

Kaizen Method Training

Mentor Guide Book

改善

Change for Good

Kaizen is a Japanese word which translates to mean “continuous improvement.” It’s a “do better every day and everywhere” philosophy. The focus is on small & frequent improvements to an existing process.

Table of Contents

Level 1 - Self Leadership and Pod Leadership	5
Level 1 – Journal.....	7
Achieving Success through Mindset and Action.....	9
Achieving Success through Mindset and Action Journal	14
Week 1 Mentor Recap (Menopause).....	17
Week 1 - Journal (Menopause).....	18
Level 1 – Reinforcement	19
Level 2 - Microbiome Reset Mentor Masterclass	21
Level 2 – Journal (Microbiome Reset)	23
Level 2 - Reinforcement	27
Level 2 - Week 2 Meeting Recap (Should I be a Mentor)	38
Week 2 - Journal (Should I be a Mentor).....	40
Week 3 – Mentor Meeting Recap (Regular Bowels).....	41
Week 3 – Journal (Regular Bowels).....	42
Week 4 – Mentor Recap (Emotional Breakdowns).....	43
Week 4 – Journal (Emotional Breakdowns).....	45
Level 3 - Gaining Complete Control of Your Life (so you can help others).....	46
Level 3 - Reinforcement	48
Week 5 – Mentor Meeting Recap (Self Sabotage).....	55
Week 5 – Journal (Self Sabotage).....	57
Week 6 – Mentor Recap (Stress Eating)	58
Week 6 – Journal (Stress Eating)	60
Week 7 – Mentor Meeting Recap (Avoiding Shutdowns)	61
Week 7 – Journal (Avoiding Shutdowns).....	64
Week 8 – Mentor Meeting Recap (Testing Foods)	65
Week 8 – Journal (Testing Foods)	68
Week 9 – Mentor Recap (Back On Track)	69
Week 9 – Journal (Back On Track)	70
Week 10 – Mentor Meeting Recap (Gaining Weight After COVID)	71
Week 10 – Journal (Gaining Weight After COVID).....	74
Week 11 – Mentor Meeting Recap (Emotional Funk)	75
Week 11 – Journal (Emotional Funk).....	76
Getting Out of a Funk: A Personal Growth Approach.....	77
Getting Out of a Funk: A Personal Growth Approach Journal	79
Week 12 – Mentor Meeting Recap (Energizing Foods)	80

Week 12 – Journal (Energizing Foods)	81
Level 4 - Mental Strength Training Master Class	82
Level 4 – Journal (Mental Strength Training).....	85
Level 4 - Reinforcement	87
Week 13 – Mentor Meeting Recap (Improving the Program).....	89
Week 13 - Journal (Improving the Program).....	90
Week 14 – Mentor Meeting Recap (New Job Possibility).....	91
Week 14 – Journal (New Job Possibility)	92
Level 5 - Having Tough Conversations	93
Level 5 - Reinforcement	99
Week 15 – Mentor Meeting Recap (Putting Yourself First).....	103
Week 15 – Journal (Putting Yourself First)	104
Week 16 – Mentor Recap (Sleeping with a Racing Mind)	105
Week 16 – Journal (Sleeping with a Racing Mind)	106
Week 17 – Mentor Recap (Motivating Others)	107
Week 17 – Journal (Motivating Others).....	108
Week 18 – Mentor Recap (Migraines).....	109
Week 18: Journal (Migraines)	110
Level 6 – Body Recomposition Mentor Masterclass	111
Level 6 - Journal.....	114
Level 6 – Reinforcement	116
Week 19 – Mentor Meeting Recap (Hungry after Fruit Study).....	118
Week 19 – Journal (Hungry after Fruit Study)	120
Week 20 – Summary (Getting out of a Funk)	121
Week 20 – Journal (Getting out of a Funk)	123
Week 21 – Overwhelm.....	124
Week 21 – Journal (Overwhelm)	126
Level 6 – PSA You’re Gonna Mess Up	127
Level 6 – PSA Journal	128
Soft Skills Training Section	130
Understanding and Developing Curiosity	131
Understanding and Developing Curiosity - Journal.....	133
How to Have Effective Conversations: The IDEA Model.....	134
The IDEA Model Breakdown	135
Bird Test and Branding.....	137
Bird Watching Basics Chart.....	139

Date: _____

Results from the Bird Test Training on 10/6/2024.....	140
Personal Branding.....	141
Mentoring Section.....	142
My Mentor Experience	143
"The Mentoring Manual"	146
Chapter 1 of "The Mentoring Manual".....	147
Chapter 2 of "The Mentoring Manual"	149
Chapter 3 of "The Mentoring Manual"	152
Chapter 4 of "The Mentoring Manual".....	156
Chapter 5 of "The Mentoring Manual".....	159
Practical Tools and Tips from Chapter 5	161
Additional Designated Mentor / Mentee Information.....	162
Pod Meeting Focus.....	166
Tips on How to Lead a Pod.....	167
Suggested Structured Pod Meeting Framework.....	168
Sample Pod Meeting Agendas	172
Pod Meeting Focus: Managing Setbacks.....	173
Setback Tracking Chart.....	175
Pod Meeting Focus: Increasing Activity.....	176
Increasing Activity Chart.....	178
Pod Meeting Focus: Long-Term Habit Sustainability.....	180
Long Term Sustainability Chart.....	182

Level 1 - Self Leadership and Pod Leadership

This guide focuses on the themes of burnout, impostor syndrome, and effective ways to manage personal and professional stress. It highlights the struggles many individuals face due to societal pressures, personal expectations, and the overwhelming desire to help others, often leading to emotional exhaustion.

Understanding Burnout:

The text identifies burnout as a significant concern for professionals, especially those in helping roles like educators. It emphasizes that burnout often occurs when individuals invest their energies in people who are not receptive to help. The document argues that focusing on those who are willing and eager to improve is essential in mitigating feelings of burnout.

Imposter Syndrome:

The text outlines the characteristics and roots of imposter syndrome, which is prevalent among high achievers. It asserts that individuals affected by imposter syndrome tend to be highly critical of themselves, often stemming from comparisons with others or external pressures. A growth mindset is encouraged over a fixed mindset—emphasizing that self-worth is not solely defined by accomplishments.

Building Evidence Against Self-Doubt:

It suggests that individuals should actively seek out and stack evidence of their achievements to combat feelings of inadequacy. Regular self-reflection, keeping a record of accomplishments, and cultivating self-kindness are strategies shared for overcoming imposter feelings.

Selective Giving:

The guide stresses the importance of selectively giving one's time and energy. It proposes that spending quality time with loved ones or focusing efforts on those who are receptive can help restore personal balance and reduce feelings of burnout.

Empathetic Communication:

Guidance is provided on how to provide support to others effectively, stressing the importance of being empathetic rather than immediately jumping into problem-solving mode. Listening and validating feelings before offering advice is highlighted as crucial.

Empowerment Through Self-Talk:

Techniques for improving self-talk are included, suggesting individuals practice speaking to themselves kindly and constructively. The practice of recording and reflecting on positive affirmations or supportive messages is encouraged.

Comparison Reflection:

The guide advises against unhealthy comparisons with others. Instead, it encourages individuals to compare themselves only to their past selves, fostering a mindset of continuous personal development.

Resilience and Growth:

Overall, the content encourages resilience in the face of challenges and promotes personal growth through active engagement rather than avoidance or seeking easy solutions.

Abram recommends that mentors watch the guide, “Mental Viewpoint - Making Success Inevitable” next.

What are the three lessons we can learn from chickens on how to be successful and reach their goals?

What promise can you make to yourself, that you can commit to?

Date: _____

Level 1 – Journal

Reflecting on Burnout: When was the last time you felt burnt out? What contributed to that feeling, and how did you respond?

Experiences of Impostor Syndrome: Can you recall a specific instance when you felt like an impostor? How did it affect your actions and decisions?

Self-Perception: If someone you care about was describing your accomplishments and qualities, what do you think they would say? What might surprise you about their perspective?

Selective Giving: Who in your life feels deserving of your time and energy right now? How can you focus more on supporting them?

Setting Healthier Comparisons: How do you typically compare yourself to others? In what ways can you shift your focus to comparing yourself to your past self instead?

Date: _____

Practicing Self-Kindness: Write a letter to yourself as if you were giving advice to a close friend who feels down about their achievements. What would you tell them?

Identifying Triggers: What situations or environments tend to trigger feelings of inadequacy or burnout for you? How can you alter these situations moving forward?

Developing a Growth Mindset: What barriers do you face in adopting a growth mindset? How might overcoming these barriers help you feel more competent and confident?

These questions can serve as a reflective practice to delve deeper into one's thoughts and feelings related to burnout, self-worth, and personal growth.

Achieving Success through Mindset and Action

The Guide presents a comprehensive approach to achieving personal goals by emphasizing clarity, belief, continuous improvement, and focused action. Here's a concise summary:

Clear End Goals:

Establishing a well-defined end goal makes the path to success obvious, preventing distractions from lesser objectives and "shiny object syndrome" (e.g., jumping between diets or supplements).

BKA Framework:

Belief: Cultivate a strong belief in your ability to achieve your goals. Commit 100% to improving your physical, mental, and emotional health, eliminating doubts and excuses.

Kaizen: Adopt the Japanese principle of continuous improvement by striving to be 1% better each day. Focus on small, consistent changes that lead to significant long-term progress.

Action: Implement the improvements consistently by taking deliberate actions toward your goals.

Commitment and Mindset:

Fully commit to your goals, prioritizing them above other aspects of life without fearing negative impacts on relationships or responsibilities.

Develop a future-focused mindset, concentrating on creating a better future rather than dwelling on past challenges or failures.

Overcoming Obstacles:

Address and eliminate limiting beliefs that hinder progress by asking empowering questions (e.g., "How can I make this goal easy to achieve?" instead of "Why is this so hard?").

Replace negative self-talk with positive affirmations to reinforce control and capability over your actions and decisions.

Learning and Adaptation:

Set realistic, achievable goals by learning from others who have succeeded in similar endeavors. Utilize available resources like books, videos, guides, and courses to shortcut your path to success.

Focus on the "lead domino"—the most impactful aspect of your health and fitness that, when improved, enhances other areas.

Tracking Progress:

Regularly evaluate your progress by comparing your current self to your past self, not to an ideal or others. Celebrate small wins to maintain motivation and reinforce positive behavior.

Minimal Effective Dose:

Identify the smallest amount of time, energy, and effort needed to achieve your goals, ensuring sustainable and manageable progress.

Resilience and Adaptability:

Adapt your focus based on current life circumstances, ensuring that your coping mechanisms and actions remain healthy and effective.

Incremental Improvement (Kaizen):

- **1% Daily Improvement:** Small, consistent daily improvements compound over time, leading to significant long-term progress. For example, a 1% improvement each day results in a 7.21% improvement weekly and approximately 3,778% over a year.
- **Focus on Progress, Not Perfection:** Emphasizes making continuous progress without the pressure of being perfect. Simple actions, like eating one apple a day, build consistent habits without requiring excessive willpower.

BKA Framework:

- **Belief:** Develop a strong belief in your ability to achieve your goals. Commit fully to improving your physical, mental, and emotional health, prioritizing your goals above distractions and excuses.
- **Kaizen:** Implement the principle of continuous improvement by making small, manageable changes that accumulate over time.
- **Action:** Take consistent, deliberate actions based on your incremental improvements to move steadily toward your goals.

Removing Willpower from the Equation:

- **Make Goals Easy to Achieve:** Simplify goals to reduce reliance on willpower. For instance, committing to a small, enjoyable task like eating an apple daily ensures consistency even during stressful times.
- **Minimum Effective Dose:** Identify the smallest amount of effort needed to make meaningful progress, ensuring sustainability and reducing burnout.

Tracking and Accountability:

- **Daily Weigh-Ins and Food Tracking:** Regularly monitoring weight and food intake desensitizes emotional reactions and provides clear data for making informed decisions.
- **Acknowledge Accomplishments:** Daily recognition of achievements boosts motivation and prevents self-sabotage. Sharing wins with a supportive community reinforces positive behavior.

Support Systems and Community:

- **Empathetic Witnesses:** Surround yourself with supportive individuals who celebrate your successes and help you stay accountable without judgment.
- **Shared Goals:** Engaging with others on similar journeys creates an "abundant spiral" of mutual support and energy, enhancing overall motivation and success rates.

Mindset and Psychological Resilience:

- **Future-Focused Thinking:** Concentrate on creating a better future rather than dwelling on past failures or negative experiences. This positive outlook fuels long-term success.
- **Overcoming Limiting Beliefs:** Replace negative self-talk with empowering statements. Ask questions that facilitate solutions, such as "How can I make this goal easy to achieve?" instead of "Why is this so hard?"
- **Resilience Through Consistency:** Regularly making small improvements builds mental and emotional strength, enabling you to handle life's challenges more effectively.

Commitment and Investment:

- **Point of No Return:** Financial and personal commitments (like paying for a coaching program) create a psychological investment that reinforces dedication and reduces the likelihood of quitting.
- **Consistency Bias:** Demonstrating commitment through actions (e.g., signing up for programs, attending regular sessions) solidifies your identity as someone who pursues and achieves goals.

Optimizing Influences:

- **Choose Positive Influences:** Surround yourself with people who energize and support you, while distancing yourself from toxic individuals who drain your motivation.
- **Celebrate Others' Successes:** Cultivate an abundance mindset by genuinely celebrating others' achievements, which fosters a supportive and non-competitive environment.

Structured Guidance:

- **Weekly Guidance:** Follow a structured weekly plan to address underlying psychological barriers and reinforce positive habits. This ongoing support helps solidify changes and maintain momentum.
- **Lead Domino Approach:** Identify and focus on the most impactful areas of your health and fitness that, when improved, enhance other aspects of your life.

Sustainable Success:

- **Long-Term Consistency:** Aim for sustained improvements by maintaining consistent habits over extended periods, such as years, rather than seeking short-term, extreme changes.
- **Self-Recognition as a Winner:** Building a track record of small successes reinforces a positive self-image, making it easier to continue striving toward larger goals.

By integrating clear goal-setting, continuous small improvements, supportive communities, and a resilient mindset, this approach aims to create a sustainable and effective path to long-term personal success.

Achieving Success through Mindset and Action Journal

These journal prompts will guide reflection on continuous improvement, mindset shifts, and the practical strategies required for long-term success.

What is your current well-defined end goal, and how does it help you avoid distractions or "shiny object syndrome"?

What limiting beliefs are currently holding you back, and how can you re-frame them into empowering questions that make your goals easier to achieve?

Reflect on how adopting the Kaizen principle of 1% daily improvement has impacted your progress. What small, consistent change have you made recently, and what was the result?

Date: _____

How do you cultivate belief in your ability to achieve your goals? What actions have you taken to eliminate doubts and excuses?

What is the most impactful area of your health or fitness (your "lead domino") that, when improved, positively influences other areas? How are you focusing on this?

In what ways do you track your progress by comparing your current self to your past self? What recent small wins have you celebrated, and how did they motivate you?

What does "minimal effective dose" look like in your current efforts? How are you ensuring that you are putting in just enough effort to sustain progress without burnout?

Date: _____

How have you adapted your focus or approach based on your current life circumstances? What healthy coping mechanisms have you implemented during challenging times?

What positive influences have you surrounded yourself with recently, and how have they helped you stay on track with your goals? How do you distance yourself from toxic influences?

What does long-term consistency look like for you? How are you reinforcing your positive habits over extended periods, and how do you recognize yourself as a "winner" in your journey?

Week 1 Mentor Recap (Menopause)

Hormones and Emotional Well-Being:

There's a significant discussion about how hormonal fluctuations, particularly in women, can lead to intense emotional outbursts and feelings of irritability or sadness. The document emphasizes the importance of recognizing that these feelings don't define one's identity.

Self-Awareness:

Conscious awareness is crucial for understanding emotional triggers. Participants are encouraged to reflect on what makes them feel better or worse in different situations. Bringing this awareness into the forefront can aid in managing emotional responses more effectively.

Physical Activity:

Weight training is highlighted as a constructive way to manage stress and translate physical energy into productive outlets. There is a recognition of how previous health challenges (like illness) can hinder this practice, but resuming physical activity is presented as beneficial for both emotional and physical health.

Metabolizing Stress:

Rather than striving to eliminate feelings of irritability or moodiness, the focus is on finding ways to use those emotions. Different techniques, such as physical exercise or mindfulness practices, can help in channeling emotional energy into a positive direction.

Data-Driven Decision Making:

The document emphasizes making decisions based on personal experiences instead of external advice alone. Reflecting on what has worked well or created difficulties in the past can guide individuals toward healthier choices in their emotional, dietary, and lifestyle habits.

Positive Self-Talk and Affirmations:

The importance of self-compassion is discussed, suggesting that individuals should treat themselves with kindness, especially during emotionally charged moments. Verbal affirmations and reminders should be strategically placed to help prompt healthier thoughts when facing challenges.

Week 1 - Journal (Menopause)

Reflection on Triggers:

What specific situations or emotional triggers have I identified in the past week that lead to heightened feelings of irritation or sadness? How can I prepare for or manage these triggers moving forward?

Emotional Reactions:

In moments of intense emotional reactions, how can I remind myself that these feelings do not define who I am? What strategies can I put in place to help recognize and separate my feelings from my identity?

Physical Activity's Role:

How has my routine with physical activity impacted my emotional well-being? What steps can I take to reintegrate activities like weight training into my weekly plan?

Self-Affirmation Practices:

What affirmations or reminders can I use to foster a kinder internal dialogue during challenging emotional moments? How can placing these reminders in my environment shift my mindset over time?

Level 1 – Reinforcement

1. What is the primary cause for impostor syndrome, burnout, and negative thoughts that keep you in the Gap? (the Gap is measuring yourself compared to an ideal vs the Gain being the measurement compared to your previous self in the exact same scenario)

- A. Not holding myself to a high enough standard and being too easy on myself
- B. Working too much. Not having time off.
- C. Working on things that don't show my contribution made a difference that is appreciated.

2. How do you reverse these negative thought patterns like impostor syndrome, burnout, or never feeling good enough when they have been reinforced for months, years, or decade

- A. When it comes to making your life better you just need to do it. There's no excuses. Just do what you know you need to do.
- B. Create so much evidence to the contrary of those beliefs that eventually it becomes irrational to feel that way. Selective giving.
- C. Fight your current psychology to become a better version of you.

3. Selective giving is the key to prevent burnout and create evidence; you're appreciated while making a difference in someone's life. Where are the best places to find these people to give your time, energy, and attention to?

- A. People in your life that want to be helped like kids, healthy relationships, and women you can mentor in this program.
- B. Try to help everyone and do not set boundaries on how much you're willing to help someone who doesn't value or take your help.
- C. Keep doing the same actions but start demanding that the people around you show gratitude for what they now feel is expected from you.

4. When someone is going through a hard time and they are stating what has happened in their life - what is the best response?

- A. You'll be fine, don't worry.
- B. Give them advice on how to fix their problem.
- C. How are you handling everything?

5. When you take the advice of chickens to guarantee you see the success(BKA!) you want it starts with this most important question...This will determine the quality and quantity of your actions.

- A. Be grateful for what you have.
- B. Believe with 100% certainty it's possible to be successful.
- C. Be better than your previous self.

6. How many people can be a Pod leader and/or Kaizen Mentor?

- A. 1
- B. Anyone that wants to be.
- C. Only a Kaizen Mentor.

Level 2 - Microbiome Reset Mentor Masterclass

Holistic Approach to Eating:

The guide emphasizes a mindful approach to nutrition, advocating for eating foods that promote health rather than simply counting calories. It suggests individuals evaluate their food choices alongside past habits to identify personal growth. The idea is to gradually incorporate healthier options without feeling deprived.

Nature-based Foods:

A significant portion of the guide focuses on the benefits of whole foods—those that come from nature. The recommendation is for 80% of one's diet to consist of these foods. The remaining 20% can include more indulgent options. This approach not only aims for better health but also reduces feelings of guilt surrounding food choices.

Understanding the Microbiome:

The importance of a balanced microbiome is addressed, highlighting its role in digestion and overall health. The document explains how a healthy microbiome contributes to maintaining a healthy weight, improving skin conditions (such as acne), enhancing mood, and boosting energy levels. It notes that food choices directly influence the composition of the gut microbiome.

Role of Dietary Fiber:

Dietary fiber is emphasized as crucial for digestive health. The guide details how fiber aids in metabolic processes and is vital for reaching the distal colon, where significant fermentation occurs. The importance of consuming long strands of fiber to promote gut health is reiterated, as they can help regulate hunger and blood sugar.

Meal Timing and Intermittent Fasting:

Recommendations for meal timing include having a substantial breakfast to optimize metabolism early in the day. It also proposes skipping dinner if one is not hungry, promoting a form of intermittent fasting. This approach encourages weight loss and may enhance metabolic efficiency.

Carbohydrate Misunderstandings:

The text addresses common misconceptions about carbohydrates, particularly demonizing them. It clarifies that fiber is a type of carbohydrate that is beneficial rather than harmful. The guide suggests using a specific carb-to-fiber ratio when selecting foods, ideally prioritizing high-fiber options like fruits, vegetables, and whole grains.

Hydration and Gut Health:

The significance of hydration is highlighted, especially in relation to fiber intake. The guide advises drinking plenty of water to facilitate the digestion of fiber and prevent issues such as bloating and constipation. Maintaining adequate hydration supports overall bodily functions and enhances digestive health.

Supplements vs. Whole Foods:

A traditional diet vs. reliance on supplements is discussed, emphasizing that most nutritional needs can typically be met through whole foods. The guide critiques the supplement industry and its marketing, suggesting that people often over-rely on them for nutrients that could be better absorbed through a varied diet. It advocates for eating nutrients naturally over taking them in pill form.

Mindfulness and Reflection:

Finally, the guide encourages individuals to document their food experiences and emotions related to eating. This practice of journaling serves as a tool for self-awareness, helping individuals recognize patterns in their food choices, emotional triggers, and how these impact their overall health and well-being.

Level 2 – Journal (Microbiome Reset)

Current Eating Habits:

What three positive eating habits do you observe in yourself? What are three negatives that you would like to change? Reflect on how these habits influence your physical and mental well-being.

Thought Process on Food Choices:

Describe a food choice you made this week. What influenced that decision? Was it convenience, cravings, emotional support, or nutritional knowledge?

Whole vs. Processed Foods:

How do you feel after consuming meals that consist mainly of whole, natural ingredients compared to those that are highly processed? Write about the differences in your energy levels and mood.

Conscious Awareness in Eating:

Define what conscious eating means to you. How can you incorporate more mindfulness into your eating practices? What specific steps can you take to be present during meals?

Exploring New Foods:

Have you tried any new whole foods or recipes recently? Describe the foods you tried and how they affected your energy, mood, and overall satisfaction with your meals.

Hydration Strategies:

What are your current hydration habits? Write about how you can increase your water intake, and identify specific times in your daily routine when you can incorporate more hydration.

Intermittent Fasting Reflection:

What are your thoughts on intermittent fasting? Are you open to trying it? Discuss any potential challenges or benefits you foresee in adopting this practice.

Engagement with Fiber:

Reflect on your current fiber intake. What high-fiber foods do you regularly consume, and how do they impact your digestion and energy?

Emotional Responses to Food:

Did you have any emotional connections to food this week? How did certain foods make you feel emotionally and physically? Consider journaling about any cravings or feelings of guilt.

Prioritizing Meals Throughout the Day:

How do you prioritize your meals throughout the day? Are there adjustments you could make to optimize energy levels and better support your health goals?

Healthy Diet Comparison:

Write about a period in your life when you felt your diet was aligned with your health goals. What did this look like, and how did you feel physically and mentally during that time?

Balanced Breakfast Components:

What does a balanced breakfast mean to you? List the items you typically include, and explore how you might enhance nutrient density in your morning meals.

Consider the differences between your past diet and your current selections. What improvements do you notice, and how have these changes affected your physical health and energy?

Identifying Barriers:

What challenges do you face in maintaining a healthy diet? Identify specific obstacles and brainstorm potential solutions to overcome them.

Perception of Supplements:

Reflect on your current thoughts about dietary supplements. Do you feel more inclined to depend on them, or would you rather focus on sourcing nutrients from whole foods? Discuss why you feel this way and how your perspective might affect your health choices in the future.

Level 2 - Reinforcement

1. The government has given us guidelines on how to be healthy but I recommend skepticism from trusted sources because of the power of the \$161,200,000,000 food & supplement industry. According to the ruling by the US Congress which food has been counted as a vegetable?

A - Apple

B - Banana

C – Pizza

2. MULTIPLE CORRECT ANSWERS: Which of the following benefits do you get from a healthy microbiome?

A - smooth skin

B - healthy hair

C - improved mood (less anxiety / depression)

D - increases energy

E - increases your ability to focus

F - eliminates unwanted cravings

G - can cure headaches, sore muscles, and chronic fatigue

H - naturally helps you reach a healthy weight

3. What microbes is your gut microbiome made up of?

A - Viruses, fungi, yeast, and bacteria

B - Good bacteria

C - Undigested food particles

4. How your microbiome is created and formed is entirely based on what?

A - What exercises you do.

B - How much you sleep.

C - What you feed it.

5. Although we do not use this carbohydrate directly for energy it is absolutely vital to gut health.

A - Sugar

B - Bread

C - Dietary fiber

6. What treatment has consistently shown that the gut microbiome determines someone's ability to reach a healthy body weight and is not just a genetic destiny you can't control?

A - Liposuction

B - Fecal Microbiota Transplant

C - Cool sculpting

7. Is there any connection between your gut and mind when it comes to anxiety?

A - Yes - microbes produce the neurotransmitter called gamma-aminobutyric acid (GABA), which helps control feelings of fear and anxiety

B - No - how you feel digestively has no impact on how you feel mentally

8. MULTIPLE CORRECT ANSWERS: It's just calories in vs calories out and a caloric deficit is the only way to lose body fat. This leads to the faulty thinking that counting calories must be the most effective solution. Why is counting calories harder than resetting your microbiome?

A - All calories are not created equally. Each person's ability to metabolize when you eat is different from person to person due to the massive difference between microbiomes.

B - If you can create a healthy microbiome, it naturally creates a caloric deficit through a better metabolism, better mental health, and healthier relationship with food.

C - Our bodies & minds feel better when fueled by nutrients vs empty calories. Highly processed and highly palatable foods lead to a hormonal cascade of a diet that has you eating foods that you're not proud of.

9. What % of studies are never repeated?

A - 10%

B - 25%

C - 70%+

10. What is the major downside to recommending supplements over trying to get the nutrients you need through food in your diet?

A - It's too easy - it's more fun if it's hard

B - 95% of what you need is very easy to get in a healthy diet vs trying to take a pill or powder that costs more and you have to keep taking the rest of your life

C - All supplements are bad

11. What is the difference between "essential" and "non-essential" fatty acids or amino acids?

A - Essential means we need them every day.

B - Essential means are body does not produce them naturally so we need to consume them.

C - Essential means that we should not eat carbohydrates.

12. You should never eat processed foods, protein powder, or count calories.

A - True

B - False

C - It depends on what works for you specifically.

13. We work off the Lead Domino approach to health and fitness. If you aren't having this ONE thing it should be your top priority, even if that means taking medications or supplements that help you achieve it...

A - Protein intake

B - Regular bowel movements

C - Weight loss

14. MULTIPLE CORRECT ANSWERS: What are some solutions to constipation?

- A - Prune & Celery Juice
- B - Activity/Stimulants (ginger tea, coffee, exercise)
- C - Bidet / Prop up Feet
- D - Detox / Cleanse
- E - Magnesium L-Threonate
- F - Psyllium Husk (Metamucil)
- G - Fermented foods (yogurt, sauerkraut, & kimchi)
- H - Red Meats
- I - High amounts of 1 food (e.g. olive/coconut oil)

15. MULTIPLE CORRECT ANSWERS: To recover from diarrhea what are some good potential options?

- A - Avoiding stimulants/spicy food
- B - Processed high-fiber carbs (like brown-rice pasta)
- C - High protein diet (meat off bone & red meat is best)
- D - Mashed potatoes
- E - Smaller meals that are spaced further apart
- F - Soups
- G - High fiber diet (whole fruits, vegetables, etc.)

16. If you are not having regular bowel movements then the goal should be to center your diet around 1 food that you know does well for you digestively. What are the 3 different types to test?

A - Raw(uncooked), Organic, and Frozen

B - Raw (you cook it), Frozen, and Canned

C - Organic, Frozen, and Canned

17. After you find a diet that creates regular bowel movements centered around one type of food eventually it will stop working. You then should repeat the testing process to find another one that creates regularity. How many diets do you want to cycle between?

A - 3

B - 5

C - 1

18. What can you add more of into your diet to regulate blood sugar levels, change cravings, reset your microbiome, and cure leaky gut?

A - Water then whole fruits and vegetables

B - Spicy food

C - Laxative

19. MULTIPLE CORRECT ANSWERS: How do you know a Microbiome Reset has occurred?

A - You have more energy after eating

B - Processed foods cause gastrointestinal distress

C - You start to crave foods that look like they come from nature

D - Weight is trending downward (if weight loss is the main goal)

20. How much water should you drink in a day to constantly lose body fat?

A - Half your body weight in ounces

B - 1 gallon

C - Total water intake does not have an impact on weight loss

21. Why do we have client take pictures of everything they eat and drink?

A - So we can catch them eating bad foods.

B - Bring conscious awareness to what they eat.

C - To make the program needlessly difficult.

22. If someone doesn't take pictures of their food and enjoys counting calories, should we tell them to stop counting calories?

A - Yes - counting calories is always a bad idea.

B - No - if it works for them that's what matters.

23. What is the ultimate path to creating a diet that works every single time?

A - Detox / cleanse

B - Test test test!

C - All whole food diets

24. MULTIPLE CORRECT ANSWERS: In general, what foods should be added to a diet to help create an extremely healthy microbiome?

A - Foods that look like they come from nature that you have MORE energy after eating (e.g. canned green beans, jalapenos, fish)

B - Fermented foods - specifically Kimchi or Sauerkraut (cannot be cooked or jarred or microbes are dead) goat or sheep milk Kefir/yogurt.

C - High quality protein powders - whey, casein, and cottage cheese.

D - Nutrient-dense foods like asparagus, carrots, garlic, Jerusalem artichokes, radishes, tomato, broccoli sprouts, onions, green leafy vegetables, eggs, lean cuts of meat off the bone, & and fishlike salmon/sardines.

E - 20 different colors/shades of whole fruits and vegetables

25. MULTIPLE CORRECT ANSWERS: When someone runs into a weight-loss plateau then what questions should you ask?

A - Has anything changed for sleep, stress, diet, or exercise in the last week?

B - What are the commonalities in the days when they gain/lose weight?

C - Are there any foods that look like they come from nature that always cause a crash or give you energy?

D - Do you have the basics in the diet?

Water, food from nature, then rest of meal.

Fermented foods

Fish

Hungry before eating (willing to eat lettuce as meal)

E - Are you hungry enough to eat boiled chicken and a head of lettuce or is this stress eating?

F - What is your problem?

26. MULTIPLE CORRECT ANSWERS: If someone is going to stress eat then what are the 3 options you should lean into to curb the unwanted cravings?

A - Spicy foods (more than normal)

B - Stimulants like walking or carbonated soda water with caffeine

C - More fruits & vegetables

D - Add 3:1 carb to fiber foods

27. MULTIPLE ANSWERS: Stress can go from 10/10 down to 0/10 while you taste something high in salt, sugar, or fat. Instead of avoiding the stress eating, what are some foods that you can stress eat in a way that won't cause you to gain body fat?

- A - Very spicy foods
- B - Eat something salty like pickles
- C - Eating something with a 3:1 carb:fiber ration before eating
- D - Have more chocolate

28. What is the primary cause of bloating?

- A - Eating unhealthy food
- B - Eating too much of 1 type of carbohydrate
- C - Diarrhea

29. What is the #1 cure for bloating?

- A - Constipation
- B - Creating a healthier microbiome
- C - More high-quality sleep

30. What is Step 1 of the Anti-Bloating Protocol?

- A - Eat more vegetables before your meals and go for a walk after eating
- B - Eat a smaller variety of foods while taking pictures of everything you eat and drink weighing daily, or even better, 20min-2hrs after meals
- C - Intermittent fasting to give your body a better chance to digest food

31. If you want to lose weight rapidly that is 100% up to you. If you want to speed up your results - where do you start?

A - Choose the one that is easiest to follow and test it

B - Go back to counting calories

C - Go on a detox or cleanse to reset

32. Any amount of this, is a common reason women in this program can have the complete inability to lose weight:

A - Fried foods

B - Alcohol

C - Soda

33. If you want to create the perfect diet and help others do the same, what should you say when someone asks if something is healthy?

A - Healthy compared to what?

B - Just eat less and move more

C - Ask Abram

34. If you want to remove the emotional tie between the number on the scale and how you feel about yourself - what is consistently the best strategy?

A - Only weigh yourself once per week so you don't feel bad

B - Weigh yourself so often that you have exposure to the point that tie is broken

C - Don't weigh yourself anymore and go based on how your clothes fit

Level 2 - Week 2 Meeting Recap (Should I be a Mentor)

Summary

The group discussed personal and professional goals, including fitness and work-related stress. Sara considered becoming a mentor but was concerned about over-committing. Abram emphasized the importance of taking actions that make you proud of yourself and avoiding those that don't.

Key Points

- Yolanda asks for help making wise choices with her diet, specifically sugary drinks
- The group discusses personal and professional goals for the upcoming week, including fitness and weight loss goals, work-related stress, and improving outbound sales campaigns. Some members mention technical difficulties with Zoom.
- Sara Martinez is considering becoming a mentor but is concerned about over-committing due to her busy schedule
- Other members of the group encourage Sara to make time for things she wants to do and consider the pros and cons of becoming a mentor
- Jennifer advises Sarah to prioritize her own needs and make sure the decision is a good fit for her, not what others expect of her
- Abram and Kathy agree with Jennifer's advice and suggest trying it out but not feeling obligated to continue if it doesn't work out or waiting until later
- Julie shares her struggles with being a mentor due to not feeling "peopley" and emotional, but recognizes the value of the Kaizen program and wants to recommit to it
- Stephanie wants to be a mentor to double down on her commitment to the program and make it work for herself, while also contributing to its success.

- He emphasizes that people always do what they want to do and suggests making a pro and con list to decide if something is better or worse for oneself
- Abram suggests asking oneself if the mentor program aligns with their values and if there are benefits, they want in their life that they're not already getting, and emphasizes the importance of adding pressure that one is proud of without making one's life worse.
- Abram talks about the importance of taking actions that make you proud of yourself and avoiding actions that make you feel bad about yourself
- He advises to look at whether or not a choice makes you feel better and proud, and to avoid things that don't excite you for the future
- Abram recommends pooling the "rock stars" together in the mentor program and working with those who are open to advice and making their lives better
- Abram emphasizes that the mentor program is optional and dedicated to helping winners win more, and that it's okay to lean on others for help or pass leadership to someone else
- Abram discusses the high standards of the mentor program and how half of the participants will be cut after tomorrow, but encourages taking it one week at a time and not feeling pressure
- Abram explains that completing the quiz is not enough and participants must also interact with their pod and mark meetings as complete to be considered completed

Week 2 - Journal (Should I be a Mentor)

1. How do I prioritize my personal and professional goals, and what criteria do I use to decide which commitments are worth my time and energy?
2. What actions can I take this week that will help me feel proud of myself and aligned with my core values? Are there any commitments or habits I need to reconsider or adjust?
3. How do I assess whether a new opportunity, like becoming a mentor or taking on a leadership role, is truly a good fit for me and will contribute positively to my growth?
4. In what areas of my life do I feel pressure, and how can I reduce this pressure while still challenging myself to grow and improve? How can I ensure that my choices excite me for the future?

Week 3 – Mentor Meeting Recap (Regular Bowels)

The guide discusses various approaches to maintaining regular bowel movements and addressing chronic constipation. Key points include:

1. Treatment Approach

- Focus on adding solutions rather than removing things from diet
- Take a methodical approach to testing different solutions
- Maintain consistency once finding what works
- Address the issue promptly rather than letting it become chronic

2. Recommended Solutions

- Warm diluted prune juice
- Psyllium husk supplements
- Fermented foods
- Walking after meals
- Progressive relaxation techniques
- Box breathing (5-second intervals)
- Heating pads on lower abdomen
- Maintaining regular timing for bowel movements

3. Physical Considerations

- The importance of movement for hormone absorption
- Potential physical obstructions requiring medical attention
- Role of the nervous system in digestion
- Impact on mental health and depression

4. Dietary Indicators

- Foods that appear unchanged in stool (like corn) can be beneficial
- Fiber-rich foods like chia seeds and quinoa
- Caution with certain supplements (like sugar-free products)
- Importance of consistent timing and routine

Week 3 – Journal (Regular Bowels)

1. How has your daily routine impacted your digestive health, and what specific changes could you implement to create more regularity?

2. What physical and emotional symptoms do you experience when dealing with irregular bowel movements, and how do they affect your daily life?

3. Which of the suggested solutions feels most manageable to implement first, and what potential barriers might you face?

4. How does stress affect your digestive health, and what relaxation techniques have you found most helpful?

5. What patterns have you noticed in your diet that either help or hinder your digestive regularity, and how might you adjust these patterns?

Week 4 – Mentor Recap (Emotional Breakdowns)

This week's guide provides an in-depth discussion on managing emotional breakdowns, particularly during stressful life events such as divorce or other traumatic experiences. It offers advice and coping strategies aimed at healthier emotional regulation. Here's a detailed summary:

1. Acknowledgment of Emotions:

- It's normal to feel overwhelmed during trauma or major life changes. Suppressing these emotions isn't helpful—feeling them, acknowledging them, and sitting with the discomfort is critical for healing.
- Emotional responses such as sadness or anger are natural and should not be dismissed. Trying to avoid them or suppress them can lead to unhealthy coping mechanisms.

2. Coping Mechanisms:

- Healthy coping mechanisms mentioned include exercising ("angry running"), punching a pillow, or engaging in constructive activities that don't lead to long-term harm (avoiding escapism, substance abuse, or destructive behaviors).
- It was emphasized that finding a single activity you can tie emotions to (e.g., crossword puzzles, art, exercise, or games) helps process feelings in a healthy manner. This prevents these emotions from spilling into everyday life.

3. Building Emotional Resilience:

- Writing down thoughts and emotions, especially from the perspective of your "future healed self," can offer clarity and hope. Imagine what advice you'd give yourself after healing.
- Regular reminders about the "why" behind your decisions to leave certain relationships or take actions, such as better future outcomes for children or yourself, reinforces the purpose and helps sustain motivation.

4. Seeking Support:

- Reaching out to trusted people who can sit in your emotions with you instead of minimizing them is beneficial. For example, compassionate listeners who validate your feelings ("That really sucks") are valuable.
- Be cautious of toxic groups or individuals where the atmosphere turns into a "pain competition" rather than constructive support.

5. Normalizing Pain:

- It's emphasized that healing takes time, and feeling emotional pain is part of the process. Having the mindset that "it will get better" helps with long-term recovery. Forming new associations and creating healthier norms for yourself and your children is key.

6. Impact on Others:

- For those with children, the guide notes how they normalize whatever they experience at home. Demonstrating emotional resilience and constructive coping models healthier behaviors for them in the long term.

Week 4 – Journal (Emotional Breakdowns)

1. What coping mechanisms can I adopt that allow me to process my emotions in a healthy, constructive manner? Reflect on activities (e.g., exercise, art, writing) you can use to channel strong emotions without harm.

2. If my future healed self could give me advice today, what would it be? Imagine a version of yourself who has already overcome these struggles. What would they want you to focus on right now?

3. What are the key reasons I want to heal and grow from this experience? Write a list of reasons behind your desire for healing and growth, such as better relationships, personal peace, or opportunities for your children.

4. Who are my trusted sources of support, and how can I better lean on them during difficult moments? Identify people or groups that can offer validation and emotional support. Reflect on how to strengthen your reliance on these support systems.

Level 3 - Gaining Complete Control of Your Life (so you can help others)

This guide serves as motivation for individuals seeking to gain control over their lives by effectively setting and achieving personal and professional goals. It emphasizes the importance of focusing on significant aspirations and developing a structured approach to realization, highlighting several key concepts:

Prioritization of Goals:

The guide underscores the necessity of focusing on one dominant goal at a time. This "guiding light" goal acts as the anchor for all decisions and actions. Mentors/members are encouraged to identify the one thing that, if achieved, would make all other goals easier or unnecessary. This singular focus clarifies the path forward, enabling individuals to concentrate their efforts and resources.

The Concept of Forcing Functions:

The guide introduces "forcing functions," which are intentional commitments or actions that create accountability. These can include making a financial investment in a program, enlisting a partner for mutual support, or setting deadlines. By committing to something significant, individuals create a framework that compels them to take meaningful actions toward their goals.

Mindset Shift from Feelings to Actions:

A core tenet of the guide is that actions should be based on goals rather than emotions. Many high achievers become sidetracked by their feelings or the chaos of everyday life. The guide advises us to recognize and set aside negative emotional states—like anxiety, depression, or lethargy—and instead draw upon a version of themselves that believes in their capabilities and mission.

Incremental Improvement and Long-term Vision:

The narrative emphasizes the importance of making consistent, small improvements (1% improvements) toward larger goals. Readers are prompted to think long-term—assume it will take 36 months to reach a major goal and plan backwards. This approach helps in framing what needs to be true in the short term (12 months, 6 months, etc.) to ensure progress.

Planning for Peak Experiences:

The guide recommends integrating time for "peak experiences," which are moments of success and clarity that bolster motivation. These experiences serve as reminders of the potential for achievement and help reinforce the commitment to personal growth.

Personal Integrity:

The guide stresses the connection between personal integrity and goal achievement. Readers are urged to make self-care a priority, suggesting that by putting themselves first and maintaining strong personal boundaries, they can better serve and support those around them.

Reflection and Course Correction:

Regular assessment of one's goals and actions is highlighted as crucial. The guide encourages journaling and self-reflection to maintain clarity and ensure alignment with long-term aspirations. It emphasizes that adaptability and the willingness to adjust plans are essential for navigating the inevitable challenges that arise.

Beliefs and Mindsets:

There's an emphasis on identifying and reframing limiting beliefs regarding success and goal setting. Readers are invited to challenge their mindset and recognize how past experiences may influence their current approach to achieving their goals.

Ultimately, the guide presents a comprehensive strategy for personal development, suggesting that by establishing clear goals, adopting a proactive mindset, applying accountability through forcing functions, and committing to constant improvement, individuals can achieve significant, meaningful change in their lives. This structured yet adaptable approach empowers readers to navigate the complexities of their journeys toward fulfilling their aspirations.

Level 3 - Reinforcement

1. You can feel like you're driving 100mph in the fog while only being able to see a few feet in front of you but you won't crash as long as you do what?
 - A. Eat more food from nature
 - B. Just do it
 - C. Become directionally correct with your goals

2. Before you start creating bigger and better goals for your future it is important to get into what?
 - A. A better relationship
 - B. A peak state
 - C. A quiet place where you can focus

3. What are examples of an infinite goals?
 - A. Staying in a healthy relationship
 - B. Saying you'll do something and doing it more often than not
 - C. Choosing the right career
 - D. Getting a promotion at work
 - E. Staying in the best shape of your life

4. Your Life Lead Domino should be related to the _____ balls you can't drop as the guiding light to keep you directionally correct.
 - A. 4
 - B. 3
 - C. 2

5. You should have ONE big goal that you want to accomplish in the next 12 months but what's the first thing you should do after determining what this goal is?

- A. Make it a SMART goal
- B. Assume it'll take 3 times longer than expected
- C. Start taking action!

6. There are 6 lies we believe that make us take actions based on feelings vs on our goals. One of them is that big is bad. Why isn't this true?

- A. It's the real goal you want vs a smaller "attainable" goal that isn't going to give you a sustainable solution
- B. If you make your goals too big then you're going to be overwhelmed and give up
- C. It helps you become directionally correct while going after something

7. We are held back from our goals not by obstacles, but by a clearer path to lesser goals. Pick the example(s) of this.

- A. Wanting a new job but asking for a raise where you work
- B. Wanting to help someone with a drug addiction and paying their bills
- C. Wanting to get in the best shape of your life but not committing a large amount of money or involving another person

8. How many priorities can you have if you want to see progress the fastest in your personal and professional life?

- A. 1
- B. more than 1

9. If you fight for your limitations you get to keep them. What is a good way to change your default response to the world?

- A. Re-listen, re-read, re-watch content and people that give you clarity on the path you want to take over and over
- B. Complain about how the problem you've been facing is still the same problem you've had for years but there is nothing you can do
- C. Change your goals to make them more doable

10. You don't need discipline if you don't have _____.

- A. Money
- B. Options
- C. Time
- D. Willpower

11. Why is the grass greenest where there's the most crap you've been through?

- A. Finding out how to be successful when times are hard make you unstoppable
- B. Many different systems can work but the system you work will work the best
- C. The more successful you become the harder it is to stay on track when you are feeling the FOMO - there's always a new diet, job, or path in life but you'll only feel like your path isn't right if you're comparing yourself to others vs the progress you've made

12. Which is the best path to take to reach your goals?

- A. Making it so easy that it would be hard to fail
- B. The one with the fewest steps to achieve your goal
- C. Both are good

13. No matter how much money, time, and energy it'll require what is the #1 thing you need to block out in your life?

- A. Alone time
- B. Peak Experiences
- C. Meditation

14. After blocking out time to make the mundane something you're proud of you'll find out how to accomplish your goals within these new constraints because everything is _____.

- A. Figureoutable
- B. Gonna be alright

15. The more success you have the bigger problems you'll get. Bigger problems are what you want. You don't want to repeatedly have the same problems. So welcome the _____ so you can create bigger _____.

- A. resistance / biceps
- B. setbacks / comebacks
- C. stress / mess

16. If you don't have a life to look forward to then today feels _____. You need to create a light at the end of the tunnel.

- A. Doable
- B. Great
- C. Hard

17. Your belief in your ability to achieve your goals will determine the _____ and _____ of your actions. Without believing with 100% certainty that you can be successful you won't put forth the time, energy, and effort required to get what you want. If you don't believe you can do it then you won't even try.

- A. size / length
- B. goals / results
- C. quality / quantity

18. What creates motivation?

- A. Caffeine
- B. Seeing progress
- C. Clear path to your goal

19. What is an example of using your current psychology to your advantage?

- A. Using the hyperfocus symptom of ADHD and putting yourself in an environment where you can either work on what needs to get done or nothing
- B. Feeling depressed and not feeling like you're worth taking care of so you decide to invest your time & energy to help a winner win more so you can feel like a winner too
- C. Feeling anxiety, you feel about needing things to be perfect and using that nervous energy to realize you're moving in the right direction. There is no growth in the comfort zone and if you're out of that then you can become a better version of you.

20. We are _____.

- A. Capable of controlling our emotions
- B. Babies
- C. The only thing that can prevent forest fires

21. When coaching yourself and others it's important to have empathy and have compassion for the struggle. What's not okay is to look down on yourself and others with _____.

- A. pity
- B. pride
- C. good vibes

22. One of the most common reasons people feel defeated and making promise but not keeping the promise. Before setting the new goal you first need to reset expectations by asking what?

- A. Am I expecting to reach my goals with my current actions?
- B. Am I willing to change my actions so I can create a different result?
- C. Are you following the anti-inflammatory protocol?

23. The duck workout program for their incredible ability to look calm as a cucumber on the surface while kicking their little feet is...

- A. taking massive action so long that it becomes normal
- B. constantly changing the pace while trying to reach your goals
- C. eating lots of bread

24. Multiple Choice

Easy choices = Hard life

Hard choices = Easy life

What are examples of this?

- A. Never eating outside the home
 - B. Taking junk food out of the house
 - C. Spending a crap-load of money as a forcing function to become the person you want to be
 - D. Committing to check-in with an accountability partner 7 days a week at the same time indefinitely
 - E. Blocking out time in your schedule for Peak Experiences both in the mundane and special occasions
- Taking full responsibility for your accomplishments and failures in life

25. The people that have the character traits you want have formed them because of their experiences and actions. What would be the best way to become incredibly successful in life then?

- A. constantly face adversity with excitement because it's a new opportunity to succeed
- B. whine about how your life isn't going the way it should because of genetics and your past

26. The whole time you're going after big goals you've never accomplished before you'll likely doubt yourself, experience unforeseen setbacks, and feel the fear of failure and not being good enough. This is 100% normal because you haven't created the _____ that you'll be successful yet.

- A. experiences
- B. evidence
- C. internal dialog

27. Since you know with 100% certainty that if all you do is improve compared to your previous self that it's impossible to fail it means that you should constantly ask yourself this question to use your intelligence to your advantage:

- A. How many licks does it take to get to the center of a Tootsie Pop?
- B. How can I make it so easy that it would be hard to fail?

Week 5 – Mentor Meeting Recap (Self Sabotage)

1. Understanding Self-Sabotage

- Self-sabotage often stems from setting unrealistic goals
- When people consistently fail to reach goals, they develop a "losing" mindset
- Information overload can lead to paralysis and inaction
- The solution isn't more knowledge, but better implementation

2. The Psychology of Change

- Happy people don't deliberately sabotage their lives
- Addictive behaviors are coping mechanisms for underlying pain
- Traditional "willpower" approaches often fail
- Need to address root causes rather than symptoms
- People will always find ways to cope, either healthy or unhealthy

3. Practical Implementation Strategies

A. Diet Specific Approaches:

- Focus on one primary natural food (like sweet potato)
- Use meal prep to remove decision fatigue
- Implement smoothies or broth replacements
- Make diet abnormally spicy
- Use carbonated water
- Allow flexibility in other meals once primary strategy is followed

B. Behavioral Modifications:

- Add friction to unwanted behaviors (unlinking payments, deleting apps)
- Remove friction from desired behaviors (preparation, easy access)
- Convert negative habits into positive ones (exercising while gaming)
- Use financial constraints (debit vs credit cards)
- Set specific time limits with rewards

4. Success Metrics

- Focus on leading indicators vs lagging indicators
- Don't wait for results (like weight loss) to feel successful
- Celebrate daily actions and small wins
- Look for trends rather than daily fluctuations
- Understand normal vs abnormal progress rates

5. Support Systems

- Use accountability partners
- Report progress to support groups
- Leverage ChatGPT for meal planning
- Book one-on-one coaching when needed
- Share successes with your pod

6. The 4-Day Testing Method

- Choose one specific strategy
- Make it extremely simple
- Test for exactly 4 days
- Evaluate binary success (yes/no)
- Move to next strategy if needed

Week 5 – Journal (Self Sabotage)

1. What is one behavior I want to change, and how can I make it 'so easy it would be hard to fail'?
2. When I engage in behaviors I want to change, what specific pain am I trying to escape?
3. What evidence am I currently creating that supports or contradicts my desired identity?
4. How can I restructure my rewards and accountability system?

2. When I engage in behaviors I want to change, what specific pain am I trying to escape?

3. What evidence am I currently creating that supports or contradicts my desired identity?

- #### 4. How can I restructure my rewards and accountability system?

Week 6 – Mentor Recap (Stress Eating)

Emotional Eating Triggers: Pamela shared her experience of turning to comfort food or alcohol when feeling stressed, sad, or angry, and despite improvements in other areas of her life, this behavior remains a challenge. She acknowledged that many others share this struggle.

Common Challenges:

Abram emphasized that intellectual awareness about the unhealthy behavior doesn't always prevent it. Emotional responses like anger, frustration, or disappointment often accompany the struggle, making it harder to take the right action even when the solution is known.

Strategies to Overcome Emotional Eating:

- **Identify Root Causes:** Understanding where the stress eating is coming from can help address the underlying issue. The speaker suggested it might be more effective to address these root causes rather than just the behavior itself.
- **Habit Loop Strategy:** One key strategy is to turn the negative cycle into a positive one by creating a "habit loop trick." Instead of giving in to stress eating, substitute it with a positive action, reinforcing the new behavior each time.
- **Gamify the Process:** One suggestion was to gamify the delay in eating or drinking. For example, setting a timer and gradually increasing the waiting time before indulging in a comfort food or drink.
- **Distraction and Redirection:** Another approach is to distract yourself with other activities like going for a walk, reading, playing a game, or calling an accountability partner to talk through the feelings.

- **Journaling and Visualization:** The speaker recommended journaling as your "future self" and imagining the accomplishment of overcoming the habit. This creates a positive mental image and provides personalized advice from a place of future success.
- **Public Accountability:** Sharing accomplishments publicly can reinforce positive behavior. For instance, reporting that you waited 30 minutes before indulging in a craving can create a sense of pride and reinforce the habit.

Making Decisions from a Peak State:

It's important to make decisions about how to handle emotional eating when feeling good (i.e., from a "peak state"), rather than in moments of weakness or stress. This might involve planning ahead and making decisions after achieving something positive or feeling energized.

The Importance of Pre-Planning:

The discussion also highlighted the significance of planning ahead and having a predetermined strategy for moments of emotional stress. The plan doesn't need to be perfect, but it should be in place before the moment of temptation arises. This makes it easier to act in a way that aligns with your goals.

Consistency Over Perfection:

Lastly, it was emphasized that the key to success is consistency. Even if the plan isn't followed perfectly, doing better than before is progress. It's about building habits and improving gradually, not aiming for perfection.

Week 6 – Journal (Stress Eating)

1. What emotional triggers tend to lead me to comfort eating or drinking, and how can I identify the root cause of these emotions?

2. When I feel the urge to stress eat or drink, what positive actions can I pre-plan and commit to instead? How can I turn this moment into an opportunity for growth?

3. Imagine I have already overcome stress eating or drinking. What advice would my future self give to someone in my position, and how would it feel to have accomplished this goal?

4. What is one small, achievable habit I can implement today to strengthen my ability to delay emotional eating or drinking? How will I celebrate this success, and who can I share it with for accountability?

Week 7 – Mentor Meeting Recap (Avoiding Shutdowns)

1. Understanding the "Shutdown"

- Zara explains that when she makes mistakes at work or at home, especially when critiqued or blamed for something outside her control, she becomes overwhelmed and shuts down emotionally. She spends the rest of the day stewing or disengaging, often feeling sad, but not in a depressive or harmful way.
- The main issue seems to be a "freeze" response—a common neurological reaction to stress, where the body either "fights," "flee" or "freezes" in response to perceived threats. In Zara's case, when overwhelmed, she freezes emotionally, which prevents her from functioning.

2. Habit Loop Triggers to Address the Freeze Response

- One approach discussed involves turning the habit loop (negative emotional response) into a positive trigger. Instead of allowing herself to spiral into a prolonged state of frustration, Zara could use these moments to trigger a new, positive activity that disrupts her emotional freeze.
- Examples of habit loop triggers:
 - **Physical Activity:** Doing something physically engaging, like vacuuming or exercising, to release pent-up energy and avoid stewing.
 - **Affirmations:** Using affirmations like "It's already done, I can't undo it, but I'll be better next time."
 - **Talking to a Supportive Person:** Reaching out to a friend or accountability partner for help.
 - **Setting Timers:** Giving herself a set amount of time to stew (like a "stew timer"), but once it ends, moving on to a new task.

3. Understanding Freeze Response and Hormonal Influence

- The advice delves into the neuroscience of "freeze" responses, explaining that freeze reactions (where one gets stuck emotionally) are often triggered by hormonal responses. This happens when the body enters a high-stress state, which can result in an inability to take action.
- It's noted that this kind of emotional shutdown is not uncommon, especially when there's a lot of pressure to avoid mistakes, like in Zara's case where she holds herself to a high standard.

4. Advice for Breaking the Cycle

- **Get Out of the Environment:** One key piece of advice is that Zara should avoid "stepping into" her usual emotional shutdown space—her bedroom. Since the bedroom has become associated with stewing, it's important to break that link. The suggestion is to move to another location (like outside or another room) to interrupt the freeze response. This new environment will help disrupt the cycle of negative thinking, which is often worsened when she's in her usual "stepping away" place (her bed).
- **Physical Action:** It's emphasized that the key to breaking the cycle is physical movement—whether it's walking, doing housework, or another physical activity that gets Zara out of her emotional headspace. The idea is that the body's energy can be redirected to help process emotional tension.
- **Creating Momentum:** Once she gets out of the room and engages in an action, momentum will start building, helping her feel more in control and less stuck.
- **Enlisting Help:** Zara is encouraged to recruit a person (family member, friend, or program participant) to help her break the habit. This person would help her avoid the trap of retreating to the bedroom by physically guiding her to move away from the emotional environment when she's in a freeze state.

5. Practical Steps for Success

- **Document the Plan:** It's recommended that Zara keep a record of these strategies—either by saving the video or voice recording herself—so she can quickly recall the plan the next time she feels overwhelmed. This proactive approach will allow her to recognize when she's in danger of shutting down and implement the steps quickly.
- **Forming Positive Habit Loops:** By having a clear strategy and possibly getting someone else involved (e.g., a "stew monitor"), Zara can shift her response and create a healthier loop that prevents her from stewing and retreating.

6. Final Thoughts

- The conversation ends with Zara expressing gratitude for the advice and acknowledging the importance of putting these strategies into action. The group encourages her to take action, with the understanding that breaking the cycle of emotional shutdown requires consistent effort and support.
- The key takeaway is that it's important to recognize the physical aspect of emotional responses and to act quickly by disrupting the emotional environment and using physical activity to shift gears.

Week 7 – Journal (Avoiding Shutdowns)

1. What specific situations or triggers cause me to feel overwhelmed or blamed at work or home, and how do I typically respond emotionally in those moments?

2. How can I reframe my response to mistakes or critiques in a way that empowers me rather than causes me to shut down? What positive action can I take immediately after feeling overwhelmed?

3. When I feel the urge to "stew" or retreat, what are the physical environments or spaces that make it harder for me to move forward? How can I change my environment to disrupt this cycle?

4. Who in my life could help me break the cycle of emotional shutdown? How can I ask for support in a way that makes me feel more accountable and less isolated when I'm feeling overwhelmed?

Week 8 – Mentor Meeting Recap (Testing Foods)

1. Understanding Weight Loss Indicators

- Weight loss of approximately 10 pounds typically equals one clothing size
- Progress may be happening even if not visible on the scale
- Inflammatory issues can mask actual fat loss
- Focus should be on multiple progress indicators, not just scale weight

2. Testing Protocol and Methodology

A. Systematic Approach

- Complete all four steps of the anti-inflammatory protocol
- Start with fruit fasts (mentioned as highly effective for 90% of clients)
- Progress through structured elimination phases
- Test one variable aggressively at a time

B. Specific Food Testing Strategies

- Meat-only days (specifically meat off the bone)
- Focus on meat that requires eating directly off bone (not fall-off-the-bone tender)
- Test timing of different food categories
- Consider frozen vs. fresh produce (frozen often retains peak nutritional value)

3. Common Challenges and Solutions

A. Food-Related Issues

- Some healthy foods can paradoxically cause weight gain
- Hidden ingredients (like modified food starch in unexpected places)
- Delayed inflammatory responses
- Blood sugar imbalances affecting weight

B. Non-Food Factors

- Sleep quality impact
- Stress levels
- Exercise timing and type
- Hydration levels
- Electrolyte balance (sodium, potassium, chloride, magnesium)

4. Data Collection and Analysis

- Track both leading and lagging indicators
- Document behavior changes separately from results
- Focus on identifying patterns rather than immediate weight loss
- Consider multiple variables in combination

5. Mindset and Approach

- View the process as problem-solving rather than just weight loss
- Expect and embrace the testing phase
- Cannot focus on both weight loss and identification simultaneously
- Importance of long-term sustainability over quick fixes

6. Professional Support

- Utilize one-on-one coaching sessions
- Book support during challenging phases
- Document progress and changes systematically
- Regular check-ins and adjustments

7. Long-Term Strategy

- Focus on permanent solutions rather than temporary fixes
- Build self-sufficiency in problem-solving
- Develop pattern recognition skills
- Create sustainable lifestyle changes

8. Recovery and Adaptation

- Allow time for complete protocol completion
- Don't abandon successful strategies too quickly
- Recognize that inflammation reduction is ongoing
- Maintain consistent documentation of changes

This comprehensive approach emphasizes the importance of systematic testing, detailed documentation, and understanding personal responses to different foods and environmental factors. The goal is not just weight loss but identifying and addressing root causes for long-term success.

Week 8 – Journal (Testing Foods)

1. How have your clothes been fitting differently over the past month, and what specific changes have you noticed in different areas of your body despite what the scale might show?

2. When testing individual food categories, what surprising reactions have you noticed, and how do these reactions differ between morning and evening consumption?

3. How does your energy level and weight fluctuate on days when you focus on single-category foods versus days with mixed food choices?

4. What patterns have you noticed between your sleep quality, stress levels, and food responses, and how might these factors be interconnected in your weight management journey?

Week 9 – Mentor Recap (Back On Track)

Here's a detailed summary of the guide, which is a mentoring session focused on getting back on track after illness (specifically COVID):

Summary: The guide discusses strategies for recovering and returning to healthy habits after illness, emphasizing several key points:

1. Reset Expectations

- Aim for 80% recovery rather than 100%
- Focus on basic fundamentals like water intake, eating fruits/vegetables, and getting sunlight
- Acknowledge that full recovery may take time (potentially months)

2. Exercise Approach

- Use the "baby step method" - stop exercising when you feel an energy boost
- Test your baseline strength with slow, single repetitions
- Avoid activities that make you feel worse
- Walking is recommended as a primary activity

3. Nutrition Guidelines

- Focus on dark-colored foods (higher antioxidant content)
- Choose anti-inflammatory foods
- Eat fruits or vegetables before meals
- Monitor food reactions and energy levels

4. Progress Tracking

- Follow five key program elements:
 - Reach out for help
 - Take food pictures
 - Daily weigh-ins
 - Water before meals
 - Follow weekly guidance

Week 9 – Journal (Back On Track)

1. What does, “getting back on track” specifically mean to me, and what measurable indicators would show I'm making progress?

2. How does my current energy level compare to my baseline, and what activities give me an energy boost versus depleting me?

3. What are three specific expectations I need to reset regarding my recovery journey?

4. Which dark-colored, antioxidant-rich foods can I realistically incorporate into my daily meals?

5. When I imagine my future self who has achieved my health goals, what advice would they give me about my current recovery process?

Week 10 – Mentor Meeting Recap (Gaining Weight After COVID)

Yolanda shared that she had recently recovered from COVID and resumed her workouts on Monday. While recovering from COVID, she wasn't eating as much, but once she started working out again, her weight increased by 3 pounds by the end of the week. She expressed concern that the weight gain may be due to her return to eating more after feeling better.

Key Insights & Mentor Advice:

1. Recovery from COVID and Weight Gain:

- COVID recovery often leads to weight fluctuations. The body's inflammation levels tend to rise as part of the healing process, which can cause temporary weight gain. This is normal and not necessarily tied to fat gain.
- Abram shared a personal story about his brother, who took months to fully recover from the lingering effects of COVID, emphasizing that recovery can be a prolonged process.

2. Tracking Data and Identifying the Cause:

- Abram stressed that while it's okay to gain weight, it's important to understand why it's happening. Gaining weight without knowing the cause can lead to frustration and a loss of motivation.
- Yolanda was advised to track data systematically to pinpoint any changes that may be influencing her weight. She should observe the conditions around weight fluctuations (e.g., diet, activity, stress, sleep, etc.) to better understand patterns.
- Abram emphasized using "leading indicators" (actions that lead to weight loss or fat loss) and "lagging indicators" (what happens after changes, like weight fluctuations) to guide decisions.

3. Tracking Weight and Using Data for Decision Making:

- Abram asked Yolanda if she was recording her weight and food intake, specifically recommending the use of Trainerize, a fitness tracking tool, to monitor her daily weight consistently. This would allow Yolanda to make more informed decisions based on trends.
- Yolanda shared that she had been tracking her weight with the Fitbit app, but it wasn't connected to Trainerize. Abram recommended linking the two to synchronize the data for more comprehensive tracking.

4. Understanding Variables Affecting Weight:

- Yolanda's weight increase could be linked to various factors, including water retention due to inflammation, lack of fiber in her diet, or liquid calories.
- Abram suggested two potential solutions: increasing fiber intake before meals and incorporating more seafood into her diet, particularly shrimp, to support fat loss and manage weight better.

5. Practical Solutions and Adjustments:

- **Fiber and Fruit Intake:**
 - Yolanda was advised to consume fiber-rich fruits (e.g., apples, grapes) before meals. This helps promote digestion and can reduce bloating and water retention.
 - Abram suggested having fruit (like plums or apples) and water before meals for four days and tracking the results.
- **Incorporating Seafood:**
 - If the fruit and water strategy didn't lead to desired results, Yolanda was advised to try eating seafood (such as shrimp) in one of her meals each day for four days.
 - Seafood was suggested because it can help with fat loss and may address any nutritional gaps that could be contributing to her weight gain.

6. Next Steps:

- Yolanda was encouraged to test both strategies: (1) eating fruit before meals with adequate water for four days, and (2) incorporating seafood into one meal per day for the next four days.
- The goal was to observe which approach worked better in helping her manage weight. Abram noted that the fruit and water strategy might address fiber and bloating issues, while the seafood approach could be helpful if the lack of seafood was a contributing factor to the weight gain.

7. Clarifications and Additional Support:

- Yolanda asked if she should still eat three meals a day while implementing the fruit and water approach. Abram clarified that she could continue with three meals but should replace part of the meal's volume with fruit (e.g., eating three plums before a meal and then reducing the portion of the meal to avoid overeating).
- Abram emphasized that the goal was to eat more whole foods (natural, unprocessed foods) and maintain a caloric deficit by adjusting portion sizes and nutrient-dense food choices.

Conclusion: Yolanda was provided with actionable advice: testing the fruit-and-water-before-meals strategy for four days, and then switching to a seafood-based meal if necessary. By tracking her weight consistently and adjusting her diet with these changes, she would be able to determine which strategy works best for her weight management. Abram stressed the importance of data-driven decision-making and making small adjustments based on tracking results.

Week 10 – Journal (Gaining Weight After COVID)

1. **What changes did I notice in my weight or body this week, and what could have contributed to those changes?** Reflect on any weight fluctuations, and consider factors like diet, stress, sleep, or workouts.

2. **Did I track my food and water intake consistently? What patterns did I notice?** Think about how consistent you were with tracking and if any trends or patterns stood out regarding your meals or hydration.

3. **How did I feel physically and emotionally after resuming my workouts post-COVID recovery?** Consider how your body and mind responded to exercise after illness. Did it feel harder or easier than before? How did it impact your mood and motivation?

4. **What small adjustments can I make in my diet or routine to help manage my weight more effectively?** Based on your observations, think about one or two tweaks that might make a difference—such as adding fiber, tracking food more closely, or incorporating specific foods like seafood.

Week 11 – Mentor Meeting Recap (Emotional Funk)

The guide discusses strategies for overcoming emotional funks and improving mental well-being. The key points include:

1. Focus on Taking Action:

- Emphasis on doing things you can be proud of
- Making tasks so easy that it's hard to fail
- Understanding that actions over time change default behaviors
- Emotional changes follow behavioral changes

2. Practical Strategies:

- Establishing and maintaining routines
- Reaching out to support systems/pod
- Planning ahead for tomorrow
- Creating gratitude lists
- Working on personal development guides
- Helping others (which prevents self-focused negative thinking)

3. Mental Framework:

- Using evidence of past successes as proof of capability
- Viewing obstacles as opportunities ("the obstacle is the way")
- Adopting empowering mantras like "life is tough, but I'm tougher"
- Focusing on helping others to avoid burnout
- Understanding that you can't feel bad about yourself while helping others

Getting Out of a Funk: A Personal Growth Approach

The guide, "Getting Out of a Funk PSA" emphasizes the importance of self-reflection and proud actions in the pursuit of a fulfilling life.

Understanding the Mind and Happiness

The central premise of the document revolves around the understanding that our minds are inherently designed for survival rather than happiness. Recognizing that happiness is not a destination but rather a byproduct of our actions is crucial. The notion is presented that our daily choices can often trigger self-sabotaging behaviors, hindering our progress.

The Key Question for Self-Reflection

A transformation concept introduced in the guide is the practice of regularly asking oneself, "Will I be proud of myself for this action I'm taking?" This question serves as a guiding principle for decision-making. If the answer is "no," it suggests refraining from that action. This mental check aligns behavior with values and promotes accountability, fostering a lifestyle that contributes positively to one's sense of self-worth.

Examples of Proud Actions

The guide illustrates how mundane choices can be infused with this idea of pride. For instance, choosing not to indulge in a treat that one might later regret is highlighted as a proud action. Positive choices, such as resisting junk food or celebrating small wins, are crucial for building self-esteem and reinforcing a positive self-image.

Daily Accomplishments and their Importance

Abram advocates for the daily practice of acknowledging and posting personal accomplishments. This habit is not only vital for accountability but also forms a part of a larger strategy to cultivate a more positive outlook on life. Regularly recognizing achievements reinforces a sense of progress and builds the foundation for sustained personal growth.

Physical, Mental, and Emotional Health

According to Abram, choosing proud actions significantly impacts one's physical, mental, and emotional health. When individuals feel good about their choices, it lays the groundwork for improved overall well-being. This improvement is seen not just as a rapid outcome but as a continual process fueled by accountability and conscious decision-making.

Conclusion

In summary, the "Getting Out of a Funk PSA" underscores the importance of aligning daily actions with a sense of pride and self-respect. It highlights how fostering small victories and making conscious choices can lead to significant positive changes in one's life. By cultivating a mindset focused on proud actions, individuals can break free from self-sabotaging cycles and enhance their overall happiness.

Date: _____

Getting Out of a Funk: A Personal Growth Approach Journal

Will I be proud of myself for the actions I took today? What choices contributed to that feeling?

What are some proud actions I took this week that positively impacted my self-esteem?

How can I identify and challenge self-sabotaging behaviors in my daily life?

What accomplishments, no matter how small, can I celebrate today to boost my motivation?

In what areas of my life do I need to make decisions that align with my values and sense of pride?

Week 12 – Mentor Meeting Recap (Energizing Foods)

The guide focuses on identifying and testing foods that provide energy versus those that cause fatigue. The main points covered include:

1. Three Main Energy-Boosting Categories:
 - Salt content
 - Temperature of food (hot or cold)
 - Spiciness levels
2. Testing Methodology:
 - Start with extreme tests to quickly eliminate ineffective options
 - Test one variable at a time
 - Create a running list of foods that cause tiredness
 - Look for commonalities among energy-draining foods
 - Try opposite characteristics in larger amounts
3. Key Observations:
 - Processed foods, sweets, and processed carbs often cause fatigue
 - High-fiber foods (like blueberries and kimchi) tend to provide energy
 - Individual responses vary (example: one client found ice chips energizing)
 - Microbiome changes can affect food preferences and responses
 - Spicy foods can have beneficial effects when introduced gradually
4. Personal Experience Shared:
 - Elimination of bread and processed carbs led to improved energy
 - Positive response to spicy foods after introducing kimchi
 - Focus on fruits and vegetables for morning meals
 - Quinoa as an acceptable carb alternative

Week 12 – Journal (Energizing Foods)

1. What common characteristics do you notice among the foods that make you feel tired? List these foods and identify any patterns.
2. How has your tolerance and preference for spicy foods changed over time, and what impact has this had on your energy levels?
3. What temperature of foods (hot, cold, or room temperature) seems to give you the most energy, and have you noticed any patterns?
4. How has eliminating processed carbohydrates affected your energy levels throughout the day, and what alternatives have worked best for you?

Level 4 - Mental Strength Training Master Class

The guide is centered around personal development, emphasizing the importance of mindset, environment, relationships, and goal-setting for achieving success. Below are the key concepts covered in the guide:

Mindset and Self-Perception:

The guide opens by discussing the significance of shaping one's mindset regarding personal goals and aspirations. It suggests that individuals often feel inadequate compared to those they admire and emphasizes the need for people to become the version of themselves they aspire to be. Continuous improvement is portrayed as a fundamental principle; if one is consistently improving, then feelings of failure are minimized.

Defining Goals and Expectations:

A crucial aspect of personal growth is aligning actions with goals. The guide lays out a reflective process to identify whether current actions are conducive to achieving set goals. It encourages readers to regularly assess whether their expectations are realistic given their actions, prompting self-reflection on whether they need to adjust their actions to meet their goals.

The Power of Environment:

The guide posits that one's environment significantly influences success. It asserts that being around positive, driven individuals or "winners" is vital for personal growth. The document emphasizes the need to distance oneself from negative influences and instead surround oneself with supportive and inspiring people. The average of the people you spend the most time with directly impacts your mindset and behavior.

The Significance of Positive Association:

Emphasizing consistent positive reinforcement, the guide advises forming relationships with individuals who are optimistic and solution-oriented. Engaging with people who exhibit motivation and positivity not only uplifts one's spirits but can also lead to shared successes, fostering an environment of accountability and encouragement.

Goal Setting and Life Domino Concept:

The guide introduces the idea of a “guiding light goal,” which serves as a primary objective that informs other decisions and actions. It emphasizes the importance of setting substantial, worthwhile goals that challenge individuals rather than limiting their ambition with smaller, manageable goals. The idea is that these guiding goals should sustain consistent motivation and influence behavior over time.

Overcoming Adversity Through Strength Training:

Personal development is likened to mental strength training. The guide attempts to empower readers by encouraging them to view challenges as opportunities to solidify their mental resilience. Accepting compliments and acknowledging successes are highlighted as crucial for building self-worth and shifting from feelings of inferiority to confidence.

Actions Over Willpower:

It suggests that success does not rely on sheer discipline or willpower alone but rather on creating a structure that minimizes choice and opens pathways to action. The guide encourages the establishment of habits and routines that align with one's goals to facilitate easier progress.

Creating Constraints and Removing Distractions:

A fundamental concept discussed is the removal of distractions by setting constraints that encourage focus and clarity. By limiting choices and distractions, the guide asserts that individuals can direct their energy towards what truly matters: achieving their guiding goals.

Reflection and Accountability:

The guide stresses the importance of accountability, whether through relationships or structured programs that provide regular feedback. It encourages readers to reflect on their progress and to adapt their strategies based on what is or isn't working. By seeking continuous feedback and positively reinforcing one's own actions, individuals can maintain motivation and a sense of purpose.

Recognizing and Celebrating Progress:

Finally, the guide talks about the importance of tracking achievements, no matter how small, and creating an evidence-based approach to self-improvement. This recognition helps in redefining one's self-image and creating a positive feedback loop that reinforces further growth.

Level 4 – Journal (Mental Strength Training)

What specific “guiding light goal” do I want to pursue in my life, and how can I align my daily actions to support this objective?

In what ways do my current relationships and environment support or hinder my personal development? What steps can I take to create a more empowering environment?

What limiting beliefs do I hold about myself or my potential, and how can I actively challenge these beliefs to foster a more positive self-image?

How can I incorporate the concept of “mental strength training” into my daily routine? What are specific challenges I can face to build my mental resilience?

Date: _____

Reflecting on my recent actions, where have I failed to meet my expectations?
What changes can I make to my behaviors or strategies to ensure better alignment with my goals?

What positive habits can I incorporate that reinforce the identity of the person I aspire to be?

How do I respond to compliments or acknowledgment of my achievements, and how can I improve my acceptance of these positive affirmations?

What are the primary distractions I face daily, and what constraints can I establish to eliminate or reduce these distractions, allowing me to focus more on my goals?

Level 4 - Reinforcement

1. You need to have a _____ for what mental strength looks like. A failure to plan is a plan to fail. Gaining clarity on what you want is step #1.

- A. Target
- B. look
- C. Feeling

2. Who are the best people on the planet to learn from?

- A. People who know what NOT to do you can avoid the same mistakes.
- B. The ones who care about you and want to make sure you're playing it safe.
- C. Someone who has accomplished what you want to accomplish.

3. These types of measures pull you toward your future self.

- A. Lagging
- B. Leading

4. Do you need to feel confident to act confident?

- A. Of course
- B. Nope

5. When we think that someone has a character trait like mental toughness what we are really describing is their _____ and not their feelings.

- A. Actions
- B. Thoughts
- C. strength

6. Instead of trying to "think happy thoughts" to feel better about yourself you can shortcut your success by creating _____ that you have the character trait you want.

- A. Feelings
- B. Evidence
- C. moods

7. You can only feel bad about yourself if you're thinking about _____

- A. your loved ones.
- B. yourself.

8. Instead of trying to fight negative self-talk you can use it to your advantage by creating _____

- A. healthy habits
- B. habit loop triggers
- C. fires

9. You should be spending your time, energy, and effort into helping _____ because it's best for them and you.

- A. those who need the most help
- B. winners who want to be helped

10. The best praise, compliment, and act of kindness is _____.

- A. predictable
- B. random
- C. periodic

Week 13 – Mentor Meeting Recap (Improving the Program)

Here's a detailed summary of the mentor meeting guide that discusses program improvements and accountability:

Detailed Summary:

1. Mentorship Structure

- Discussion about potentially assigning formal mentor-mentee relationships
- Emphasis on providing guidance rather than being "in charge" of someone
- Focus on helping with specific problems while maintaining a collaborative approach
- Recognition that mentors should be careful about giving advice on topics they may not fully understand

2. Accountability Partnerships

- Partners don't need to be at the same stage in their journey
- Emphasis on clear goal-setting and regular check-ins
- Success comes from mutual commitment to asking about progress
- Partners can be effective regardless of physical location or program experience level

3. Program Improvement Suggestions

- Implementation of structured pod discussions around specific guides/topics
- Having pre-selected topics leads to more productive conversations
- Focus on discussing ideas rather than just personal progress
- Group meetings work better with defined objectives and discussion points

4. Weight Loss Approach

- Individualized solutions rather than one-size-fits-all approaches
- Importance of trying one change at a time rather than making dramatic overhauls
- Recognition that even "healthy" foods can affect different people differently
- Key questions to ask: "Do you expect to lose weight with what you're doing?" and "Are you willing to change your actions?"

Date: _____

Week 13 - Journal (Improving the Program)

1. What is one specific action I took today that aligned with my health goals?
2. What barrier or challenge did I face this week, and how did I (or could I) overcome it?
3. What support or resources do I need to make progress toward my goals this week?
4. What is one small change I can commit to implementing in the coming week?

Week 14 – Mentor Meeting Recap (New Job Possibility)

The conversation revolves around preparing for a job interview at Elevance Health (formerly Anthem) for a Pharmacist Program Manager position in behavioral health. The role is hybrid, requiring 1-2 days in office per week, and involves developing programs for medication adherence and improving outcomes for mental health patients.

Key advice shared includes:

1. Presentation and Preparation:
 - Dress professionally and appropriately
 - Come prepared with questions for the interviewer
 - Project confidence and comfort while maintaining authenticity
 - Take time to think before answering questions
2. Interview Strategies:
 - Show genuine interest in the interviewer and company
 - Give credit to others when discussing achievements
 - Highlight experiences of mentoring and developing others
 - Share stories about handling difficult situations with both patients and colleagues
 - Express clear interest in the position at the end of the interview
3. Post-Interview Actions:
 - Send a follow-up thank you note/email
 - Reiterate interest in the position
 - Maintain professional communication
4. Key Questions to Prepare For:
 - "Why do you want to leave your current position?"
 - "What are your strengths and weaknesses?"
 - Questions about handling difficult situations
 - Questions about leadership experience

Level 5 - Having Tough Conversations

How to help someone who needs to have a tough conversation to change their path in this program.

Overview:

Clarify the objective of the conversation
Create a story the invoke curiosity vs blame
Victim & Villain's Stories (we all do this)
Last Resort

You & The Person You're Talking To, Understand the Person who Joins this Program

This health & life coaching program is specifically targeting women that need help with their health and life. Everyone has their moment and are often going through emotional & hormonal battles they haven't won yet.

Remember, as a Mentor your goal is to help winners win more. If you run into someone who does not want to be helped. Just tell your 24/7 Support Chat and let the success team take over.

This training will focus on helping people that want to be helped but just need a nudge to get back on track. Not everyone WANTS to be helped though. You should not be put in a place of unwanted conflict unless you're talking to other Mentors who WANT to be held to a higher standard. Sometimes they need a "Come-to-Jesus" moment.

Clarify What Bothers You First

You can only help someone that wants to be helped. Before starting this process ask them "Would you like some advice?"

The content issue is the aspect that you need to address directly. If you are only going for the downstream problem and sweeping the upstream problem under the rug then even a solution is a failure.

Date: _____

Example: You or someone you mentor(M) agreed to follow a goal then did not follow through with what you agreed on. This happens multiple times and the person complains about everything except for their personal responsibility in the outcome, playing the victim of their own making.

What would you like to address with M?

If you want them to be successful and they want to be successful then the goal should be to find out WHY they aren't following the guidance.

Storytime - Curious George It!

Coming from the right place is about a million times easier to have a tough conversation. Ask for data vs making yourself the victim. You do this by aiming to understand before trying to be understood. The best Doctor will look at the available data and make a data driven decision.

Let's use the non-compliant mentee(M) as an example of how NOT to start a conversation:

"If you want to lose weight in this program you should be following the Rule of 3. If you do not hit a new program low in any 4-day period and do not know why, you should be reaching out in your 24/7 chat and booking a 1:1 time."

People will always remember how you make them feel even if they forget exactly what you did. That means that going in with gathering data will make this question more powerful. Because we want to gather data FIRST:

Why is M not following the guidance? Is there a lack of Belief in the BKA? Something happening in their personal life? Is there a variable that is not being tested that would lead to a breakdown in BKA?

Storytime: Take the Blame, Give them an Out!

Here's an example of the RIGHT way to start the conversation:

"Why do you think that you haven't lost weight?"

You will be surprised how often they can quickly identify a major change in their life like a sudden death, stressful work, toxic relationship, poor sleep, travel, antibiotics etc.

But even if their answer is "I have no idea" the best next step is to look at the data so say:

"Let's look at your weight in Trainerize and look for a commonality"

After they get a solution, you shift to taking the blame for their shortcoming and give them an "out" aka "I should have told you earlier about the Rule of 3", "I could have been clearer" etc.

Victim & Villain's Stories (we all do this)

People that have had past experiences of being taken advantage of, lied to, betrayed, scammed, hurt, and every other negative scenario tend to default to using their past experience as justification for their current situation.

That means that if you've been let down before then you're always going to have that in the back of your mind to protect yourself from that happening again.

Unfortunately, this often creates a Fixed Mindset. (we all do this).

If someone is not losing weight but they aren't following the program it can feel like you're talking to a crazy person. How do you expect to reach results without following the guidance right??

Do not blame them for this. Remember the goal is to help them and often that requires shifting their Mental Viewpoint. This will only happen if you build safety in the conversation FIRST.

This is CRUCIAL if you are going into a tough conversation and you know they are already emotionally charged.

Victim & Villain's Stories get on the same side

If you are talking to them directly, start out with smiling or getting on the same side so is us vs problem, not you vs me.

Why do you think you aren't losing weight? is VERY different depending on your facial expression, tonality, and intent.

"I just want to make sure you get the help you need. Let's see if we can figure this out. Why do you think you're not losing weight?"

or

We can't have you not losing weight. Let's change that. Why do you think you're not losing weight?

Attack the Problem, Not the Character

Confidence comes from asking one question and asking it until you get the answer. Multiple questions scream insecurity and feeling uneasy.

“Tell me about what’s going on” and just seeking to understand their concerns writing down each concern. Jumping in with solutions instantly makes it so the person doesn’t feel heard even when you hear them.

Have them let it all out. Don’t start with any possible solutions until you’ve said “is there anything else on top of that?” and they say “no that’s it”

Repeat back what the Problem is:

So, it sounds like the problem is (repeat back, in their words, what they feel is the issue) so if we came up with a solution for that then you’d feel like you’re setup for success? “Yes”

Now you have someone who WANTS to be helped and you want to help with the action problem.

Give them Agency, Put them on the Spot

The person you’re having the tough conversation with sometimes needs a “come to Jesus” moment. That means you reset expectation and tell them to pick between 2 options.

Using (M) as an example:

Alright I see your goal is weight loss but you haven’t found your solution to get down to the number you want yet. With your current actions, do you believe that you should be losing weight? “Yes”

You’re not losing weight with your current actions though. So, are you willing to do something new in order to get a different result? “Yes”

So, are you willing to follow the guidance of the program that literally has a 100% success rate for those that follow it? Or do you want to keep doing what you’ve done and keep getting the same result?

You Won't do this Perfectly, and that's OK

You aren't going to remember exactly what to say in the moment and that's okay.

Remember the goal is to have them feel like you care about their solution.

If you do that, you're doing a great job with the tough conversation.

Seek to understand.

Ask if they would like some advice.

Do your best.

Tell your chat if you run into anyone going through a moment

Level 5 - Reinforcement

1. Why did I start the training with a children's story about a missing piece?
 - A. Abram has lost his mind
 - B. You, me, and everyone else you meet is missing a piece and happiness isn't a destination, we all have our moments
 - C. We need to try to find the right piece for each of us that makes us feel whole and complete as a person

2. The best way to create change is
 - A. come-to-Jesus moment
 - B. make the person feel like they are being heard before offering advice
 - C. making data driven decisions

3. Should you go into a tough conversation looking to win the argument?
 - A. Yes
 - B. No

4. What is the first question you should ask before having a tough conversation with someone that keeps complaining?
 - A. Who hurt you?
 - B. Are you following the program?
 - C. Would you like some advice?

5. The best practitioners make these types of decisions:

- A. meaningful
- B. data-driven
- C. personal

6. Why do you have to clarify what bothers you FIRST?

- A. Even if you find a solution it doesn't fix the root cause (Mental Viewpoint) problem
- B. With a target it makes the conversation productive because you'll both be on the same side
- C. You need to show you care before you show what you know

7. 99% of the time the reason people are not following guidance it is because of breakdown of what system that guarantees success in this program?

- A. Belief that it's possible
- B. Kaizen - improving compared to their previous self
- C. Not taking actions that are so easy that it would be hard to fail

8. Instead of just giving a solution - why ask for the other person's opinion on their current problem?

- A. You want them to come up with their own unique solution
- B. Because the Socratic method is better for behavior change
- C. Lots of times it's something obvious but they have not talked about their problem out loud yet

9. After someone does something that is CLEARLY not following the guidance - what should you do after you call them out for it?

- A. Take a small amount of the blame and put it on you so they can save face
- B. Tell them to just do it next time
- C. Tell them this is their final warning...or else

10. People naturally get defensive when being told they need to take personal responsibility for their outcome. This creates a Victim & Villian story because of their _____.

- A. Fixed Mindset
- B. Mental Viewpoint
- C. past experiences

11. To avoid them playing the Victim and someone being the Villian, you want to get on the same side as them by doing this

- A. Having the right intent behind the conversation
- B. Having a very serious tone with them
- C. Having a good laugh before starting the conversation

12. Multiple Choice: Why do we ALWAYS want to have the Mentee choose their solution or agree that it is doable?

- A. it creates agency
- B. they learn to problem solve on their own
- C. In combination with together language like "we, let's" etc. it shows that you're working on the same goal together instead of you vs them

13. Multiple Choice: Why do we want to repeat back, in their own words, what the problem their facing is?

- A. it makes them feel like they are being heard
- B. you'll find the real problem
- C. it gives you clarity on exactly what they feel they need to be setup for success

14. You should feel comfortable putting other Mentors on the spot because they've agreed to be held to a higher standard.

- A. Yes
- B. No

15. Should you have to deal with people having a moment in this program?

- A. No, just tell the 24/7 chat
- B. No, just call them out
- C. No

Week 15 – Mentor Meeting Recap (Putting Yourself First)

Zohra is grappling with feelings of guilt and responsibility related to her work situation. She has always prioritized taking care of others, often at the expense of her own well-being. Zohra is contemplating applying for a new job but feels torn about leaving her current position due to the significant amount of responsibility she carries. She worries about the negative impact on her colleagues, who may struggle to take on her tasks and fill the knowledge gap in her absence. This guilt stems from her fear of letting people down and the potential consequences of her departure.

The conversation highlights how many people in similar situations feel trapped by their roles and the weight of their responsibilities, especially when they feel indispensable. The advice provided encourages Zohra to reframe her thinking by considering how her staying in the position may not actually be helpful in the long run. It's emphasized that people should focus on self-care, health, and setting others up for success, even if it means stepping back from a demanding role.

The concept of "fear-setting" is introduced as a tool for Zohra to better understand her emotions and make more informed decisions. Fear-setting involves evaluating the worst-case scenario, planning for it, and contrasting that with the best-case scenario, helping Zohra see the benefits of leaving her current job for a better work-life balance and personal well-being.

In the end, the message is clear: prioritizing one's own health and well-being is ultimately beneficial for everyone, as it allows one to be more effective and supportive in the long run.

Week 15 – Journal (Putting Yourself First)

1. How do I feel when I think about prioritizing my needs and well-being over others?
2. What is the worst-case scenario I fear when considering a career or life change, and how can I prepare for it?
3. In what ways could putting my own health and happiness first benefit the people I care about?
4. What are three small actions I can take today to create more balance between work and personal life?

2. What is the worst-case scenario I fear when considering a career or life change, and how can I prepare for it?

3. In what ways could putting my own health and happiness first benefit the people I care about?

4. What are three small actions I can take today to create more balance between work and personal life?

Week 16 – Mentor Recap (Sleeping with a Racing Mind)

The guide is a conversation about addressing sleep issues, particularly focusing on problems with both falling and staying asleep. Here are the key points discussed:

1. Sleep Cycle Understanding:
 - Sleep occurs in 90-minute cycles
 - Each cycle includes 30 minutes going down, 30 minutes of restorative sleep, and 30 minutes coming up
 - Interruption during these cycles can make it difficult to return to sleep for 30-90 minutes
2. Physical Solutions Discussed:
 - Weighted blankets for comfort
 - Chili pad/cooling bed system to regulate temperature
 - Position changes and yoga before bed to address pain
 - Temperature regulation (making room cold enough to stay under blankets)
3. Sensory Approach to Sleep:
 - Changing environmental sensory inputs can improve sleep quality
 - Solutions include:
 - Changing bed orientation
 - Using lavender or other scents
 - Sound baths
 - Temperature modifications
 - Herbal teas
4. Behavioral Recommendations:
 - Avoiding caffeine 8 hours before bed
 - Establishing consistent eating times
 - Creating bedtime-specific sensory experiences
 - Pain management before sleep
 - Limited sleep window technique (described as a "nuclear option")

Week 17 – Mentor Recap (Motivating Others)

The guide discusses strategies for helping and motivating individuals who are struggling to engage with a program or make positive changes in their lives. Key points include:

1. The Importance of Readiness

- People must genuinely want help before they can be effectively assisted
- Forcing motivation doesn't work; individuals need to come to their own "moment of clarity"
- Treating people like adults and respecting their autonomy is crucial

2. The Role of Forcing Functions

- Having meaningful consequences or stakes can drive action
- Financial investment alone may not be enough if it doesn't create sufficient impact
- Personal health concerns, relationships, or other significant factors can serve as motivators

3. The Kaizen Method Approach

- Focus on small, incremental improvements rather than perfection
- Making actions "so easy that it would be hard to fail"
- Success is defined as being 1% better than your previous self

4. Supporting Strategies

- Remaining available and supportive without pushing
- Using question-based coaching ("if you had to, what would you do?")
- Helping people identify their own solutions through guided discussion

Week 18 – Mentor Recap (Migraines)

The discussion focuses on migraine causes, treatments, and management strategies. Key points include:

1. Treatment Approaches:
 - Two main strategies: speeding up processing or numbing pain signals
 - Hot/cold therapy (ice pack on neck, hot baths)
 - Medication options like Imtrex
 - Sensory management (dark rooms, reducing stimuli)
2. Nerve Science:
 - Pain signals travel through nerve pathways in spine
 - Numbing at neck can block pain signals to brain
 - All senses can trigger or worsen migraines
3. Personal Experiences:
 - Discussion of MRI scans showing white spots from migraines
 - Example of citric acid sensitivity (pineapple trigger)
 - Importance of exercise and activity levels
 - Individual variation in effective treatments
4. Key Insights:
 - Solutions vary person to person
 - What works once may not work again
 - Prevention is crucial if cause is known
 - Hormonal factors can play a role
 - Importance of identifying personal triggers

Week 18: Journal (Migraines)

1. What are your primary migraine triggers, and how did you discover them?

2. Which treatment methods have you tried, and how would you rate their effectiveness on a scale of 1-10?

3. How do your migraines impact your daily activities, and what adaptations have you made to manage them?

4. What patterns have you noticed about your migraine occurrence (time of day, season, activities, etc.)?

Level 6 – Body Recomposition Mentor Masterclass

This Level 6 Body Recomposition Mentor Masterclass guide details a program designed to help individuals build muscle and enhance body composition after achieving their weight loss goals. It highlights the critical shift in mindset required—transitioning from the necessity of weight loss to the desire for muscle gain and physique improvement. The guide acknowledges the psychological challenges inherent in this transition, recognizing that strategies effective for weight loss might not be optimal for muscle building, and that a lack of clear goals can lead to self-sabotage.

The program's success hinges on a comprehensive approach:

1. Goal Setting:

The initial step is establishing specific, achievable goals related to body recomposition. These goals can range from increased strength and functional fitness improvements (e.g., easier stair climbing, pain-free movement) to purely aesthetic objectives. The guide emphasizes that a clear objective is essential for maintaining motivation and consistent progress.

2. Prioritizing High-Quality Sleep:

Adequate sleep is presented as a non-negotiable foundation for muscle recovery and hormonal balance. The guide directs readers to a separate resource ("Women's Hormonal Balance 101") for detailed information on optimizing sleep quality. [Women's Hormonal Balance 101 (implied link - not provided in original text)]

3. Implementing Progressive Overload Weight Training:

This forms the core of the muscle-building component. The guide meticulously outlines nine methods for progressively overloading muscles during weight training sessions:

Reduced Rest Time: Shortening rest periods between sets intensifies the overall training.

Increased Training Frequency: Training more frequently per week stimulates muscles more often.

Adjusting Reps, Sets, and Weight: Manipulating these variables ensures continuous challenge.

Enhanced Resistance: Employing heavier weights, resistance bands, or incorporating methods like water walking to increase difficulty.

Modified Range of Motion: Performing exercises with a broader range of motion engages more muscle fibers.

Elevated Intensity: Training closer to muscle failure (but stopping short of complete exhaustion).

Introducing More Challenging Exercises: Incorporating new, more complex movements.

Altered Rep Duration: Slowing down both the concentric (lifting) and eccentric (lowering) phases of each repetition.

Increased Tempo: Performing as many reps as possible within a specific timeframe.

The guide advocates for consistent application of at least one of these factors in each workout. It also offers the option of personalized workout plans from a personal trainer associated with the program.

4. Optimizing Nutrition:

The program strongly emphasizes a high-protein diet, recommending approximately one gram of protein per pound of ideal body weight (or roughly one pound of lean meat daily). Lean protein sources such as egg whites, various fish, skinless poultry, Greek yogurt, cottage cheese, shrimp, bison, and low-fat milk are suggested. The guide acknowledges that meeting this protein target might necessitate supplementation with whey protein (or plant-based alternatives like soy or pea protein for vegetarians/vegans).

5. Incorporating Fat-Burning Activities:

To minimize fat gain while building muscle, the guide recommends low-impact, repetitive activities such as walking, hiking, yoga, Pilates, or water-based exercises. These activities are designed to reduce stress and improve recovery, thus optimizing hormonal balance. The key is that these activities should be low-intensity and easily recoverable from.

5. Supplement Recommendations (Optional):

The guide suggests three supplemental options:

Whey Protein: To assist in meeting daily protein targets.

Creatine Monohydrate: (5 grams daily) To enhance strength and muscle growth.

Caffeine: (100mg pre-workout) To improve workout performance.

The guide clearly states that these supplements are optional and only necessary if individuals struggle to meet protein goals or require additional assistance with workout intensity.

6. Consistent Monitoring and Adaptive Adjustments:

Daily weight tracking is crucial for monitoring progress and making necessary dietary adjustments. If weight increases unexpectedly, portion sizes are reduced, with a focus on increasing vegetable intake. Conversely, if weight decreases despite adequate exercise and protein intake, protein intake is increased. The overall goal is gradual body recomposition, rather than rapid gains or losses.

Level 6 - Journal

How does the shift from a "need" to "want" mindset affect the process of body recomposition, and what strategies can be employed to mitigate potential self-sabotage during this transition?

What are the most effective strategies for progressive overload, and how can individuals ensure they are consistently challenging themselves in the gym without risking injury or burnout? Consider the nine factors mentioned in the guide.

Considering the various protein sources suggested, what dietary plan would best suit your individual preferences, lifestyle, and dietary restrictions (vegan/vegetarian considerations)? How will you track your protein intake effectively?

How can individuals balance high-intensity weight training with low-impact stress-reducing activities to optimize both muscle growth and fat burning? Develop a sample weekly schedule integrating both types of activity.

Beyond the supplements explicitly recommended (whey protein, creatine monohydrate, caffeine), what other nutritional or lifestyle adjustments could further enhance the body recomposition process? Consider sleep hygiene, stress management techniques beyond exercise, and hydration.

8. Access to Additional Resources:

The guide mentions Brett Contreras's "Glute Lab" program as a valuable resource for those primarily focused on glute development. [Brett Contreras's Glute Lab (implied link - not provided in original text)]

In summary, this masterclass presents a holistic approach to body recomposition, integrating psychological preparation, strategic weight training, optimized nutrition, stress management, and consistent monitoring to achieve lasting and healthy results.

Level 6 – Reinforcement

1. When should you start following the advice inside this training?
 - A. When you want to get bigger and smaller at the same time.
 - B. When you are totally done trying to lose weight.
 - C. Start implementing parts of it immediately even if I'm only trying to lose weight right now.

2. Why is it important to create a future to look forward to with your goals?
 - A. You want to get jacked
 - B. You're either improving or getting worse - doing nothing isn't maintenance
 - C. You want to stay in the gap and out of the gain

3. Multiple Choice
Why is sleep so important for achieving strength and muscle gain goals?
 - A. It helps you achieve better hormonal balance
 - B. It allows your body to recover from the stress of resistance training.
 - C. It creates a better future

4. What is progressive overload?
 - A. Gradually increasing the weight, frequency, number of repetitions etc that creates a harder stimulus in your strength training routine
 - B. Always lifting more weights
 - C. Doing workouts that make you really sore

5. What are some examples of the best fat burning activities?
 - A. Ones that are repetitive and simple to do
 - B. Walking with a ruck sack
 - C. Going on the stair climber and sweating as much as possible

6. Multiple Choice What is a complete protein?

- A. Any animal meat or milk source
- B. Proteins that contain all the essential amino acids needed for building muscle
- C. Soy or pea protein

7. How much complete protein should you aim for?

- A. 1 gram per pound of body fat
- B. 1 gram per kilogram of body weight
- C. 1 gram per pound of ideal body weight

8. Should you never take supplements?

- A. Take them as needed
- B. Never take supplements, they're horrible for your health

9. When looking at animal sources for protein, what should you look for?

- A. Meat off the bone sources
- B. Lean cuts of meat
- C. Whole fat milk

10. Multiple Choice How do you know when you should make adjustments to your diet?

- A. When weight increases by 2+ pounds in a week
- B. When weight decreases by 2+lbs in a week
- C. When you are not hitting progressive overload

11. Multiple Choice What are the 3 most effective supplements on the planet for muscle gain?

- A. Creating monohydrate
- B. Creatine micronized
- C. Whey protein
- D. Caffeine
- E. BCAA's

Week 19 – Mentor Meeting Recap (Hungry after Fruit Study)

This mentor recap focuses on Joanne's experience of intense hunger following a significant improvement in her health markers, specifically a substantial drop in her A1C levels. The guide meticulously details Joanne's struggle with near-constant hunger despite attempting various strategies, including mental and physical distractions, a protein and vegetable-based diet, and increased physical activity.

The core of the guide centers on the mentor's diagnosis that Joanne's increased hunger is a positive consequence of heightened insulin sensitivity. This heightened sensitivity, a result of her healthier lifestyle and weight loss, leads to a faster metabolism and increased energy expenditure. Abram explains this using a visual analogy of blood sugar regulation and its impact on hunger. The improved insulin sensitivity means her body efficiently utilizes glucose, resulting in more frequent hunger cues. This is presented as a desirable outcome, as it indicates an efficient metabolic system.

Abram then details a data-driven approach to managing this "good problem." This involves creating a personalized strategy that accounts for Joanne's unique response to food and activity levels. Key recommendations include:

- Frequent, small meals: Eating every two hours, focusing on low-calorie, high-volume foods to maintain satiety without impacting blood sugar levels.
- High-volume, low-calorie foods: Prioritizing soups with vegetables and low-calorie noodles (Miracle Noodles or similar), alongside carbonated water (like Spindrift or La Croix) to create a feeling of fullness.
- Avoiding certain beverages: Specifically discouraging the regular consumption of diet sodas, due to their potential effect on insulin response.
- Maintaining physical activity: Continuing her daily walks, which contribute positively to insulin sensitivity, while acknowledging the potential for increased hunger as a result.

The discussion goes into detail about the importance of choosing foods that promote satiety without negatively impacting blood sugar. It addresses the nutritional differences between carbonated water and diet soda, emphasizing the avoidance of hyper-palatable options that can perpetuate cravings. Abram also carefully considers Joanne's preferences and lifestyle, adapting suggestions to fit her daily routine and taste. The session concludes with a plan of action that focuses on adapting to and managing the increased hunger, viewing it as a sign of a healthier, more efficient metabolic system.

Week 19 – Journal (Hungry after Fruit Study)

1. How many times did I eat today, and what did I eat at each meal/snack? (Focuses on tracking food intake.)

2. On a scale of 1-10 (1 being not hungry at all, 10 being extremely hungry), how hungry did I feel before each meal/snack? (Tracks hunger levels.)

3. How much water (specifically carbonated water) did I consume today? (Monitors hydration and satiety strategy.)

4. How many steps did I take today, and how did my physical activity affect my hunger levels? (Tracks physical activity and its impact.)

Week 20 – Summary (Getting out of a Funk)

This meeting focused on helping Pamela overcome a period of low energy and motivation. The mentor guides Pamela through identifying the root of her "funk," which stems from a combination of factors including a disrupted routine following surgery several months prior, a lack of readily achievable short-term goals, and the overwhelming nature of her long-term goals (ordination).

Abram emphasizes the importance of focusing on actions that generate pride and accomplishment, rather than solely pursuing activities one enjoys. He uses his own experiences—daily gym visits with his wife (a "forcing function"), and the satisfaction of completing a complex DIY project (building a pantry)—to illustrate this point. He highlights that even mundane tasks can become rewarding if they contribute to larger goals. Abram also stresses the importance of focusing on goals that benefit others, noting that this can be a powerful motivator.

Several strategies are discussed to help Pamela regain her energy and motivation:

- Revisiting past successes: Identifying and repeating activities that previously boosted her energy and mood. Walking is mentioned as an example.
- Implementing "forcing functions": Scheduling activities regardless of current mood to ensure consistent engagement. Abram uses his daily gym routine as an example.
- Setting achievable short-term goals: Breaking down larger goals into smaller, manageable steps that provide a sense of accomplishment along the way. Pamela's ordination goal is used as an example here. He suggests setting daily or weekly targets for answering and memorizing questions for her ordination exams.
- Utilizing memory techniques: Abram suggests researching and implementing memory techniques (flashcards, mnemonics, spaced repetition, etc.) to improve her ability to memorize scripture for her ordination exams. He cites the example of someone who could memorize a long string of numbers by creating a story associated with each number.

- Seeking accountability: Working with an accountability partner (Yolanda) to track progress and maintain motivation.
- Leveraging external support: Using her pastor and potentially other ordained ministers for guidance and support in her studies.

Abram emphasizes that the key is not to constantly feel good, but to feel good *after* achieving something meaningful and taking actions aligned with her goals. He encourages Pamela to shift her focus from self-criticism to the positive impact she can have on others through her work and ordination.

Week 21 – Overwhelm

This mentor recap meeting focuses on a participant, Kathy, who is experiencing significant overwhelm due to a confluence of physical and emotional challenges. These include:

- Vision problems: Six months of persistent vision impairment preventing her from driving.
- Digestive issues: A recent diagnosis of exocrine pancreatic insufficiency requiring enzyme supplements, leading to digestive distress and weight stagnation. She finds her doctor unhelpful.
- Emotional distress: Kathy describes feeling like two entities within her are fighting – one striving for health and progress, the other feeling utterly depleted and done. This internal conflict manifests in emotional outbursts, disrupted sleep, and feelings of isolation despite having a supportive partner, children, and a work pod. She struggles with feelings of anger and frustration towards her boyfriend for not understanding her struggles, though she rationally acknowledges it's not his fault.
- Physical limitations: A heel spur further restricts her mobility and ability to get out of the house.

The mentor group offers several suggestions to address Kathy's overwhelm:

- Professional help: Strongly recommending [Betterhelp](#) as a readily accessible resource for online therapy, highlighting its convenience and flexibility in finding a suitable therapist. The mentors emphasize the importance of seeking professional help for objective perspective and support, as loved ones often lack the tools to effectively address such complex issues.
- Psychological immune system: The mentors discuss the psychological immune system, explaining the different ways men and women cope with trauma, emphasizing that avoidance (men) and connection (women) are typical responses. They highlight the importance of professional help to navigate these responses effectively.
- State changes: The importance of creating "state changes" to break the cycle of negative associations with her home environment and daily life. Examples include cold showers, exercise, or other activities that induce a shift in emotional state. These changes should be linked to positive habits or actions Kathy feels proud of.

- The 33/33/33 rule: Abram suggests aiming for a realistic balance of feeling good (33%), neutral (33%), and deeply depressed (33%) throughout the day, focusing on creating moments of feeling better rather than striving for constant positivity.
- Trauma processing: The group advises Kathy to deliberately associate negative feelings with a specific activity (in this case, binge-watching *Little House on the Prairie*) that she can easily set aside once she feels better. This helps prevent the negative feelings from becoming entrenched in her daily life and prevents the formation of further negative associations with her home environment and everyday activities. They suggest focusing on this activity until she experiences a breakthrough in therapy or consistent days of feeling better.

Level 6 – PSA You’re Gonna Mess Up

This guide addresses participants on how to navigate challenges and maintain a positive leadership image, even amidst setbacks.

Part 1: Communicating Struggles Effectively

The core message here revolves around the "but" technique. Instead of dwelling solely on negativity ("I'm struggling with hormonal issues, I have no energy, and it sucks"), Abram advocates for adding a solution-oriented "but" clause ("...but I'm going to test something new until I find a solution"). This shifts the narrative from complaint to proactive problem-solving, fostering a more inspiring and relatable image for the listeners (primarily other program participants and pod leaders). He emphasizes the importance of appearing as a leader who, while facing challenges, demonstrates a commitment to growth and improvement. This approach contrasts with the "gap" mentality (comparing one's current state to the desired state, highlighting the shortfall), promoting instead a "gain" focus (concentrating on progress and solutions).

Part 2: Embracing Mistakes

The second part underscores the inevitability of mistakes. Abram asserts that expecting perfection is unrealistic and counterproductive. Mistakes are presented not as failures, but as learning opportunities crucial for growth. The analogy of a pilot needing to make mistakes to gain experience and secure a job is used to illustrate this point. He argues that a pilot who has made and learned from mistakes is a more reliable and skilled pilot than one who has never encountered challenges. This principle extends to all aspects of life and personal development. He further emphasizes that the program itself benefits from participant struggles, as these challenges provide opportunities for improvement and refinement of the program's content and delivery.

Date: _____

Soft Skills Training Section

Understanding and Developing Curiosity

What is Curiosity?

Curiosity is defined as a desire to know, an inquisitive interest, or interests that lead to inquiry. It manifests in different levels - from simply wondering about something to actively pursuing answers through research and investigation.

The Nature of Curiosity

- Curiosity often starts with "why" questions
- It can range from passing thoughts to deep investigation
- Children naturally exhibit strong curiosity, constantly asking questions and seeking understanding
- Curiosity levels can vary from mild interest to active pursuit of knowledge

The Value of Curiosity in Mentoring

1. Observation Skills
 - Looking for detail's others might miss
 - Identifying patterns and anomalies
 - Seeing familiar situations from new perspectives
2. Problem-Solving Approach
 - Piecing together information like puzzle pieces
 - Looking beyond surface-level information
 - Identifying missing elements or inconsistencies
3. Effective Mentoring Techniques
 - Avoiding giving direct answers
 - Drawing out answers through thoughtful questioning
 - Helping others develop their own assessment skills
 - Using open-ended questions like "What do you think?"
 - Encouraging self-discovery

Developing Curiosity

- Engage with puzzles and brain teasers
- Practice asking questions
- Look for unique perspectives in everyday situations
- Challenge assumptions
- Stay engaged with learning opportunities

Benefits of Maintaining Curiosity

- Enhanced problem-solving abilities
- Better understanding of complex situations
- Improved mentoring capabilities
- More effective communication skills
- Deeper insights into others' challenges

Practical Application

Focus on helping individuals:

- See situations from different angles
- Identify blind spots
- Discover their own solutions
- Develop self-correction skills
- Build confidence in problem-solving

Remember: The goal is to help others become self-sufficient, not dependent on constant guidance. Curiosity is a tool that can be developed and strengthened over time, leading to better outcomes in both mentoring and personal growth.

How to Have Effective Conversations: The IDEA Model

Introduction

The IDEA model provides a four-step approach to having more effective conversations and developing better coaching/mentoring relationships. This model helps create meaningful dialogue while avoiding common pitfalls like jumping to conclusions or making assumptions.

Key Principles

1. Ask Open-Ended Questions

- Focus on asking questions that encourage self-awareness
- Allow others to discover their own answers through guided discussion
- Avoid providing direct solutions; instead, guide people to identify solutions themselves

2. Practice Active Listening

- Give people time to think and process questions
- Be comfortable with silence during conversations
- Resist the urge to fill quiet moments
- Remember that silence often indicates deep thinking and reflection

3. Use the "But If You Had To" Technique

When someone says "I don't know":

- Follow up with "But if you had to answer..."
- This simple technique often helps people push past mental blocks
- Encourages deeper thinking and self-reflection

4. Avoid Assumptions

- Consider multiple variables in any situation
- Recognize that there may be several valid answers or approaches
- Take time to explore different perspectives

The IDEA Model Breakdown

1. **Identify opportunities**
 - Ask what opportunities they see
 - Help them recognize potential for growth or change
2. **Describe impacts**
 - Explore why things happened
 - Discuss the impact of actions or decisions
 - Encourage specific examples
3. **Explore actions**
 - Examine specific actions or lack of actions that led to outcomes
 - Help identify cause-and-effect relationships
4. **Adapt and adjust**
 - Guide development of solutions
 - Focus on sustainable, long-term growth
 - Work toward independence rather than dependence

Goals of Effective Conversations

- Build self-awareness in others
- Develop problem-solving skills
- Create independence rather than dependence
- Foster growth and learning
- Establish trust through verification and accountability

Best Practices

- Prepare for conversations but remain flexible
- Listen more than you speak
- Allow time for reflection
- Verify understanding through follow-up questions
- Maintain accountability while building trust
- Focus on long-term development rather than quick fixes

Remember: The ultimate goal is to help others become self-sufficient and confident in their own decision-making abilities. Success comes when they no longer need constant guidance or support.

Bird Test and Branding

We're going to explore your bird communication style to make interactions more effective and enjoyable. This concept not only helps in mentoring relationships but also enhances communication with coworkers, family, and friends.

Understanding Our Unique Role

As mentors, we help others while continuing our personal journeys. This shared experience allows us to empathize deeply with those we support, bridging gaps in communication and understanding. Unlike others who may be far ahead in their paths, we walk alongside those we guide, making us uniquely positioned to connect.

The Bird Styles

We'll delve into the four communication styles—Dove, Owl, Peacock, and Eagle. Before we start the quiz, let's brainstorm:

- **Dove:** Peaceful, gentle, cooperative.
- **Owl:** Observant, wise, detail-oriented.
- **Peacock:** Showy, expressive, enthusiastic.
- **Eagle:** Commanding, ambitious, results-driven.

The Bird Style Quiz

The quiz helps identify which bird best aligns with your communication tendencies. Each scenario requires you to choose the response that resonates most with your natural behavior. Overthinking isn't necessary—go with your first instinct.

Here's how to calculate your result:

1. Count how many responses you selected for each letter (S, C, I, and D).
2. Subtract the total C responses from the total S responses to get a positive or negative number.
3. Do the same for I and D responses.

Plot your results on a quadrant chart:

- The first number (S minus C) represents the vertical axis.
- The second number (I minus D) represents the horizontal axis.

Where these numbers intersect reveals your bird style.

The Four Quadrants

Each bird style reflects different communication traits:

- **Dove:** Relationship-oriented. Prefers stable environments, team collaboration, and clear organization.
- **Peacock:** Socially-oriented. Thrives on recognition, fresh ideas, and excitement.
- **Owl:** Detail-oriented. Values logic, accuracy, and consistency.
- **Eagle:** Results-oriented. Focuses on efficiency, challenges, and achieving goals.

Understanding these styles fosters better interactions and minimizes miscommunication.

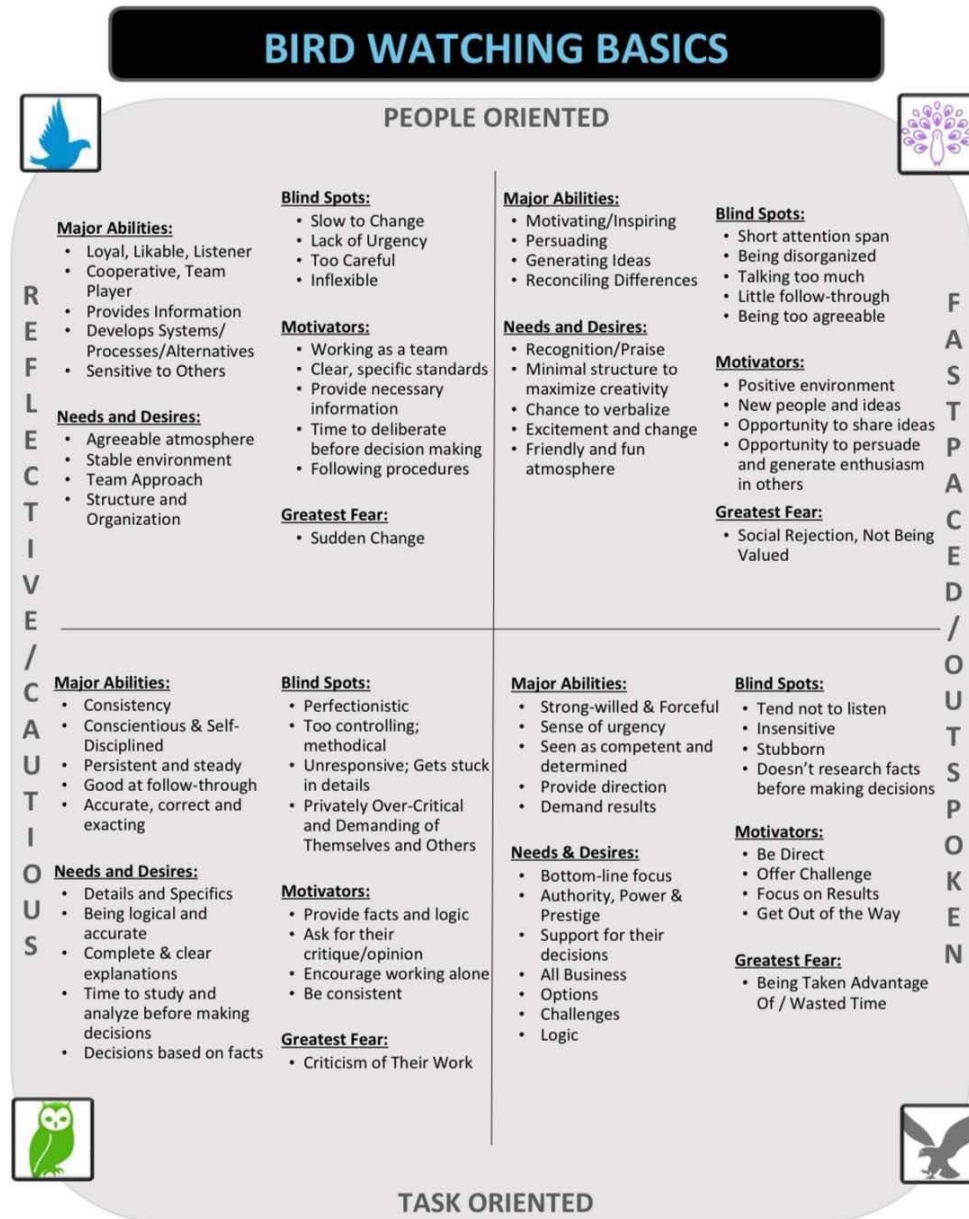
Bridging Differences

Knowing your own bird style is only half the equation. Recognizing and adapting to others' styles is key. Each bird type has unique motivators, strengths, and blind spots. For instance:

- Doves may struggle with abrupt changes but excel in creating harmonious environments.
- Owls might get bogged down in details but ensure thoroughness.
- Peacocks bring energy and creativity but may lack structure.
- Eagles drive results but sometimes overlook collaboration.

Adapting your approach to accommodate others' preferences helps build stronger connections.

Bird Watching Basics Chart



Date: _____

Results from the Bird Test Training on 10/6/2024

NAME	Bird Style
Cheryl	Dove
Julee	Peacock
Cindy	Peacock
Kathy Miller	Dove
Pamela	Owl
Susanne	Peacock
Crystal	Dove
Sally	Dove
Zohra	Borderline Dove/Peacock
Yolanda Williams	Owl
MaryAnn Hiebert	Dove
Jo-anne Arrowood	Owl
Kathy Woods	Peacock
Abram	Eagle
Carmen Koestler	Eagle
Jeannie Anthes	Dove
Natalie Guzik	Peacock
Dove. Gwyneth Hollac	Peacock
Carissa	Dove
Mindy Joos	Owl
Jo Hands	Dove
Jennifer Schoon	

Personal Branding

Your communication style also shapes your personal brand—the impression you leave on others. Think about these three aspects:

1. **How you see yourself.**
2. **How others perceive you.**
3. **How you want to be perceived.**

Aligning these perceptions strengthens your effectiveness as a mentor and communicator. Consider seeking feedback from trusted peers to ensure your intentions match others' impressions.

The Platinum Rule

While the Golden Rule advises treating others as you'd like to be treated, the Platinum Rule suggests treating others as *they* wish to be treated. By embracing this mindset, you'll foster deeper connections and improve the impact of your communication.

Thank you for participating in this session. I hope you found it insightful and enjoyable!

Date: _____

Mentoring Section

My Mentor Experience

Thank you, Jojo, for the invitation to speak about my experience as a mentor.

I'm happy to share my 20+ years of experience and break it down into parts that might be relatable to this group of mentors. I'll be sharing the perspective of the mentor, the mentee, and the journey, along with key learnings I've had along the way.

My Background

My name is Eliza, and my mentoring journey began in my professional role as an oil and gas drilling engineer and petroleum geologist. Initially, I mentored other technical professionals. Currently, I focus on leadership mentoring, diversity, and preparing people for board positions in government or corporations. My main focus is mindset mentoring, helping people reach their next level, based on my research and published books on the topic.

The Role of a Mentor

As a mentor, it's crucial to understand your role in the relationship with your mentee. I see my role as a teacher, guide, or subject matter expert, sharing insights from my lived experience. A mentor doesn't make decisions for people or solve their problems - instead, they guide and support.

Personal Why and Value Proposition

My personal why is making a difference, which aligns with my life purpose. Mentoring helps me live this purpose through a mutual exchange of energy - giving and receiving. While mentors share knowledge, they also receive benefits: joy from sharing, teaching opportunities, and continuous learning.

A mentor must understand their value proposition - their key strengths, differentiators, and unique offerings that mentees seek to learn from.

Guiding Principles

My key guiding principles include:

- Mentees must initiate the relationship
- They must be willing to learn and be teachable
- They must be open to guidance
- They must be willing to do the work

Framework and Structure

A successful mentoring relationship requires:

1. A clear framework with systems, processes, and tools
2. Defined goals and expectations
3. Clear roles and responsibilities
4. Established boundaries and communication protocols
5. Regular check-ins and feedback mechanisms

The Mentoring Journey

The framework follows these stages:

1. Empowerment and exploration
2. Discovery of strengths and growth opportunities
3. Learning and tool acquisition
4. Transformation through application
5. Mastery through continued growth

Creating Success

Key elements include:

- Building trust and psychological safety
- Creating a safe, confidential space
- Setting clear boundaries and expectations
- Understanding the mentee's starting point
- Defining success metrics
- Regular preparation and follow-up
- Providing relevant resources and tools

Key Learnings

For successful mentoring:

- Know your subject matter thoroughly
- Stay current in your field
- Maintain a strong purpose to avoid burnout
- Develop emotional intelligence and cultural awareness
- Continue learning and growing
- Prepare thoroughly for each session
- Create a safe, trusting environment
- Maintain mutual respect
- Have genuine interest in human behavior

The mentor-mentee relationship should have a fixed timeframe with clear goals and deliverables. The end result should equip mentees with tools and resources they can use long after the mentoring relationship concludes.

"The Mentoring Manual" Key themes covered in the book:

1. Understanding Mentoring
 - Defines mentoring and distinguishes it from coaching, counseling, and other forms of support
 - Explains the core purpose and benefits of mentoring relationships
 - Outlines different types of mentoring arrangements

Chapter 1 of "The Mentoring Manual" focuses on building a foundational understanding of mentoring. Here's a detailed breakdown:
Definition and Core Concepts:

1. What Mentoring Is:

- A developmental partnership where one person shares knowledge, skills, and experience
- A non-hierarchical relationship focused on growth and learning
- A process that supports both personal and professional development

2. Distinguishing Mentoring from Other Support Roles:

- Coaching: More focused on specific performance improvements and skills
- Counseling: Deals with personal/emotional issues
- Training: Structured knowledge transfer
- Consulting: Expert advice-giving

3. The Mentoring Relationship:

- Voluntary and mutual engagement
- Based on trust and confidentiality
- Usually longer-term than coaching relationships
- Focused on whole-person development

4. Benefits of Mentoring: For Mentees:

- Career guidance and advancement
- Skill development
- Increased confidence
- Network expansion
- Access to organizational knowledge

For Mentors:

- Leadership skill development
- Fresh perspectives
- Personal satisfaction
- Enhanced communication abilities
- Reinforcement of own learning

5. Types of Mentoring:

- Traditional one-on-one
- Reverse mentoring
- Group mentoring
- Peer mentoring
- Virtual mentoring

6. Key Principles:

- Mentee-driven learning
- Shared responsibility
- Clear boundaries
- Mutual respect
- Commitment to growth

7. Setting the Foundation:

- Creating mentoring agreements
- Establishing expectations
- Defining roles and responsibilities
- Setting initial goals

The chapter emphasizes the importance of understanding these fundamentals before entering a mentoring relationship, as they form the basis for successful mentoring partnerships.

Chapter 2 of "The Mentoring Manual" focuses on essential mentoring skills and competencies. Here's a detailed breakdown:

Core Mentoring Skills & Competencies

- Communication skills essential for effective mentoring
- Active listening techniques
- Question-asking frameworks
- Building trust and rapport

1. Active Listening

- Being fully present and engaged
- Observing non-verbal cues
- Using silence effectively
- Avoiding interruptions
- Taking meaningful notes
- Demonstrating understanding through body language

2. Questioning Techniques

- Open-ended questions
- Probing questions
- Reflective questions
- Future-focused questions
- Challenge questions
- Scenario-based questions

3. Building Trust and Rapport

- Creating psychological safety
- Maintaining confidentiality
- Showing authenticity
- Demonstrating reliability
- Building emotional connections
- Establishing credibility

4. Communication Competencies

- Clear and concise expression
- Giving constructive feedback
- Using appropriate language
- Managing difficult conversations
- Adapting communication style
- Cultural sensitivity

5. Emotional Intelligence

- Self-awareness
- Empathy
- Managing emotions
- Reading social cues
- Understanding boundaries
- Maintaining objectivity

6. Goal Setting and Progress Monitoring

- SMART goal framework
- Action planning
- Progress tracking
- Accountability measures
- Adjusting goals as needed
- Celebrating successes

7. Feedback Skills

- Constructive criticism
- Positive reinforcement
- Timing of feedback
- Balance of support and challenge
- Specific vs. general feedback
- Following up on feedback

8. Relationship Management

- Setting boundaries
- Managing expectations
- Dealing with conflicts
- Building professional relationships
- Maintaining appropriate distance
- Managing power dynamics

Practical Applications:

- Role-playing exercises
- Self-assessment tools
- Skill development activities
- Practice scenarios
- Reflection exercises

Development Areas for Mentors:

- Continuous learning
- Self-reflection
- Seeking feedback
- Professional development
- Networking
- Staying current in field

The chapter emphasizes that these skills need constant practice and refinement, and provides practical exercises for developing each competency.

Chapter 3 of “The Mentoring Manual” the mentoring process and its implementation. Here's a detailed breakdown:

The Mentoring Process Framework:

- Establishing mentoring relationships
- Setting goals and expectations
- Structuring mentoring sessions
- Measuring progress and success

1. Initial Setup Phase

- First meeting protocols
- Creating mentoring agreements
- Setting ground rules
- Establishing meeting frequency
- Defining communication channels
- Documentation requirements
- Confidentiality agreements

2. Goal Setting and Planning

- Assessing mentee's current situation
- Identifying development needs
- Creating SMART objectives
- Developing action plans
- Setting timelines
- Defining success metrics
- Prioritizing goals

3. Structuring Mentoring Sessions Pre-session:

- Preparation checklist
- Agenda setting
- Review of previous actions
- Gathering relevant materials

During sessions:

- Opening conversations
- Progress review
- Main discussion points
- Action planning
- Summarizing key points
- Setting next steps

Post-session:

- Documentation
- Follow-up actions
- Progress tracking
- Reflection exercises

4. Progress Monitoring

- Regular review meetings
- Progress assessment tools
- Milestone tracking
- Adjusting plans as needed
- Addressing obstacles
- Celebrating achievements

Managing the Relationship Lifecycle Beginning Phase:

- Building rapport
- Setting expectations
- Establishing trust
- Creating momentum

Middle Phase:

- Deepening discussions
- Challenging assumptions
- Supporting growth
- Maintaining motivation

End Phase:

- Evaluating progress
- Planning transition
- Celebrating achievements
- Defining ongoing contact

6. Documentation and Tools

- Session templates
- Progress tracking forms
- Action plan formats
- Feedback forms
- Reflection logs
- Evaluation tools

7. Quality Assurance

- Regular relationship reviews
- Feedback collection
- Process evaluation
- Outcome measurement
- Program adjustment
- Best practice implementation

8. Common Process Challenges

- Time management
- Maintaining momentum
- Dealing with setbacks
- Managing expectations
- Addressing conflicts
- Maintaining boundaries

9. Success Indicators

- Goal achievement
- Skill development
- Behavior change
- Career progression
- Relationship satisfaction
- Program completion

10. Program Support Elements

- Resources available
- Support networks
- Professional development
- Additional training
- External expertise
- Technology tools

The chapter emphasizes the importance of following a structured process while maintaining flexibility to adapt to individual needs and circumstances. It provides practical tools and templates for implementing each phase effectively.

Chapter 4 of "The Mentoring Manual" Based on the available context, here's a detailed breakdown:

Common Challenges for Mentor Roles and Responsibilities:

- Addressing typical obstacles in mentoring relationships
- Managing boundaries
- Dealing with difficult conversations
- Maintaining professional distance

1. Key Mentor Functions

- Role model and guide
- Expert advisor
- Advocate for mentee's development
- Cheerleader for success
- Enforcer of accountability
- Trusted friend and confidant

2. Core Responsibilities

- Making positive, lasting differences to mentee's knowledge
- Enhancing mentee's skills
- Supporting career prospects
- Building trust relationships
- Providing constructive guidance

3. Relationship Management

- Regular interaction scheduling
- Maintaining professional boundaries
- Ensuring consistent communication
- Extending support over time
- Building developmental relationships

4. Guidance Framework

- Not solving problems directly for mentees
- Helping mentees reach their own goals
- Providing perspective based on experience
- Supporting mentee's decision-making process
- Sharing relevant knowledge and insights

5. Personal Development Benefits

- Knowledge consolidation
- Leadership skill enhancement
- Personal satisfaction from giving back
- Professional growth opportunities
- Network expansion

6. Key Success Factors

- Active listening skills
- Trust building capabilities
- Goal-setting expertise
- Progress monitoring abilities
- Feedback provision

7. Professional Boundaries

- Maintaining appropriate distance
- Setting clear expectations
- Defining relationship parameters
- Managing confidentiality
- Establishing communication protocols

8. Support Structure

- Regular meeting frameworks
- Progress evaluation methods
- Documentation processes
- Resource availability
- Professional development opportunities

The chapter emphasizes that successful mentoring requires a balance of various roles while maintaining professional boundaries and focusing on the mentee's development needs. It provides practical guidance for mentors to effectively fulfill their responsibilities while ensuring positive outcomes for both parties.

Chapter 5 of "The Mentoring Manual" Julie Starr outlines a clear framework to guide mentors through the various stages of the mentoring relationship, emphasizing the importance of adapting your approach to the mentee's needs and progress. The chapter highlights the following key stages:

1. Setting Up the Relationship

- **Defining Purpose and Goals:**

- Mentoring relationships work best when the purpose is clearly defined upfront. This stage involves identifying the mentee's specific goals and clarifying expectations from both parties.
- Questions to explore:
 - What does the mentee hope to achieve?
 - What expertise or perspective can the mentor offer?
- Establishing boundaries and timelines is crucial.

- **Building Rapport and Trust:**

- Trust is the foundation of an effective mentoring relationship. Starr stresses that a mentor's ability to listen without judgment and show genuine interest in the mentee's development is essential.
- Practical tips:
 - Use open body language and empathetic listening.
 - Be approachable and consistent in your interactions.

2. Managing the Mentoring Sessions

- **Structuring Conversations:**

- Each mentoring session should have a clear structure, which helps both the mentor and mentee focus on progress.
- The recommended structure includes:
 1. **Opening:** Recap previous discussions and clarify today's focus.
 2. **Exploration:** Help the mentee reflect on challenges, explore solutions, and develop insights.
 3. **Action Planning:** Guide the mentee in identifying practical steps to take before the next session.
 4. **Closing:** Summarize key takeaways and reinforce commitments.

- **Using Effective Questions:**
 - Starr emphasizes the power of asking open, exploratory questions to help mentees think critically and independently.
 - Examples of effective questions:
 - "What's holding you back in this situation?"
 - "How might you approach this differently?"
- **Balancing Support and Challenge:**
 - Mentors should aim for the right mix of support and challenge. While encouragement builds confidence, constructive feedback pushes the mentee to grow.
 - Tip: Use "challenge with care" to avoid overwhelming the mentee.

3. Adapting to the Mentee's Needs

- **Recognizing the Mentee's Developmental Stage:**
 - Julie Starr explains that mentees typically go through stages of learning:
 1. **Novice:** Needs more guidance and structure.
 2. **Intermediate:** Gains confidence but still requires support in navigating challenges.
 3. **Advanced:** Becomes increasingly self-reliant and benefits more from high-level input and reflection.
- **Flexibility in Approach:**
 - Mentors should adapt their approach as the mentee grows, moving from a directive role (offering advice and guidance) to a facilitative one (encouraging self-reflection and autonomy).

4. Ending the Relationship

- **Recognizing When It's Time to Conclude:**
 - Mentoring relationships should not continue indefinitely. Signs that it's time to conclude include:
 - The mentee has achieved their goals.
 - The mentee is self-sufficient and no longer relies heavily on the mentor.

- **Ending on a Positive Note:**
 - Julie Starr advises mentors to celebrate the mentee's progress and reflect on their shared journey.
 - Offer closure by summarizing key achievements and discussing the mentee's next steps.
- **Ongoing Connection:**
 - While the formal mentoring relationship may end, mentors and mentees can choose to maintain an informal connection if desired.

Practical Tools and Tips from Chapter 5

1. **Mentoring Agreement Template:** A document to formalize the relationship's objectives, duration, and boundaries.
2. **Session Framework:** A simple structure for organizing mentoring conversations.
3. **Reflection Questions for Mentors:** Starr encourages mentors to self-assess their effectiveness after each session:
 - Did I listen actively and empathetically?
 - Did I challenge the mentee appropriately?
 - Did I help the mentee leave with clear action steps?

Conclusion

Chapter 5 of *The Mentoring Manual* provides a comprehensive guide to navigating the mentoring process from start to finish. Julie Starr emphasizes that effective mentoring requires clarity, structure, adaptability, and trust. By following this structured approach, mentors can support their mentees in achieving meaningful progress and independence.

Additional Designated Mentor / Mentee Information

As a Designated Mentor in the Kaizen Method Training program, you might already have a deep understanding of structured mentoring relationships. However, Julie Starr's *The Mentoring Manual* can offer additional insights to refine your approach, particularly in supporting mentees through complex personal or professional growth journeys. Here's how the information in Chapter 5 can be tailored to your role as a Designated Mentor:

1. Advanced Rapport Building

- **Fostering Psychological Safety:**
 - As a Designated Mentor, you're likely mentoring individuals who are navigating significant personal and professional transformations. Building psychological safety—where mentees feel comfortable sharing vulnerabilities—is key.
 - Consider deepening trust by:
 - Sharing relatable experiences from your own growth.
 - Reassuring mentees that setbacks are a natural part of progress.
 - Creating a judgment-free space where mentees feel truly heard.
- **Mentoring Across Skill Levels:**
 - With diverse mentees in your pods, some may be new to the Kaizen program, while others might be seasoned participants. Tailor your approach:
 - **For beginners:** Provide more guidance and structure (e.g., goal-setting templates or tracking habits like steps and stress management).
 - **For advanced mentees:** Shift focus to strategic thinking, deeper self-reflection, and long-term planning (e.g., sustaining success beyond immediate goals).

2. Structuring Sessions for Personal Growth

- **Expanding Beyond Professional Goals:**
 - While mentoring often focuses on professional development, mentees in Kaizen programs may have broader personal objectives (e.g., managing chronic health conditions or improving overall well-being).
 - Align session structures with their holistic goals:
 1. **Review:** Explore recent successes or challenges (e.g., activity levels, dietary triggers, or stress management).
 2. **Discover:** Use probing questions to help them uncover deeper motivations or barriers (e.g., “What’s the biggest obstacle keeping you from sustaining this habit?”).
 3. **Plan:** Co-create realistic, incremental action steps based on their progress.
 4. **Reinforce:** Celebrate small wins to keep motivation high, especially for mentees dealing with setbacks.

3. Advanced Techniques for Balancing Support and Challenge

- **Challenging Mentees Without Overwhelming Them:**
 - As a Designated Mentor, mentees might rely on you for both emotional support and constructive challenges.
 - Starr suggests using the “support vs. challenge matrix” to assess your approach:
 - When mentees seem stuck, lean into challenge-based mentoring by asking:
 - “What’s one small change you can try this week to break through this?”
 - “What will happen if you don’t take action?”
 - When mentees feel overwhelmed, shift to supportive questions like:
 - “What feels manageable right now?”

- “What’s a recent success we can build on?”

- **Encouraging Self-Reflection:**

- For mentees at more advanced stages, help them focus on self-reflection. Use open-ended, introspective prompts such as:
 - “How do you see this impacting your long-term goals?”
 - “What patterns have you noticed in similar challenges?”

4. Handling Mentee Setbacks

- **Navigating Health and Wellness Challenges:**

- Since your mentees might face setbacks related to their health goals (e.g., difficulty maintaining activity levels due to fatigue or dietary slip-ups), integrate an empathetic and practical approach:
 - Normalize setbacks as part of the process, drawing on your personal experiences with managing health issues like gastric dumping or type 2 diabetes.
 - Collaboratively troubleshoot: “What could you do differently next time to feel more prepared?”

- **Encouraging Resilience:**

- Help mentees reframe setbacks as learning opportunities by asking:
 - “What’s one thing you learned about yourself in this situation?”
 - “How will this experience make you stronger going forward?”

5. Sustaining Long-Term Growth

- **Transitioning Mentees to Independence:**

- As a Designated Mentor, one of your roles is to guide mentees toward self-sufficiency. Starr’s advice for ending mentoring relationships can apply to helping mentees “graduate” from needing close mentorship:

- Gradually reduce hands-on guidance as they grow more confident.
- Celebrate their independence by acknowledging their achievements and growth.
- Encourage them to consider becoming mentors themselves, further fostering the Kaizen community.
- **Focusing on Sustainability:**
 - To ensure mentees maintain their progress, help them develop sustainable habits. For instance:
 - Reinforce the value of tracking tools (e.g., step counts, food logs, or stress journals).
 - Collaborate on strategies to handle future challenges, such as holiday disruptions or work-related stress.

Practical Tools and Tips for Designated Mentors

- **Reflection Questions for Mentors:**
 - Starr recommends mentors reflect after each session. Questions tailored to your role might include:
 - Did I balance support and challenge effectively for this mentee's stage of development?
 - Am I helping this mentee work toward independence?
 - How can I better address this mentee's unique needs (e.g., health challenges or professional ambitions)?
- **Peer Mentoring Opportunities:**
 - As someone leading two pods, you can encourage advanced mentees to act as peer mentors for newer members. This not only reinforces their learning but also strengthens the community dynamic.

Date: _____

Pod Meeting Focus

Tips on How to Lead a Pod

This is meant to be just a guideline, do not overwhelm your pod members with asking all these questions at once if they are not comfortable. Use your best judgement. This should be more of a conversation.

Questions to Ask Your Pod Members:

Are you proud of the choices you made this week?

What were the guides you watched?

What did you Journal on this week?

In what ways were you 1% better than your previous self?

What have you learned since last week?

Do you have any questions (point them to a guide, if that doesn't help then have them ask in their 24/7 chat).

12 things to do daily for Abram's KMTP success:

Get sunlight (or happy lamp) within 2 hours of waking up

Weigh yourself and post in Trainerize.

Drink between 8-12oz of water before each meal or snack.

Eat a whole fruit (this means with the skin on) before each meal or as a meal.

Get movement. Try to keep improving and increasing your steps or time.

Take pictures of your food and post in Trainerize.

Post a WIN daily. To the main Facebook group.

Post an affirmation daily. Just here. I'd like us to get in this routine.

Comment on someone else's post at least once a day.

Check in with your accountability partner.

Bedtime routine – close at least 5 doors.

Overhead lights dimmed 2 hours ahead of bedtime.

Suggested Structured Pod Meeting Framework

Each pod meeting can follow a structured format with flexibility to adapt based on the group's needs. Below is a suggested agenda:

1. Opening (10-15 minutes)

Purpose: Set the tone, build rapport, and establish focus for the meeting.

- **Welcome and Check-In:**
 - Start with a quick icebreaker or "roundtable check-in."
 - Ask members to share:
 - One success or positive update since the last meeting.
 - One challenge they're currently facing.
(Example: "What's one win you're proud of from this week, and what's one thing you'd like support with today?")
- **Review Meeting Goals:**
 - State the purpose of today's meeting. *(Example: "Today, we'll focus on strategies for managing setbacks and setting achievable goals for the next week.")*

2. Education/Skill Development (20-30 minutes)

Purpose: Provide a focused topic or skill that benefits the pod members' goals.

- **Present a Mini-Topic:**
 - Share a short, actionable lesson or discussion based on common pod challenges. Examples:
 1. **Health & Wellness:** "How to Manage Triggers for Sustainable Eating Habits."
 2. **Mindset:** "Overcoming Perfectionism and Building Resilience."
 3. **Productivity:** "How to Prioritize Micro-Steps for Long-Term Success."
 4. **Stress Management:** "Practical Techniques for Immediate Stress Reduction."
 - Use stories or examples from your own journey or the Kaizen Method to make it relatable.

- **Interactive Discussion:**

- After presenting the topic, ask open-ended questions to engage the group:
 - "What resonated most with you about this?"
 - "How could you apply this to your goals?"

3. Peer Problem-Solving/Support (30 minutes)

Purpose: Foster community by allowing members to learn from and support one another.

- **Spotlight Sharing:**

- Invite 1-2 members to share a specific challenge they're facing.
(*Example: "Does anyone have a challenge they'd like help brainstorming solutions for?"*)

- **Facilitated Brainstorming:**

- Guide the group in offering constructive feedback and ideas:
 1. Encourage questions to clarify the issue.
 2. Prompt members to share similar experiences or solutions that worked for them.
 3. Help summarize and prioritize actionable next steps for the person in the "spotlight."

- **Follow-Up:**

- Confirm that members feel supported and have clear steps.
(*Example: "What's one thing you'll try before our next meeting?"*)

4. Action Planning (15-20 minutes)

Purpose: Help members set realistic and measurable goals.

- **SMART Goals Setting:**

- Guide each member in defining their specific, measurable, achievable, relevant, and time-bound (SMART) goals.
(*Example: "Instead of 'I'll walk more,' try 'I'll walk 5,000 steps daily for the next 7 days.'"*)

- **Accountability Pairing (Optional):**
 - Pair members to check in on each other's progress mid-week.
(Example: "Let's pair up so you can encourage each other to stay on track with your steps or meal planning.")

5. Closing (10-15 minutes)

Purpose: Reinforce key takeaways and maintain momentum.

- **Recap Key Points:**
 - Summarize the most important ideas from the meeting.
(Example: "Today, we explored ways to overcome setbacks and set small, meaningful goals. Remember, progress isn't linear, but consistency is key.")
- **Action Commitments:**
 - Ask each member to state their primary goal out loud to reinforce accountability.
(Example: "Let's go around and share what you'll focus on this week.")
- **Encouragement & Reflection:**
 - End with a motivational quote or reflection question.
(Example: "What's one thing you're grateful for today?")
- **Next Meeting Reminder:**
 - Confirm the date, time, and focus of the next pod meeting.

Additional Tips for Pod Meetings

1. Rotating Roles:

Assign roles to encourage participation:

- A timekeeper to keep discussions on track.
- A note-taker to record key insights and goals.

2. Follow-Up Communication:

After the meeting, send a quick recap via email or chat, including:

- Highlights of the discussion.
- Members' stated goals.
- Any resources or tools shared during the meeting.

3. Use Tools to Foster Engagement:

Incorporate tools like:

- **Shared tracking apps** (e.g., for steps or wellness goals).
- **Visual aids** (e.g., slides or diagrams for skill-building topics).
- **Interactive polls or quizzes** to make sessions dynamic.

Sample Pod Meeting Agendas

Here are sample tailored meeting agendas for each challenge: **managing setbacks**, **increasing activity**, and **long-term habit sustainability**. Each agenda includes interactive components to engage your pods and actionable steps to keep them motivated.

Pod Meeting Focus: Managing Setbacks

Meeting Objective: Help pod members reframe setbacks, learn from challenges, and create actionable strategies to move forward.

Agenda:

1. Opening (10 minutes)

- **Check-In:**
 - Ask members to share one recent setback and how it made them feel.
(Example: “What’s one thing that didn’t go as planned this week, and how did you handle it?”)
- **Meeting Focus:**
 - Introduce today’s theme: “Setbacks are stepping stones, not stop signs.”

2. Education/Skill Development (20 minutes)

- **Mini-Lesson:**
 - Teach members how to reframe setbacks as learning opportunities. Key points:
 1. **Normalize Setbacks:** Explain that setbacks are inevitable and part of growth.
 2. **Identify Root Causes:** Use reflective questions to understand what led to the setback.
 3. **Develop a Plan:** Emphasize small, specific adjustments.

Example Activity:

- Share a personal story about a setback you’ve experienced (e.g., dietary slip-ups or missed steps) and how you turned it into a learning moment.

3. Peer Problem-Solving (30 minutes)

- **Spotlight Activity:**
 - Ask 1-2 members to share a specific setback in detail.
 - Facilitate group brainstorming to identify possible solutions and strategies.
- **Guiding Questions for the Group:**
 - What might have triggered this setback?
 - What's one small adjustment that could prevent it next time?
 - How can we support this person moving forward?

4. Action Planning (15 minutes)

- **Goal Setting:**
 - Ask members to set one goal to address a recent or ongoing setback.
(Example: "Instead of skipping a workout after a busy day, I'll aim for 5 minutes of light stretching to stay consistent.")
- **Accountability Pairing:**
 - Pair members to check in mid-week for encouragement and progress updates.

5. Closing (10 minutes)

- **Key Takeaways:**
 - Reinforce that setbacks are temporary and valuable for growth.
(Example: "What you learn from setbacks builds the resilience needed for long-term success.")
- **Motivational Quote:**
 - Share a quote like: *"Success is not final; failure is not fatal: It is the courage to continue that counts."* – Winston Churchill
- **Next Steps:**
 - Confirm the next meeting and encourage members to reflect on today's strategies.

Setback Tracking Chart

Suggested usage:

1. Fill in mentee names
2. Record setbacks in weekly columns using brief descriptions
3. Use the Resolution Status column to track progress
4. Consider using color coding in Excel:
 - Red: Critical setbacks
 - Yellow: Moderate setbacks
 - Green: Minor setbacks

You can add additional columns for:

- Priority level
- Action items
- Follow-up dates
- Notes/Comments

Pod Meeting Focus: Increasing Activity

Meeting Objective: Motivate members to incorporate more movement into their daily routines and overcome barriers to staying active.

Agenda:

1. Opening (10 minutes)

- **Check-In:**
 - Ask members to share their current activity levels and how they feel about them.
(Example: “What’s one way you moved your body this week that felt good?”)
- **Meeting Focus:**
 - Highlight the importance of finding joy in movement and making small, manageable changes.

2. Education/Skill Development (20 minutes)

- **Mini-Lesson:**
 - Teach members how to overcome common barriers to activity. Key tips:
 1. **Make it Convenient:** Identify opportunities for movement in daily routines (e.g., walking during calls).
 2. **Focus on Small Wins:** Start with micro-goals like 500 extra steps per day.
 3. **Find Joy:** Encourage fun activities like dancing, hiking, or playing with family.
- **Interactive Activity:**
 - Lead a short stretching or movement break during the meeting to show how easy it is to incorporate activity into the day.

3. Peer Problem-Solving (30 minutes)

- **Brainstorming Session:**
 - Ask members to share their biggest obstacles to staying active.
 - Facilitate group brainstorming for practical solutions.
- **Guiding Questions for the Group:**
 - What's one way you could add more movement without feeling overwhelmed?
 - What activities do you genuinely enjoy?

4. Action Planning (15 minutes)

- **Setting Activity Goals:**
 - Help members create specific, measurable activity goals.
(Example: "I'll walk for 10 minutes after dinner every day this week.")
- **Tracking Progress:**
 - Suggest using tools like a pedometer or smartphone app to track steps or minutes of activity.

5. Closing (10 minutes)

- **Key Takeaways:**
 - Reinforce that every small movement matters.
(Example: "It's not about being perfect—it's about being consistent.")
- **Motivational Quote:**
 - Share a quote like: "Movement is a medicine for creating change in a person's physical, emotional, and mental states." – Carol Welch
- **Next Steps:**
 - Encourage members to check in with their accountability partners mid-week.

Increasing Activity Chart

Here is an increasing activity chart. It is a tool used to track and visualize the progress of activities or tasks over time.

Here's how to effectively use such a chart:

1. Define Your Goals:

- Identify Activities: Choose specific activities to monitor.
- Set Objectives: Determine what you want to achieve (e.g., increase productivity, fitness levels, project milestones).

2. Choose a Format:

- Chart Type: Decide on the chart type (line, bar, or area chart) that best represents your data.
- Time Frame: Choose a time interval for tracking (daily, weekly, monthly).

3. Collect Data:

- Monitoring: Regularly record the data points for each activity, noting both quantitative measures (e.g., hours worked, tasks completed) and qualitative aspects (e.g., effort level).
- Consistency: Ensure data collection is consistent to maintain accurate tracking.

4. Plot the Data:

- Input Information: Enter the data points into the chart at regular intervals.
- Visualize Trends: Use the chart to visualize trends over time. An upward trend indicates increased activity or progress.

5. Analyze Results:

- Review Patterns: Look for patterns, peaks, and troughs in the data.
- Identify Factors: Analyze what factors contributed to increases (or decreases) in activity levels.

6. Adjust Plans:

- **Adapt Strategies:** Based on your analysis, adjust your strategies to improve activity levels. This might include setting new goals, reallocating resources, or changing schedules.
- **Set New Benchmarks:** Use the information gathered to set new benchmarks for the future.

7. Regular Review:

- **Ongoing Checks:** Schedule regular reviews of the chart to stay on track.
- **Modify as Needed:** Update your goals and activities based on what is working and what isn't.

Tips for Effective Use:

- **Visual Clarity:** Ensure the chart is clear and easy to read.
- **Annotations:** Use annotations to explain significant changes in activity levels.
- **Collaboration:** If applicable, involve team members to gain insights and foster accountability.

By following these steps, you can effectively use an increasing activity chart to monitor progress and make informed decisions to enhance productivity.

Pod Meeting Focus: Long-Term Habit Sustainability

Meeting Objective: Teach strategies for creating and maintaining habits that stick over the long term.

Agenda:

1. Opening (10 minutes)

- **Check-In:**
 - Ask members to share one habit they've maintained and one they've struggled with.
(Example: "What's one habit you've kept up recently, and what's one you'd like to improve?")
- **Meeting Focus:**
 - Discuss the science of habit formation and how to make habits sustainable.

2. Education/Skill Development (20 minutes)

- **Mini-Lesson:**
 - Teach the key components of habit sustainability:
 1. **Start Small:** Begin with habits that feel effortless to build momentum.
 2. **Attach to Existing Routines:** Use habit stacking (e.g., "After brushing my teeth, I'll do 5 squats.").
 3. **Reward Progress:** Celebrate small wins to reinforce positive behavior.
- **Interactive Example:**
 - Share how you've built and maintained a sustainable habit, such as consistent meal tracking or hitting 10,000 steps daily.

3. Peer Problem-Solving (30 minutes)

- **Spotlight Activity:**
 - Ask 1-2 members to share a habit they're struggling to sustain.
 - Facilitate group brainstorming to refine their approach.
- **Guiding Questions for the Group:**
 - Is the habit too ambitious? How can it be simplified?
 - What reminders or cues could help make it stick?

4. Action Planning (15 minutes)

- **Sustainable Habits Goals:**
 - Guide members to set one habit-building goal for the week.
(*Example: "I'll drink a glass of water with breakfast every morning."*)
- **Accountability Plan:**
 - Encourage members to share progress updates in your pod's chat group.

5. Closing (10 minutes)

- **Key Takeaways:**
 - Reinforce the importance of consistency over perfection.
(*Example: "Success is built on small, repeatable actions over time."*)
- **Motivational Quote:**
 - Share a quote like: "*We are what we repeatedly do. Excellence, then, is not an act, but a habit.*" – Aristotle
- **Next Steps:**
 - Remind members to reflect on their progress before the next meeting.

Long Term Sustainability Chart

Suggested Performance Indicators:

- Exceeding Target: ●
- Meeting Target: ●
- Below Target: ●

Additional Tracking Features:

1. Goals Set

- Specific sustainability targets
- Timeline for achievement
- Measurable outcomes

2. Weekly Progress

- Percentage completion
- Key achievements
- Challenges faced

3. Monthly Target

- Year-end goals
- Cumulative progress
- Impact assessment

4. Sustainability Metrics

- Environmental impact
- Resource consumption
- Waste management
- Energy efficiency

Recommended Add-ons:

- Implementation strategies
- Resource allocation
- Training completed
- Best practices shared
- Innovation initiatives

A chart can be created and customized in Excel with:

- Dropdown menus for status updates
- Conditional formatting for visual tracking
- Automated calculations for progress
- Data visualization options
- Comment sections for detailed notes

Date: _____

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