

# Helping Leaders Optimize Performance By Building Passion Healthy Workplaces

An introduction on driving meaning, passion and purpose in the workplace in an effort to care for the mental and emotional wellbeing of it's people, and the performance of the team.



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## **Information Package**

[www.thepassioncentre.com](http://www.thepassioncentre.com)

# Defining Passion

What Is Passion



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Many people have a hard time truly understanding Passion and how it ties into their work. It is something that we all want and strive for but at the same time, life and work responsibilities can take us far away from living our best life and doing our best work.





# Defining Passion

More than an emotion, Passion is a state of cognitive and motivational drive.

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Passion is the state of being when we are connected to a type of activity, find it important and as such invest our time and energy into. Passion increases the power of the human will to change the world around us.

It is an active part of our human experience that pushes us into high performance, optimized psychological well-being and active emotional presence. Passion is a driver of success and well-being.



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# What is Passion Health™?

Is it a state of mind?

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# Defining Passion Health™

Passion health™ is a positive concept. It encompasses our emotions, our psyche, and our professional social interactions.



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Passion can be healthy or unhealthy. In its healthy state it is a driver of positive behavioural and productivity enhancing traits. Studies show higher levels of Passion Health™ is related to increased resilience, creativity, innovative thinking, problem solving, attendance, performance, retention, attention, psychological well-being and reduced negative behavioural patterns like bullying, intimidation and interpersonal conflicts.



# There are 4 Pillars that create Passion Health™

1. Internal (Drivers & Motivators)
2. External (Structure & Enablement)
3. Social (Safety & Support)
4. Psychological (Self Direction & Determination)

When we believe in our abilities, have the platform to succeed and have a supportive team environment we perform at our highest



Our study has found that people who scored high in these 4 domains scored high on their subjective experience of Passion

0.2%

Standard Deviation score



By understanding the core drivers of Passion we can now use these domains to create and foster environments where more of our people and leaders can feel Passion Healthy and thrive inside of the workplace.





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# Passion Health™ is Integral to Company Success

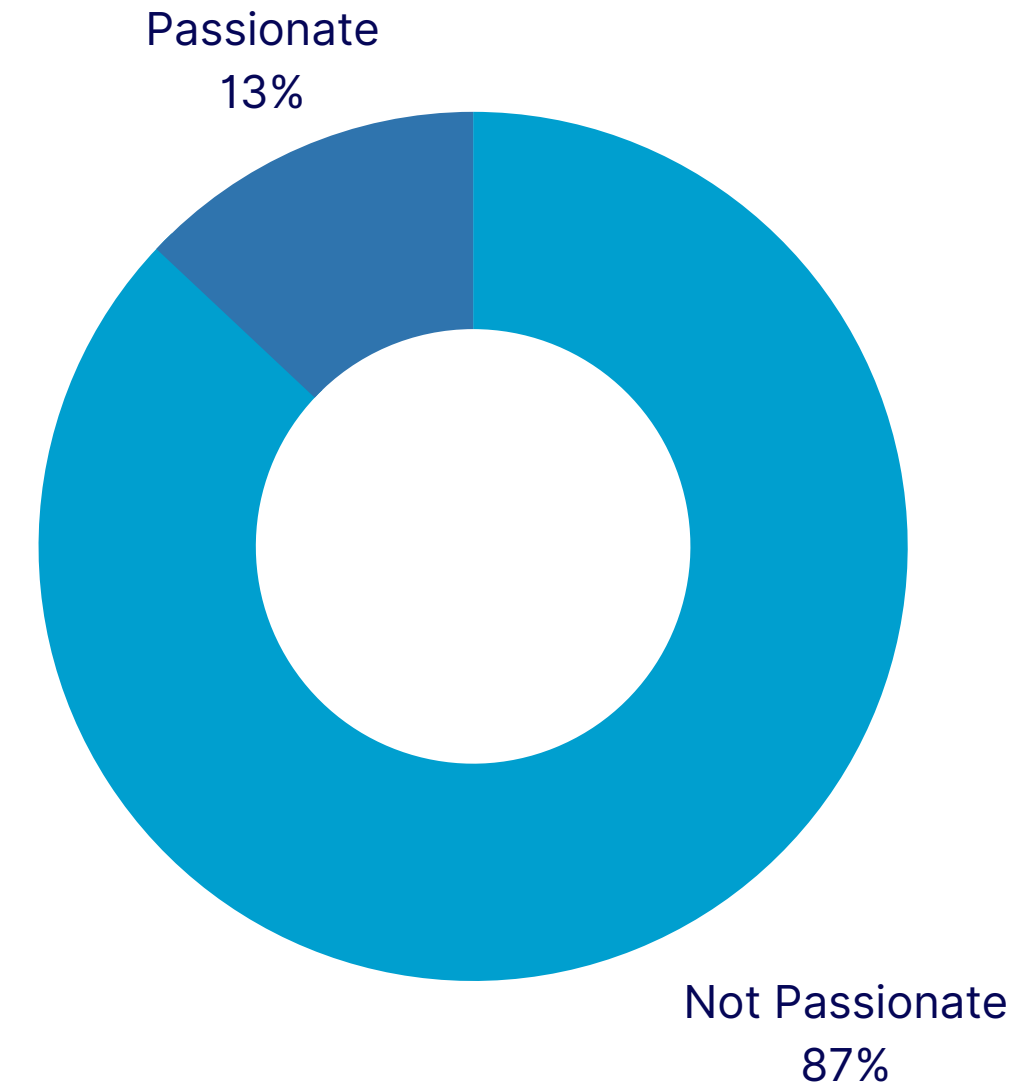
When we are emotionally healthy, we can realize our abilities, cope with stress, work productively, and contribute to society at our highest.

Passion health™ is directly linked to our emotional, mental, social and cognitive health.

# Passion Health™ Issues Affects Performance

The Professional  
Passion Gap

**More than 85 percent of  
survey respondents are not  
feeling Passion for work.**



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If 87% of your organization was not feeling Passionate, that means your productivity and performance is being optimized by 13%. What do you think could happen in and for your business by flipping those numbers?





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## **BEHAVIOUR DOESN'T CHANGE BY WORKING ON THE BEHAVIOUR**

Behaviour changes by focusing on what is driving the behaviour.

If you want higher levels of Performance or employee optimization, focus on the right drivers. Passion Health™ focuses on the right drivers.





# Closing The Passion Gap

Treatments for Passion Health™ gaps vary.

**It can include a mix of coaching, training, council or experiential learning as a support system.**

TPC is the first company to address the Passion Gap head on. When we create the conditions to restore our people and support their ability to thrive in the work that they do we close the gap on Passion.



## Surveys and Assessments

Applying the right solution involves understanding the right problem. Our Passion Health™ Survey is the first tool that accurately measures what drives Employee Passion.



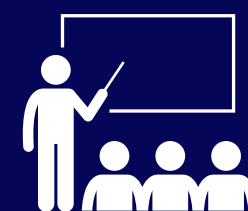
## Personalized Coaching

Each person has nuances and professional goals. Our specialized coaches support clients to reach their highest potentials while being true to their Passion



## Therapeutic Council

Often Passion is blocked if a person has been through trauma or has had traumatic events happen. This process supports the deeper emotional and psychological support a person needs.



## Programmning and Training

Passion is related to a host of positive behavioural and productivity enhancing traits. Our workshops dive into the Science of Passion and how to use it to increase resiliency, creativity, innovation, performance, work life quality and more.

# How We Can Help



## STEP 1

Passion Health™  
Measurments

### **Organizational Consulting:**

We measure the Passion Health™ across the organization or team, assess current gaps and build out a process based on findings to increase and maintain long-term Passion Health™



## STEP 2

The Passion  
Discovery Method

### **Program Training and Coaching:**

A way to evaluate individual and team Passion to support higher levels of motivation, creativity and innovation



## STEP 3

Passion Health™  
Role Alignment

### **Personalized Coaching and/or Counseling:**

Taking from discovery we look at ways to align individual drivers of Passion for increased performance and work satisfaction



## STEP 4

Result Based  
Workshops

### **Program Training:**

Deepen the relationship between individual and their work allowing for increased resiliency, stronger engagement and professional growth opportunities



# When To Consider TPC as a support extension?

When you are looking to have a performance boost or optimize the cultural and individual health within the organization

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THE PASSION CENTRE, INC.



**Kira Day**

Founder, Program Officer

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Counselor Director

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Executive Coach and Trainer

# The Passion Centre Team

Ask us about our employer wellness, engagement and productivity programs

Contact us:

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