



TIMOTHY
KELLY

HIGH PERFORMANCE COACHING

YOUR PERSONALIZED

High Performance

GAP GUIDE

A Strategic Map to Close the Gap Between Where You Are NOW
and Where You're MEANT TO BE

TIM KELLY · CERTIFIED HIGH PERFORMANCE COACH

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meet your coach

Tim Kelly

HIGH PERFORMANCE COACH | REAL ESTATE INVESTOR | VETERAN LEADER



Tim Kelly is a Certified High Performance Coach, U.S. Navy Chief Petty Officer veteran, and the kind of leader who's built the very life most of his clients are working toward. He knows what it takes to perform when the stakes are real.

After two decades of disciplined execution—in uniform and in business—Tim co-founded Active Duty Passive Income and helped build a community that has guided thousands toward financial freedom through real estate.

Today he holds an ownership stake in roughly 2,000 income-producing units and is the bestselling author of *Military House Hacking*. But his real work is people: helping high performers find the clarity, courage, and energy to reach their next level.

His approach is direct, no-fluff, and built on a simple promise—he's already walked the path you're on, and he can help you collapse the timeline to get there.

Your Coach, Tim Kelly

credentials

- Certified High Performance Coach
- U.S. Navy Chief Petty Officer
- Bestselling Author, *Military House Hacking*
- Co-Owner, Active Duty Passive Income
- Experienced Commercial & Multifamily Investor

how to use This Guide

This guide is built around the five dimensions of high performance measured in your Clarity Assessment. Your results pointed to where your single biggest gap lives right now. Here's how to get the most from what follows.

1

Start with your primary gap.

Your assessment surfaced the one dimension holding the most leverage. Turn to that page first—it's where the fastest gains live.

2

Read the mindset shift, not just the tactics.

Each gap is held in place by a belief. The shift reframes the belief; the moves act on it. Skipping the shift is why most people stay stuck.

3

Run the three moves this week.

Every dimension gives you three concrete actions you can take in the next seven days. Pick one. Start today. Momentum beats perfection.

4

Check your combo if two scores tied.

If two dimensions came back close, the “When Two Gaps Tie” section names the exact pattern you're in—and what to do about it.

5

Book your call when you're ready to go faster.

This guide gives you the map. A focused conversation gives you the route—tailored to your situation, with the timeline collapsed.

The Direction Gap

The space between how hard you're working and whether you're working on the right things.

WHY THIS GAP SHOWS UP

Clarity gaps rarely come from a lack of intelligence or effort—they come from motion. High performers are wired to act, and action feels productive even when it's pointed at the wrong target. Over time, the busyness becomes a substitute for the harder question: is this the direction that actually matters? The gap hides because everything looks like progress.

THE MINDSET SHIFT

“More effort can't fix the wrong direction.”

THREE MOVES YOU CAN MAKE TODAY

1

Name the one outcome that matters most this quarter.
Write it in a single sentence. If you can't, that's the gap talking.

2

Audit your calendar against that outcome.
Cross out anything on this week's schedule that doesn't move it. Notice how much survives.

3

Say no to one good-but-misaligned commitment.
Clarity is protected by subtraction, not addition.

ENERGY · YOUR PERFORMANCE GAP

The Capacity Gap

The space between the demands you're carrying and the fuel you have to meet them.

WHY THIS GAP SHOWS UP

Energy gaps are the most ignored because high performers treat depletion as a badge of honor. You push through, you power on, you tell yourself rest is for later. But leadership, decision quality, and presence all run on the same battery—and a drained leader makes worse choices and inspires no one. The gap shows up not as a crash, but as a slow flattening of everything you used to do with fire.

THE MINDSET SHIFT

“You can't lead from an empty engine.”

THREE MOVES YOU CAN MAKE TODAY

1

Protect your first 60 minutes.

Guard the start of your day for what restores or focuses you—before the world makes its demands.

2

Cut one recurring energy leak.

Identify the meeting, habit, or relationship that consistently drains you, and reduce its grip this week.

3

Schedule recovery like it's a meeting.

Put rest on the calendar with the same authority as a deadline. It is one.

COURAGE · YOUR PERFORMANCE GAP

The Action Gap

The space between what you know you should do and what you're actually willing to do.

WHY THIS GAP SHOWS UP

Courage gaps are sneaky because they disguise themselves as patience, prudence, or “waiting for the right time.” High performers often have the clarity and the capability—what they lack is the willingness to risk the uncomfortable conversation, the bold ask, the visible move. The gap convinces you that more certainty will make the leap safer. It won't. Action is what creates the certainty you're waiting for.

THE MINDSET SHIFT

“Clarity doesn't create courage. Courage creates clarity.”

THREE MOVES YOU CAN MAKE TODAY

1

Take the smallest version of the scary action.

Courage compounds. One small brave move makes the next one easier.

2

Have the conversation you've been avoiding.

The one you keep rehearsing in your head is the one costing you the most.

3

Set a 48-hour deadline on a decision you've stalled.

Speed is a form of courage. Give the avoidance no room to live.

PRODUCTIVITY · YOUR PERFORMANCE GAP

The Execution Gap

The space between how busy you feel and how much of what matters actually gets done.

WHY THIS GAP SHOWS UP

Productivity gaps thrive in people who are genuinely hard workers. That's the trap—the effort is real, so the lack of results feels confusing. But output is not the same as impact, and a full day can still be an empty one. The gap lives in the difference between activity and leverage: the urgent crowds out the important, and the to-do list grows while the needle stays still.

THE MINDSET SHIFT

“Busy is not the same as effective.”

THREE MOVES YOU CAN MAKE TODAY

1

Identify your single highest-leverage task today.

The one that, if done, makes the rest easier or irrelevant. Do it first.

2

Batch or eliminate the shallow work.

Group the low-value tasks, or kill them. Stop letting them set your tempo.

3

End each day by choosing tomorrow's one priority.

Decide when you're calm, not when you're scrambling.

INFLUENCE · YOUR PERFORMANCE GAP

The Connection Gap

The space between what you can accomplish alone and what you could unlock through others.

WHY THIS GAP SHOWS UP

Influence gaps are common in people who got where they are by sheer self-reliance. The very strength that built your success—doing it yourself—becomes the ceiling on what you can do next. The gap appears as a quiet bottleneck: everything routes through you, growth stalls, and you mistake control for leadership. Your next level was never going to be reached alone.

THE MINDSET SHIFT

“Your next level runs through other people.”

THREE MOVES YOU CAN MAKE TODAY

1

Delegate one thing you've been guarding.

If someone can do it 80% as well, hand it over. Your time is the constraint.

2

Make one relationship deposit with no ask attached.

Influence is built before it's needed. Invest before you withdraw.

3

Ask for help on something visible.

Letting people contribute to your mission is how you multiply it.

when two gaps

TIE

If two of your dimensions came back close, you're living in the overlap of both. The next ten pages name the exact pattern you're in—and give you the shift and the moves to break out of it. Find yours.

CLARITY + ENERGY · WHEN TWO GAPS TIE

The Drifting Engine

When clarity and energy tie, you have real horsepower but no fixed heading—capacity without a course.

WHY THIS PATTERN SHOWS UP

You're not short on drive; you're short on direction for that drive. The energy keeps you moving, which masks the fact that the movement isn't pointed anywhere in particular. You feel productive and depleted at the same time, because effort without aim burns fuel without covering ground.

THE MINDSET SHIFT

“A full tank only matters once you've set the destination.”

THREE MOVES YOU CAN MAKE TODAY

1

Set the single destination first.

Before you spend another ounce of energy, name the one outcome that matters most this quarter.

2

Point your best hours at it.

Spend your peak-energy window on the work that moves that destination—nothing else.

3

Cut one high-effort, low-direction activity.

Find the thing you pour energy into that isn't tied to the goal, and stop it this week.

CLARITY + COURAGE · WHEN TWO GAPS TIE

The Held Breath

When clarity and courage tie, part of you senses the move—but you won't name it out loud or make it.

WHY THIS PATTERN SHOWS UP

You're holding your breath, waiting for certainty before you commit. But the clarity you're waiting for lives on the other side of the brave move, not before it. The longer you hold, the heavier the unspoken thing becomes.

THE MINDSET SHIFT

“Name it, then move—clarity arrives in the exhale, not the inhale.”

THREE MOVES YOU CAN MAKE TODAY

1

Say the goal out loud to one person.

Naming it to someone real turns a vague sense into a commitment.

2

Take the smallest brave step today.

One concrete action toward it will reveal more than another week of thinking.

3

Set a deadline on the move you're avoiding.

Give the held breath an end date.

CLARITY + PRODUCTIVITY · WHEN TWO GAPS TIE

The Busy Fog

When clarity and productivity tie, you're working hard against a target that's still blurry.

WHY THIS PATTERN SHOWS UP

The output is real, but it's scattered across a foggy aim, so the effort doesn't compound. You stay busy precisely because the lack of a sharp target lets everything feel equally worth doing.

THE MINDSET SHIFT

“Sharpen the target before you scale the effort.”

THREE MOVES YOU CAN MAKE TODAY

1

Define the one outcome in a sentence.
If you can't write it cleanly, the fog is the gap.

2

Rank today's tasks against that outcome.
Do the one that moves it most, first.

3

Eliminate one task that only feels productive.
Reclaim the hours the fog has been eating.

CLARITY + INFLUENCE · WHEN TWO GAPS TIE

The Unspoken Vision

When clarity and influence tie, you can see where to go—but you haven't brought anyone with you.

WHY THIS PATTERN SHOWS UP

The vision lives in your head, fully formed, and you assume others see it too. They don't. Until you articulate it and enroll people, it stays a private picture instead of a shared mission.

THE MINDSET SHIFT

“A vision only has power once it lives in someone else's head too.”

THREE MOVES YOU CAN MAKE TODAY

1

Put the vision into one clear paragraph.
Make it simple enough to repeat back.

2

Share it with one person who matters.
Enrollment starts with a single conversation.

3

Ask them what they heard.
If it didn't land, refine until it does.

ENERGY + COURAGE · WHEN TWO GAPS TIE

The Stalled Operator

When energy and courage tie, you're capable and clear—but running on empty and playing it safe.

WHY THIS PATTERN SHOWS UP

Depletion and caution feed each other: low fuel makes bold moves feel riskier, and avoiding them keeps you from the wins that would re-energize you. You stall in place, competent but stuck.

THE MINDSET SHIFT

“Refuel first—courage is expensive when you're empty.”

THREE MOVES YOU CAN MAKE TODAY

1

Restore capacity before the big move.
Protect rest this week so you have fuel to spend bravely.

2

Make one bold move from the restored tank.
With energy back, take the action you've been deferring.

3

Pair recovery with a single brave commitment.
Refuel and act in the same week, in that order.

ENERGY + PRODUCTIVITY · WHEN TWO GAPS TIE

The Grinding Wheel

When energy and productivity tie, you're working hard, draining fast, and producing little that matters.

WHY THIS PATTERN SHOWS UP

The wheel spins constantly, which feels like progress, but the effort isn't aimed at leverage—so it grinds you down without moving the load. Busyness becomes both the symptom and the painkiller.

THE MINDSET SHIFT

“Stop grinding harder; start grinding on what counts.”

THREE MOVES YOU CAN MAKE TODAY

1

Find today's single highest-leverage task.
The one that makes the rest easier or unnecessary.

2

Protect the energy to actually do it.
Guard one block of peak focus for that task alone.

3

Batch or kill the shallow work.
Stop letting low-value tasks set your tempo.

ENERGY + INFLUENCE · WHEN TWO GAPS TIE

The Withdrawn Leader

When energy and influence tie, depletion has quietly pulled you inward instead of out toward people.

WHY THIS PATTERN SHOWS UP

When you're drained, leading others feels like one more demand, so you retreat into doing it yourself. But withdrawal starves the very relationships that could lighten the load and multiply your impact.

THE MINDSET SHIFT

“You can't pour into others from a cup you've stopped refilling.”

THREE MOVES YOU CAN MAKE TODAY

1

Restore your own capacity first.
Reconnection takes energy—make sure you have some.

2

Re-engage one key relationship this week.
A single intentional conversation begins to reverse the retreat.

3

Delegate one thing you withdrew into doing alone.
Let someone back in.

The Capable Avoider

When courage and productivity tie, you can do the work—but you keep busy to dodge the work that counts.

WHY THIS PATTERN SHOWS UP

You're genuinely productive, which is exactly how the avoidance hides. Filling the day with capable, comfortable tasks lets you sidestep the one hard, high-stakes thing you know matters most.

THE MINDSET SHIFT

“Busy is the most respectable way to avoid what matters.”

THREE MOVES YOU CAN MAKE TODAY

1

Name the task you're avoiding.

Write down the one thing the busyness is protecting you from.

2

Do it first, before anything else.

Front-load the hard move so the day can't crowd it out.

3

Strip one comfortable task you hide in.

Remove the most convenient avoidance.

COURAGE + INFLUENCE · WHEN TWO GAPS TIE

The Silent Authority

When courage and influence tie, you have the standing to lead—but you won't use your voice.

WHY THIS PATTERN SHOWS UP

People would follow you if you asked, but you hold back the bold ask, the strong opinion, the visible stand. The authority sits unused, and your influence stays a fraction of what it could be.

THE MINDSET SHIFT

“Authority you won't exercise is influence you don't actually have.”

THREE MOVES YOU CAN MAKE TODAY

1

Make one bold, visible ask.

Use the standing you've earned on something that matters.

2

State a strong opinion on the record.

Let people see where you stand.

3

Lead one conversation you'd normally sit out.

Step into the room instead of around it.

PRODUCTIVITY + INFLUENCE · WHEN TWO GAPS TIE

The Lone Workhorse

When productivity and influence tie, you're getting things done—but alone, and everything bottlenecks at you.

WHY THIS PATTERN SHOWS UP

Self-reliance built your results, and now it's the ceiling. Every output routes through you, so growth stalls at the limit of your own hours. You mistake doing it yourself for leading.

THE MINDSET SHIFT

“Your next level can't fit through a one-person bottleneck.”

THREE MOVES YOU CAN MAKE TODAY

1

Delegate one thing you've been guarding.
If someone can do it 80% as well, hand it over.

2

Build one relationship that scales you.
Invest before you need the help.

3

Ask for help on something visible.
Let people contribute to the mission and multiply it.

your next

MOVE

You now have the map. You know your gap, the mindset that's been holding it in place, and the moves that close it. The question isn't whether you can do this—it's how fast.

I've already walked the path you're on. In one focused conversation, we'll pinpoint your highest-leverage move and build the route to get there—with the timeline collapsed.

BOOK YOUR 30-MINUTE CLARITY CALL

<https://calendly.com/call-with-tim-kelly/30-minute-clarity-call>

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Your Coach, Tim Kelly