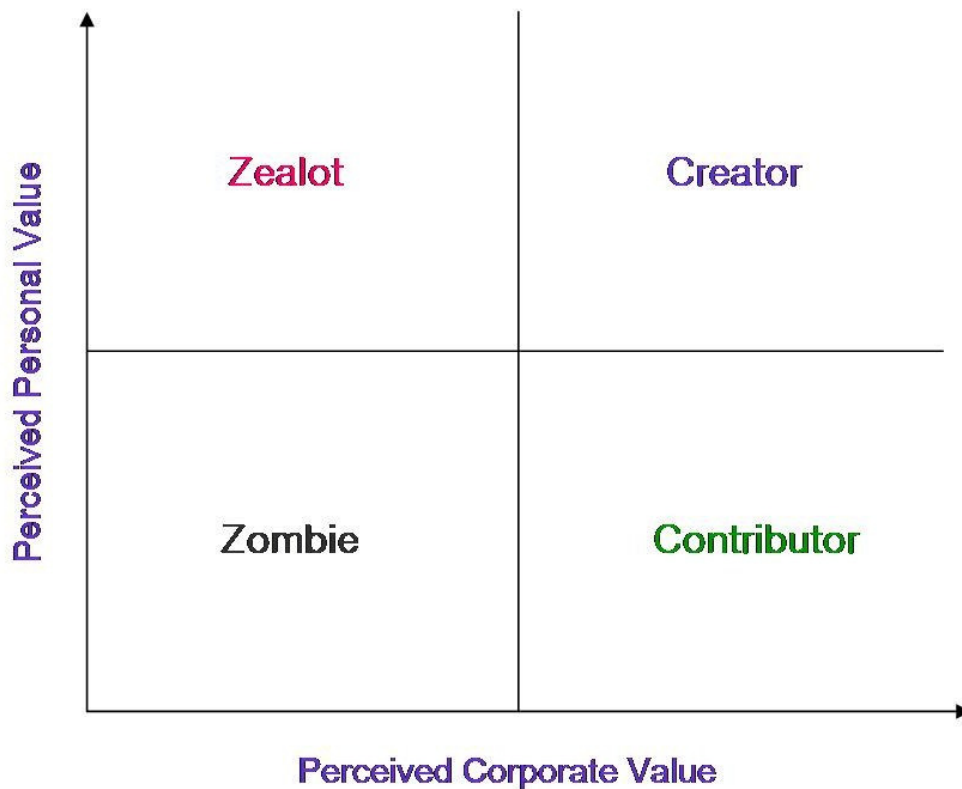


## The Passion Matrix



*How clear are you about WHY you do your job/work?*

*Do you really understand and appreciate the personal benefits of your work? Not just the obvious benefits of paying your bills each month, but some of the other less tangible benefits. For example, my work provides me with many opportunities to learn about new ideas. As well as developing my thinking, I also get the chance to hone many of my skills like writing, designing and influencing. It also provides me with opportunities to meet and learn about new people, as well as learn new things about the ones I have known a long time. My work is perfectly designed for who I am and what I am most interested in. It is ideally suited to my passions for learning and creating. So, how does yours benefit you?*

# Passion@Work

## How does the world benefit from your work?

Whatever work you do, it has an impact or influence of some kind in the world. It doesn't matter if it is a small or huge part of the world. What matters is our understanding of the value of this impact. Does your work have a beneficial effect beyond your personal benefits?

I get frequent feedback about the results of my work. It reinforces my belief that the effect of my work is beneficial in many ways beyond just paying my bills and providing me with opportunities to learn and express my self. I see people developing skills and using them to good effect. I see individuals and teams raising their awareness of themselves and each other and working together more effectively. I hear about organisations re-designing their processes, reorganising their people and repositioning their products and services to achieve their most desired goals. All as a result of some intervention delivered and or designed by me or my team. I sometimes compare the quality of leadership thinking and behaviour today with what I experienced more than 20 years ago and feel great pleasure at being a (small) part of this positive shift. And I meet more people now who are unwilling to compromise the quality of their lives. They balance all their needs with more sophisticated thinking and awareness than ever before.

So, how about you? How does your work make a valuable difference in the world today? It's important to be clear about this because it helps us to tap into that resource I call 'passion'. This is the energy and depth of caring that enables us to do whatever it takes to be successful. In organisations, I call people who have easy and abundant access to this state, 'Passionate Creators.'

# Passion@Work

Today, more than ever before our businesses and organisations need Passionate Creators to help us navigate our chaotic and uncertain economies and markets. Take a look at the descriptions and ask yourself what the balance is in your organisation. What percentage of Zombies can you afford to maintain? How easy might it be to turn Zealots and Contributors into Creators?

At Passion@Work we help many individuals, teams and organisations to build passionate commitment into their work.

# Passion@Work

	<i>Creator</i>	<i>Contributor</i>	<i>Zealot</i>	<i>Zombie</i>
<i>Values</i>	Excellence Real value Learning	Achievement Efficiency Process	Experience Action Freedom	Survival Sabotage Clear direction
<i>Beliefs</i>	We create hi value I can influence here	I/we create hi value 'They' decide	I create hi value I just do it	I/we don't count No body listens
<i>Energy &amp; Emotion</i>	High & Focused Possibility/positive	Steady Neutral/open	High Erratic	Low Negative/Depressed
<i>Skills</i>	Strategic Creative Thinking & Action	Goal driven Process	Action driven Flexible	Avoidance Sensitive to self Blame
<i>Priorities</i>	Self- Org – world Solutions	Organisations Goals	Own goals Problem fixing	Self preservation Confusion
<i>Behaviour</i>	Proactive Decisions Suggests ideas Builds Includes	Reactive/Proactive Critical Detached	Reactive Copes Loose Cannon	Reactive Blocks & Resists Complains Struggles