

It's not just about having success, it's about what you do with your success that really matters. His legacy may be: helping others find success and fulfillment by passing on what I've learned from the best of the best?

Leave a job or leave legacy: you leave a legacy by the attitude you bring day, the example you set, the conversations you have, and the mentoring you do. Your legacy comes from bringing your best every day and by bringing out everyone else's best as well.

The power of legacy has nothing to do with numbers and everything to do with the lessons. It's the value of the lessons you leave with those who lives you touch.

Conclusion (page 203)

Strength lies inside each of us:

- Start with your heart.
- Analyze with your head.
- Give your gut to say.
- Learn with your eyes and ears.
- Ask probing questions with your mouth.
- Find strengths in your mind.
- Be strong in your core.

Start with your heart: in order to be successful you have to put your heart into something, because that is the strength separator.

Analyze with you head: emotion is great, but it cannot be the focal point. Your head must provide the pre-thought and the logic that major decisions demand.

Give your gut a say: I find the god at the combination of all my experiences, successes, observations, conversations, and learning.

Learn with your eyes and ears: the best way to go through life is with big eyes, big ears, and a small mouth. Observe and learn. And stay quiet so you can concentrate on the lessons.

Ask probing questions with your mouth: what you learning is directly proportional to how much you grow. Use your mouth not too much to talk but to learn. Ask questions. Asked for more death of information and leave with total understanding.

Find strength in your mind: our minds are as strong as we need them to be, asked them to be, and train them to be

Be strong in your core:

1. My core consists of my mind first and foremost.
2. The second part of the core for me is my heart.
3. The other core is my discipline.
4. If I am strong of mind so that I can continue to learn and grow, if I am strong of heart and let it continue to guide me in right versus wrong, and if I have the discipline to overcome human nature, I feel I can reach almost any goal I set.

Once you decide what parts of this book fit you or your team, make sure they become who you are in everyday life. These words must be lived, not just using conversation. The best of the best domes just have them in the vocabulary-they live then each day. Then adopt and adapt; find your own words. And once you have made them who you are, pass them on to the next generation will one day sit in your seat and be part of a team just as you are.