



PAYCHECK TO PURPOSE

ADAM WHITE

Leadership Speaker & Human Potential Expert

NOW I AM THE **VOICE**.

I WILL **LEAD** AND NOT **FOLLOW**.

I WILL **CREATE** AND NOT **DESTROY**.

I AM A **FORCE** FOR **GOOD**,

I AM A **LEADER**.

I WILL **DEFY** THE **ODDS**

I WILL **SET** A **NEW STANDARD**

I WILL **STEP UP**

I CAN. I WILL. I MUST.

Knowledge is not power...



APPLIED KNOWLEDGE
IS POWER



PURPOSE

Purpose

No Human Being on Earth is a Mistake

We were created for a Specific Purpose

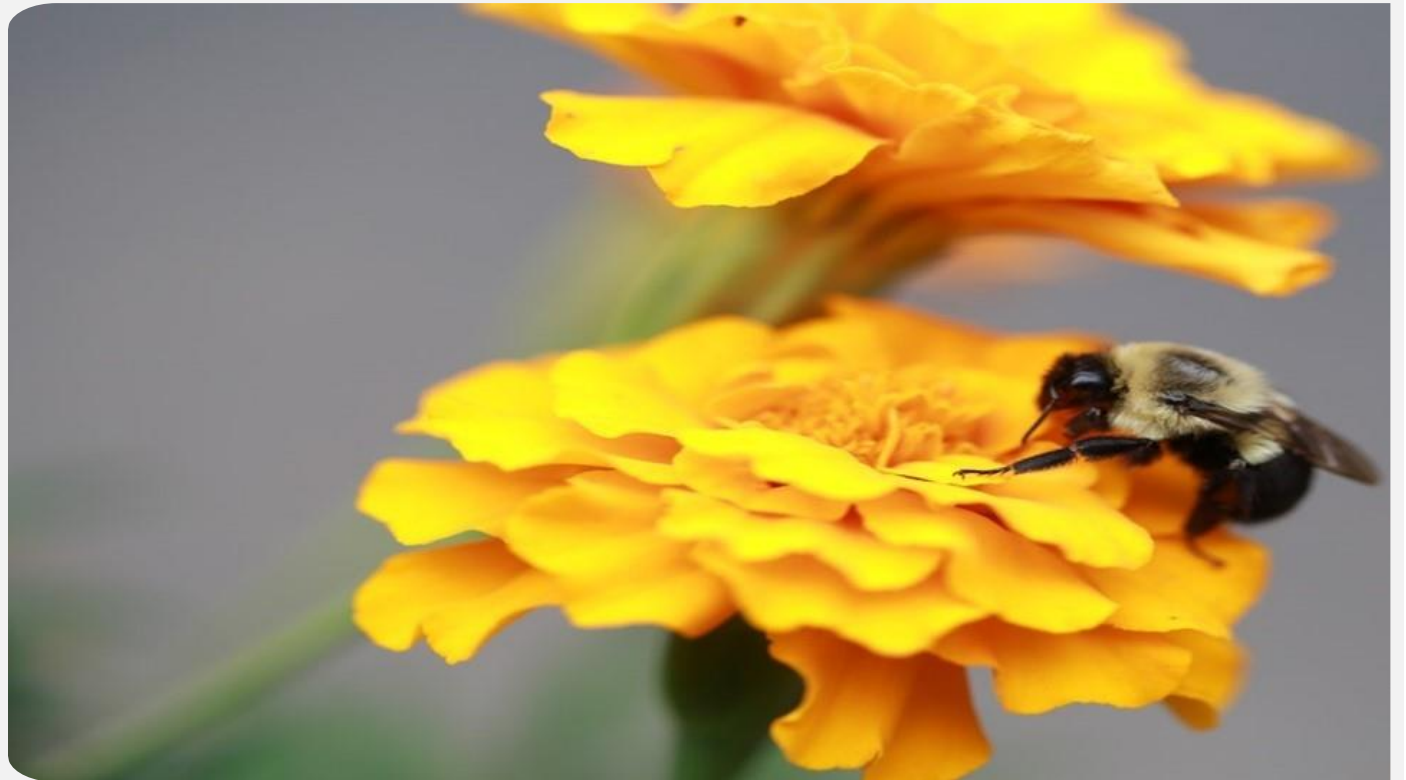
Human Beings were Created to be Successful



Purpose

Even the color of flowers were designed for a specific purpose

Insects can only see certain colors.



Purpose

5 Life Questions that Influence our Life, Work, and Results

Question #1

WHO AM I?

IDENTITY

Question #2

WHERE AM I FROM?

MY SOURCE, MY RESOURCES

Question #3

WHY AM I HERE?

**The average human doesn't
know why they are on this planet**

**Why are you in this job and
role?**

*When you don't know where you are going any
road will take you there...*

Question #4

WHAT CAN I DO?

Ability, Potential, Talent, Gift

**The average human will die
without achieving more than
10% of their true potential**

THE HUMAN MIND – MAN'S GREATEST GIFT

The human mind has the ability to graduate from more than 12 universities, learn more than 40 different languages, and memorize an Encyclopedia from cover to cover in a single lifetime

Question #5

WHERE AM I GOING?

DESTINATION, PLAN, GOAL

**Where are you going in this
Organization? Career?**

**Your Vision determines your
Destination**

**YOU HAVE “UNLIMITED”
POTENTIAL**

**YOU WERE MADE FOR
GREATNESS**

**NATURE IS OUR GUIDE:
BIRDS, FISH, PLANTS
SEEDS OF GREATNESS**

POTENTIAL:

UNUSED SUCCESS
HIDDEN STRENGTH
UNTAPPED POWER
UNUSED ENERGY





WHAT BLOCKS US FROM TAPPING INTO OUR PURPOSE & POTENTIAL?



EXTERNAL INFLUENCERS MINDSET BELIEFS



**“IF WE DON’T MASTER THESE AREAS, THEY
WILL BLOCK OUR PURPOSE, POTENTIAL &
LEADERSHIP ABILITY”**



The word

ESTEEM

Comes from the word

ESTIMATE

Don't under-estimate your

worth & value

Don't let anyone else under-estimate your

worth & value



**“YOU HAVE PURPOSE
& YOU MATTER”**



“I MATTER”

“MY WORK MATTERS”

“MY CONTRIBUTIONS MATTER”

“I AM MAKING A DIFFERENCE”





VALUE

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VALUE-DRIVEN

- The average McDonald's employee earns \$16,640 for 12 months of work...
- The highest paid CEO (Hock E. Tan – Broadcom, Inc.) earns \$103.2 million for the same 12 months of work...
- What separates the two of them?

VALUE

VALUE-DRIVEN

**YOU ARE NOT PAID FOR
TIME**

YOU ARE PAID FOR THE

VALUE

**THAT YOU BRING TO AN
ORGANIZATION**

VALUE-DRIVEN

**“Success is not something
you pursue, but something
you **ATTRACT** by the person
you become”**

**BECOME A PERSON
OF VALUE**



MINDSET & BELIEF

Shifting from Paycheck to Purpose

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WITHIN YOUR MIND...

**Within your mind are the
“tools” to build beautiful
mansions or the “weapons”
to destroy yourself**

**Mental Tools vs. Mental
Weapons**

NEW INSTRUCTION FOR THE MIND

**“LIFE IS NOT HAPPENING
TO ME; LIFE IS HAPPENING
FOR ME”**

**“LIFE IS NOT A RESULT
OF CONDITIONS;
LIFE IS A RESULT OF
DECISIONS”**



HUMAN Hijackers vs. Accelerators

HUMAN Hijackers

HUMAN Hijackers

Cautious – This is a form of fear. We are afraid to take risks or try something new, so being overly cautious will hijack our chances of success and hijack our ability to put forth effort

Controlling – When we are controlling it comes from an inner sense of insecurity. This hijacker will destroy the relationships around you because you can't stop being a controlling person. Most people that are overly controlling end up alone. If in the work place, controlling people destroy productivity, cost an organization money and create disengagement at work.

Critical / Cynical – This hijacker won't allow you to celebrate and be happy for other people. It comes from an inner unhappiness. We simply can't be happy for others when we are internally unhappy ourselves. This human hijacker will rob you of your ability to be grateful and thankful. Becoming cynical of others will lead to bitterness and resentment.

HUMAN Hijackers

Distorted Thinking – This human hijacker changes your perspective of reality. You may feel everyone is against you, or nothing ever goes right in your life. Distorted thinking creates a pessimistic attitude where you are always thinking the worse, instead of expecting the best.

Obsessed with Success – This is a real problem with the rise of social media. We are obsessed with being rich, being famous, and trying to keep up with the gurus that tell us to grind, work hard, lose sleep and destroy ourselves in the quest for fame and success. We can't sleep, we are depressed, and we are frustrated because we are following people that are taking us down a slow path toward death.

Stubborn Mindset – This human hijacker will cause you to miss opportunities that are right in front of you. A stubborn mindset hijacker allows a person to be surrounded by knowledge and still ignorant. They refuse to change their mindset. This human hijacker will rob you of your ability to change, to learn, and to grow.

HUMAN Hijackers

Obsession with Work – This human hijacker robs you of your family time and steals the most important moments in your life. Sometimes the obsession with work comes from the avoidance of home life. When people are unhappy in their relationship at home, they will pour themselves into their work as escapism.

Too competitive – This human hijacker says go ahead and make your goal and your life about competing with others. Focus your time and energy on trying to outdo everyone else. This hijacker hands you the weapon called, “comparison” and teaches you how to use comparison as a gauge for success.

Over Pleasing – This human hijacker is one of the builders of your self-made prison. This human hijacker steals your creativity and robs you of your purpose. This hijacker forces you to worry more about what people think about you than what you think of yourself.

HUMAN Hijackers

Perfectionism – This human hijacker comes from the internal fear that you are not good enough. This hijacker steals your ability to get more accomplished. This hijacker forces you to spend time going over and over the same thing.

Self-critical / Self-sabotaging – This human hijacker takes the liberty to invite fear, doubt, and a lack of belief to your emotional home. This hijacker sits back and laughs when you keep telling yourself you are not good enough, or smart enough, or qualified for success.

Stress & Burnout – Stress and burnout are like the tea pot on the stove. You fill the tea pot with water and it slowly begins to warm up. Eventually when the temperature in the tea pot gets too hot and the water begins to boil, the tea pot begins to blow its top, and make a screaming sound. That is what stress and burnout does to the human body. This hijacker will rob you of your health and your wealth. This human hijacker is best friends with the hospital

HUMAN Accelerators

HUMAN Accelerators

Appreciation – This human accelerator, increases our ability to receive more good things into our lives. This accelerator teaches us to be thankful and to appreciate all that our creator has done for us. This human accelerator will eradicate the wrong attitude from our lives.

Confidence – This human accelerator teaches us that confidence attracts people, but arrogance repels them. This human accelerator will improve our results, give us courage to try new things and remind us that we have what it takes inside to be successful.

Humility – This human accelerator will advance your career and improve your relationship both personally and professionally. The 2 things that cause executives and leaders to fail are being aloof and arrogance. There is strength in humility. In fact, humility is actually having strength under control. Humility is not for the weak. Humility takes discipline.

HUMAN Accelerators

Inspiration – This human accelerator eradicates tiredness. Often, we are not tired, but uninspired. This accelerator will keep you going, keep you motivated and give purpose and meaning to your life.

Practice & Focus – This human accelerator is a confidence builder and a results generator. This accelerator will advance and reward you for the effort you put into practicing your gift. This accelerator allows you to ignore distraction and criticism.

Presence – This human accelerator eliminates anxiety of the past and fear of the future. This accelerator always places you in the present moment, so you can focus better and get the most out of the time you have been given.

Principles – This human accelerator guarantees your success. Principles are laws that if followed will produce the same results over and over. We can't stop a tree from growing in the soil, we can't stop a fish from swimming nor a bird from flying. Nature follows the laws and principles and the results are always the same.

HUMAN Accelerators

Resilience – This human accelerator will give you the strength to bounce back from setbacks and crises. What others have drowned in; you will be able to sail over when you develop this human accelerator.

Courage – This human accelerator increases our progress because we no longer let fear hold us back. We don't have to wait for someone else to lead us. This accelerator gives us the ability to take the lead and blaze a new trail where there wasn't one before.

Drive / Ambition – The human acceleration will advance us quickly beyond the limiting beliefs of others. This accelerator will drive us to get up earlier and work on our dream while others are sleeping. This human accelerator teaches us to go after what we want and creates within us the willingness to put in the work. This is not an obsession with success or work, but rather an internal desire and drive to fulfill our purpose while still having the inner peace to work quietly on our dream knowing the results are coming.

HUMAN Accelerators

Engagement – This human accelerator will advance our relationships and open doors for us. When we are engaged with our work, with our dream and engaged with people, they will be engaged and get involved with us. This accelerator also increases our ability to bring all of ourselves to our life work and be fully engaged and focused on what we are doing.

Faith – This human accelerator creates the ability to bring dreams from the spiritual into the natural. This human accelerator teaches us to believe and have faith even when our eyes can't see the results yet.

Generosity – This human accelerator advances the law of reciprocity in our lives. This accelerator teaches us the power of giving and that giving to others will always produce a harvest in our own lives. This human accelerator is also the cure for greed and selfishness. Generosity reminds us that we have been blessed and that we must cooperate with the law of giving in order to receive.

The 4 Areas affected by Hijackers & Accelerators

1. How we see things (our **perception**)
2. How we feel (our **emotions**)
3. How we think (our **psychology/mindset**)
4. How we act (**response and reaction**)

3 Self-Development QUESTIONS EVERY PERSON MUST ANSWER...

1. ARE YOU CAREER-CENTERED?

2. ARE YOU SELF-CENTERED?

3. ARE YOU PEOPLE-CENTERED?



PURPOSE REQUIRES **DISCIPLINE**



SELF-DISCIPLINE

**DISCIPLINE IS DEFINED AS
“SELF-IMPOSED” STANDARDS**

**DISCIPLINE ATTRACTS PEOPLE TO
YOU**

**PEOPLE TRUST A PERSON WHO THEY
PERCEIVE HAS DISCIPLINE**



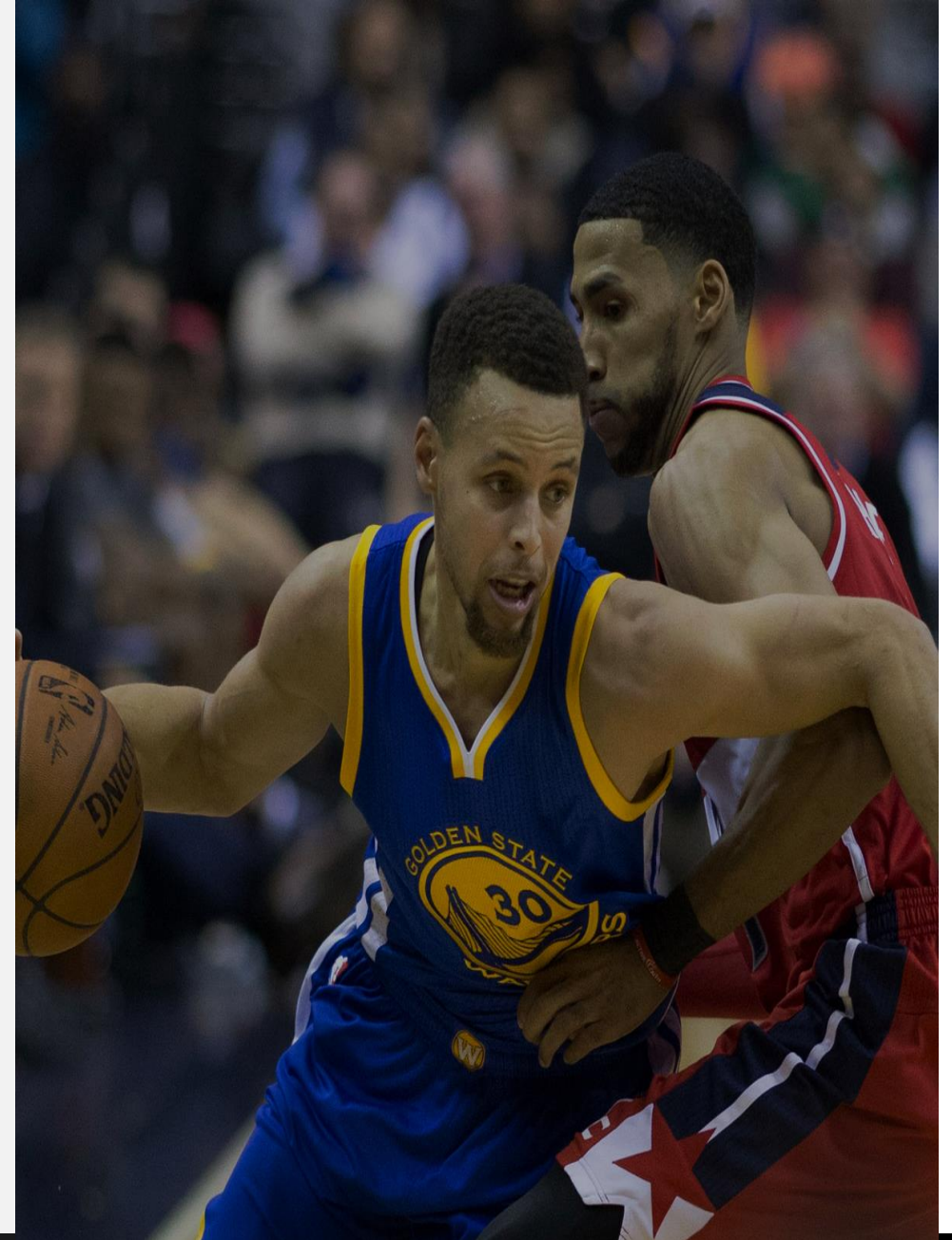
THE DISCIPLINE OF ATHLETES

WE ADMIRE ATHLETES BECAUSE OF
THEIR **DISCIPLINE**

PRODUCTS ARE SOLD BY ATHLETES
BECAUSE WE BUY THE **IDEA** OF THEIR
DISCIPLINE

WE BELIEVE IF WE BUY THE PRODUCT,
WE MAY **AQUIRE** THE **DISCIPLINE**

WE LOVE TO **“WATCH”** SPORT, BUT WE
DON'T ALWAYS WANT TO PLAY THEM.



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Leadership Speaker & Human Potential Expert

3 THINGS TO DEVELOP SELF-DISCIPLINE & PURPOSE



- 1. A New Story**
- 2. A New Strategy**
- 3. A New Strength**



3 THINGS TO CHANGE - DEVELOP SELF-DISCIPLINE



- 1. CHANGE YOUR ASSOCIATIONS**
- 2. CHANGE YOUR ADDITIONS**
- 3. CHANGE YOUR ACTIONS**



SUCCESS LEAVES CLUES...

Mark Cuban, Billionaire, NBA team owner, *Shark Tank* star says, the 1 thing that separates Successful people from everyone else is not money or connections, but the willingness to outwork and outlearn everyone

Apple CEO, **Tim Cook** starts his morning routine -- not just his morning, his morning *routine* -- at **3:45 a.m.** (salary: \$12.8M)

General Motors CEO **Mary Barra** gets to the office by **6 a.m.**

Best-selling author **Dan Brown** -- *The Da Vinci Code*, etc. -- gets up at **4 a.m.**

OUTWORK & OUTLEARN EVERYONE...

None of us can control the massive and disruptive changes that are coming every industry.

We can't control luck or fate.

The only thing we can control is **How Much We Work and **How Much we Learn****

Outwork and Outlearn everyone...



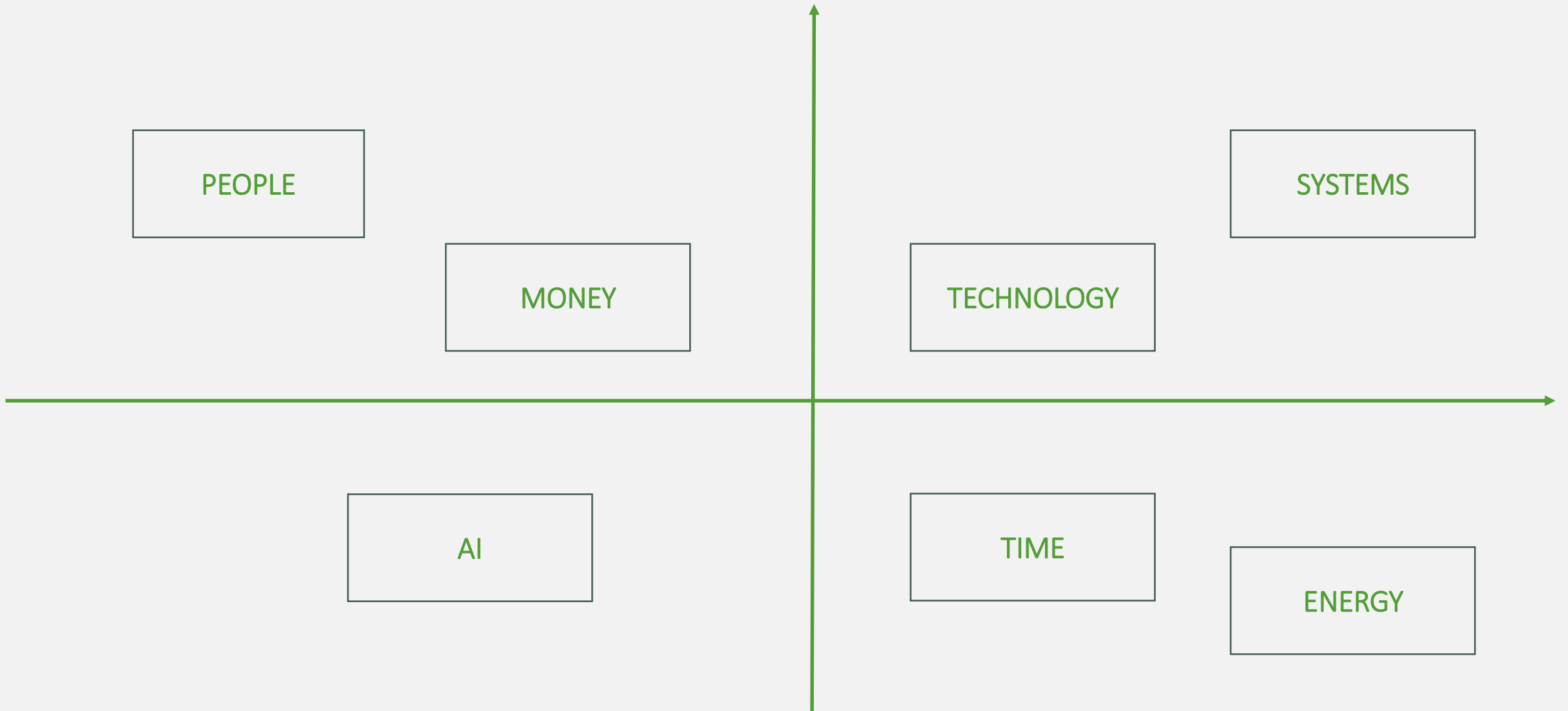
MANAGEMENT

EVERTHING IS MANAGEMENT

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EVERYTHING IS RESOURCE MANAGEMENT



**What is
Management?**

The effective use and
efficient application of
resources

**What is
Management?**

The successful
fulfillment of effective
STEWARDSHIP

MANAGEMENT

WHEREVER YOU SEE A LACK OF GROWTH
YOU WILL FIND THE PRESENCE OF
BAD MANAGEMENT

MANAGEMENT

Great Management attracts money, resources & people

God protects his resources from Bad Managers

MANAGEMENT

Mis-management will always produce poverty

Good management will produce prosperity

MANAGEMENT

Bad management will always cause Lack

Good management will produce Abundance

So how are you **Managing?**

PEOPLE

MONEY

AI

TECHNOLOGY

TIME

SYSTEMS

ENERGY

Cascade Effect of Managers

DISENGAGED MANAGERS CREATE DISENGAGED EMPLOYEES

51% of Managers have “checked-out” and care very little about their job or company.

- Gallup Poll



EMPLOYEES DON'T
LEAVE COMPANIES...

EMPLOYEES LEAVE
MANAGERS...



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**DON'T
PROMOTE
MANAGERS...**

**GROW YOUR
MANAGERS...**



MANAGERS MUST BECOME COACHES...



Strengths-Based Coaching vs. Managing Weaknesses



3 SHIFTS MANAGERS MUST MAKE

1

LEADERSHIP STYLE

From performance
“management” to performance
“development”

2

APPROACH

From seeing themselves as
“boss” to being a “coach”
From micromanagement to
maximizing potential

3

COMMUNICATION

From commanding to two-way
conversational.



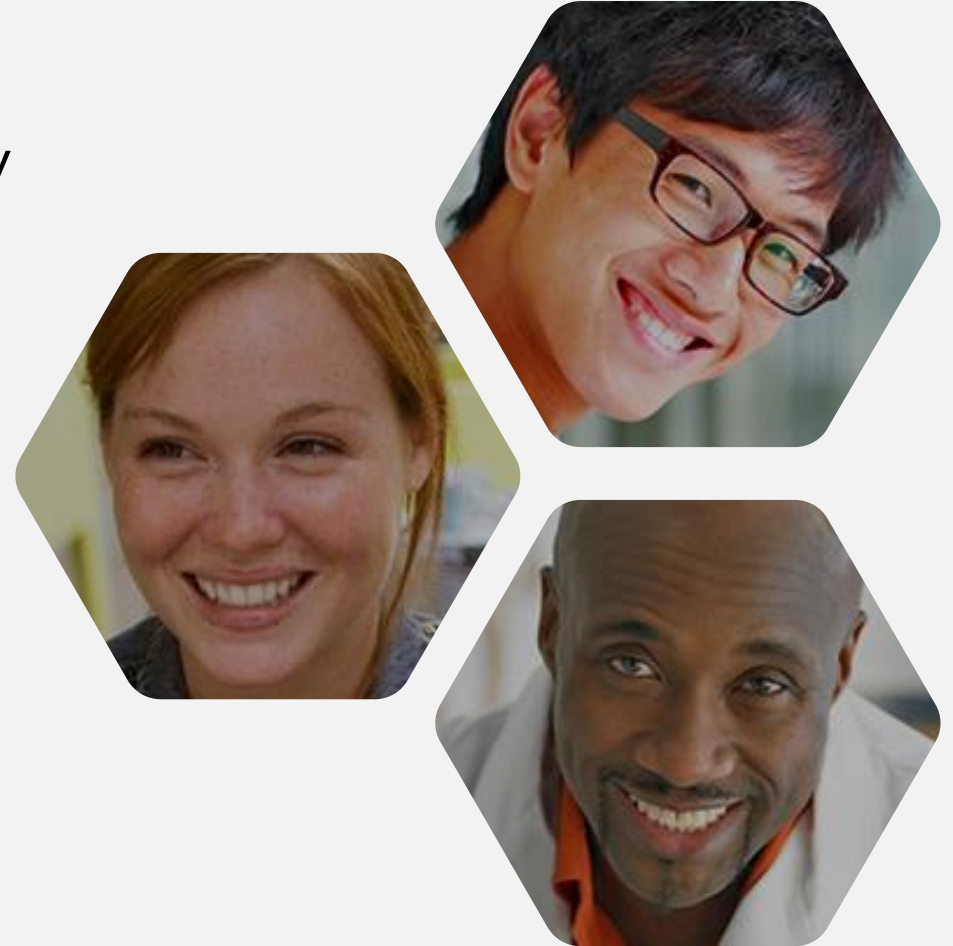
FROM PAYCHECK TO PURPOSE

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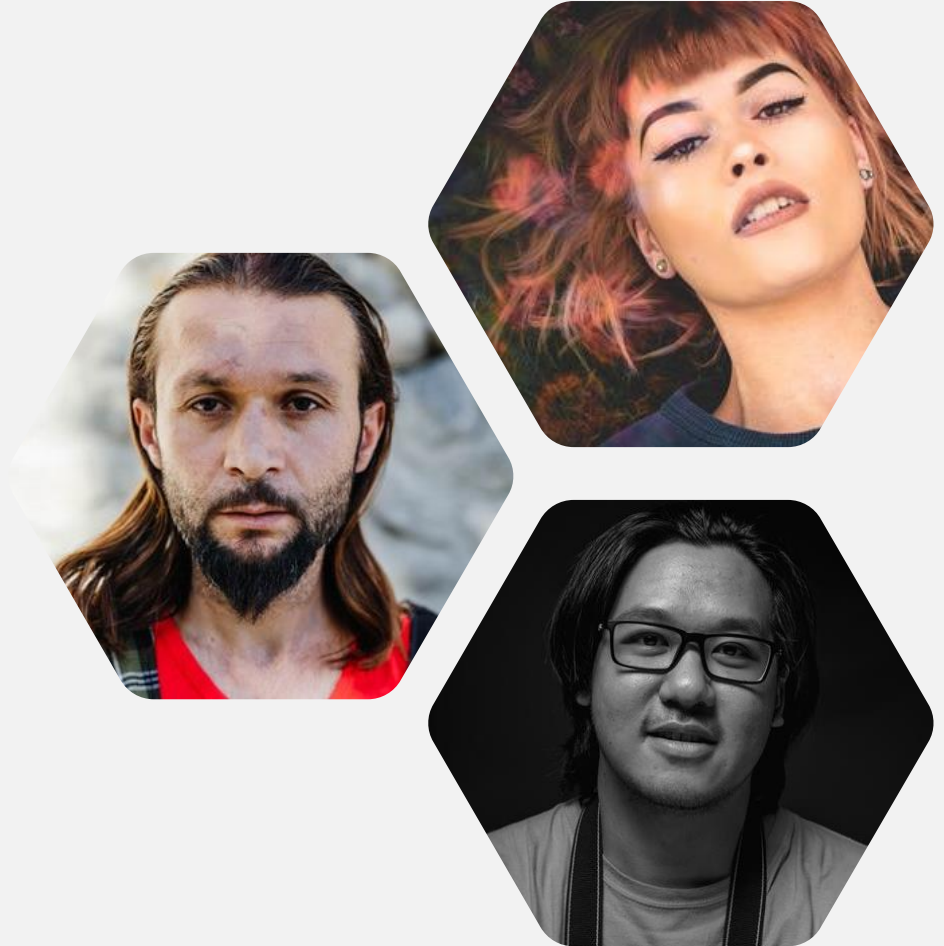
PAYCHECK TO PURPOSE

- Millennials don't just work for a paycheck — they want a purpose
- They want to work for organizations with a mission and purpose
- For millennials, compensation is important and must be fair, but it's no longer the driver
- The emphasis for this generation has switched from paycheck to purpose — and so must your culture



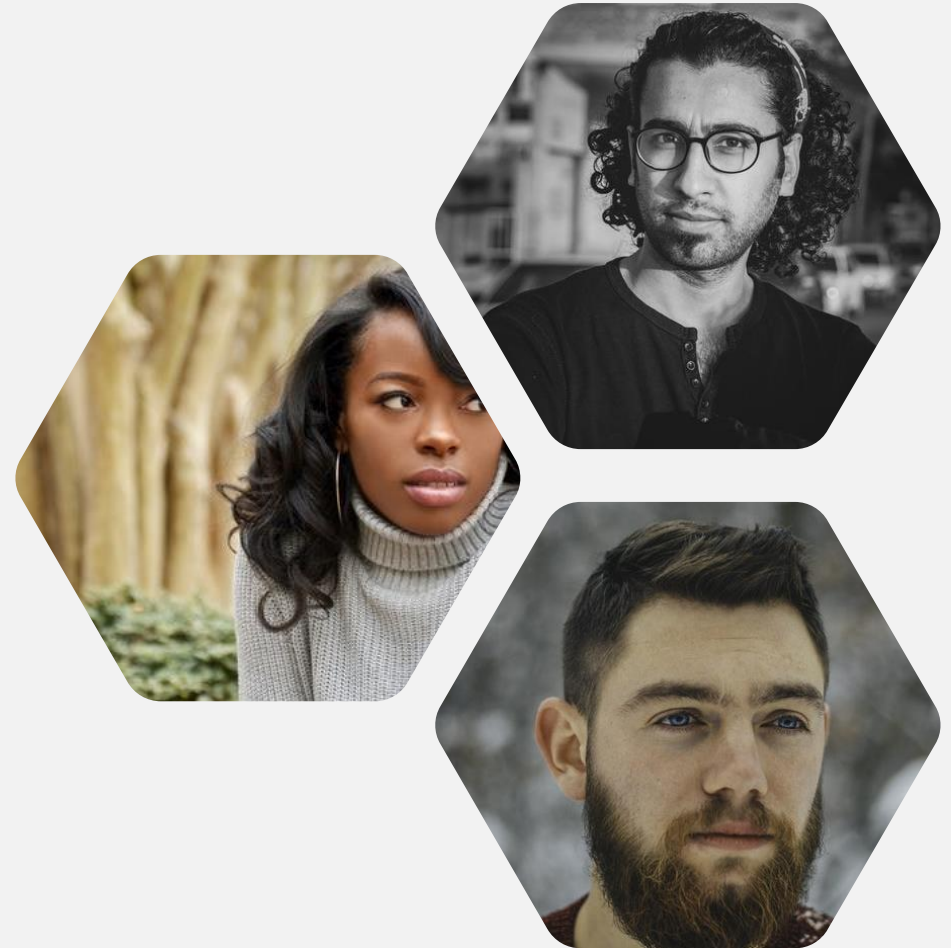
SATISFACTION TO DEVELOPMENT

- Millennials are not pursuing job satisfaction — they are pursuing development
- Most millennials don't care about the bells and whistles found in many workplaces today — the Ping-Pong tables, fancy latte machines and free food that companies offer to try to create job satisfaction.
- Giving out toys and entitlements is a leadership mistake, and worse, it's condescending
- Purpose and development drive this generation



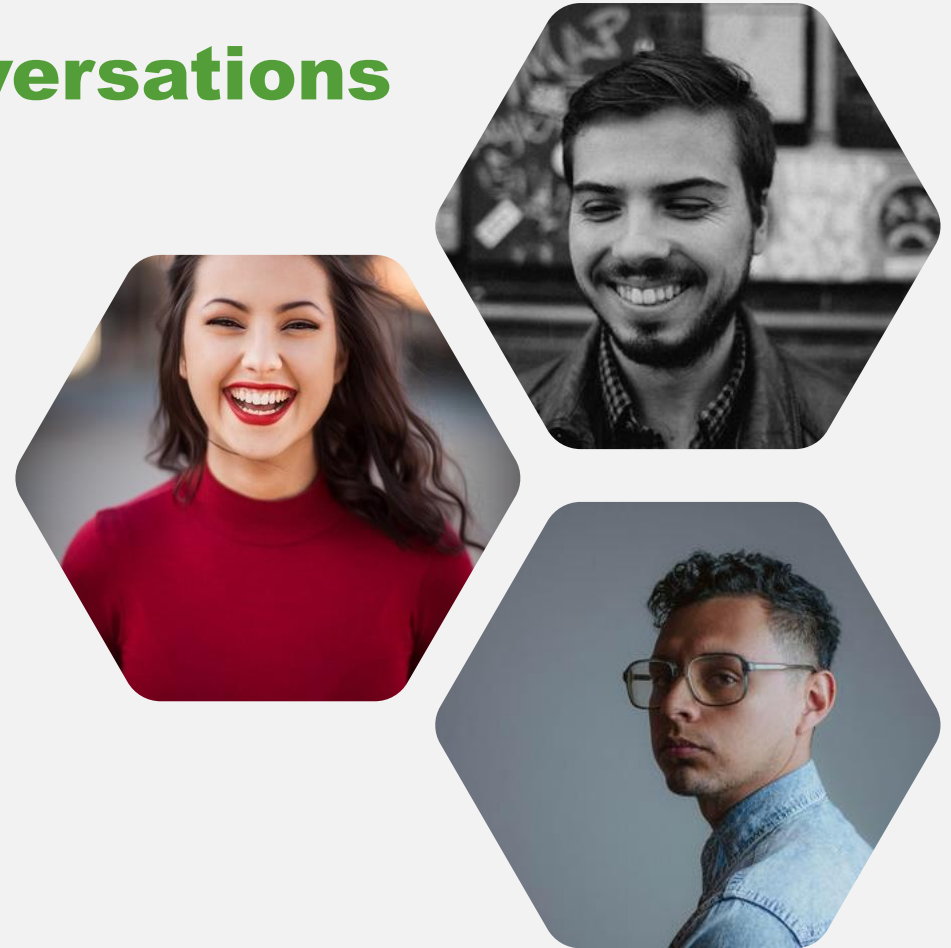
BOSS to COACH

- Millennials don't want bosses — they want coaches
- The role of an old-style boss is command and control
- Millennials care about having managers who can coach them, who value them as both people and employees, and who help them understand and build their strengths



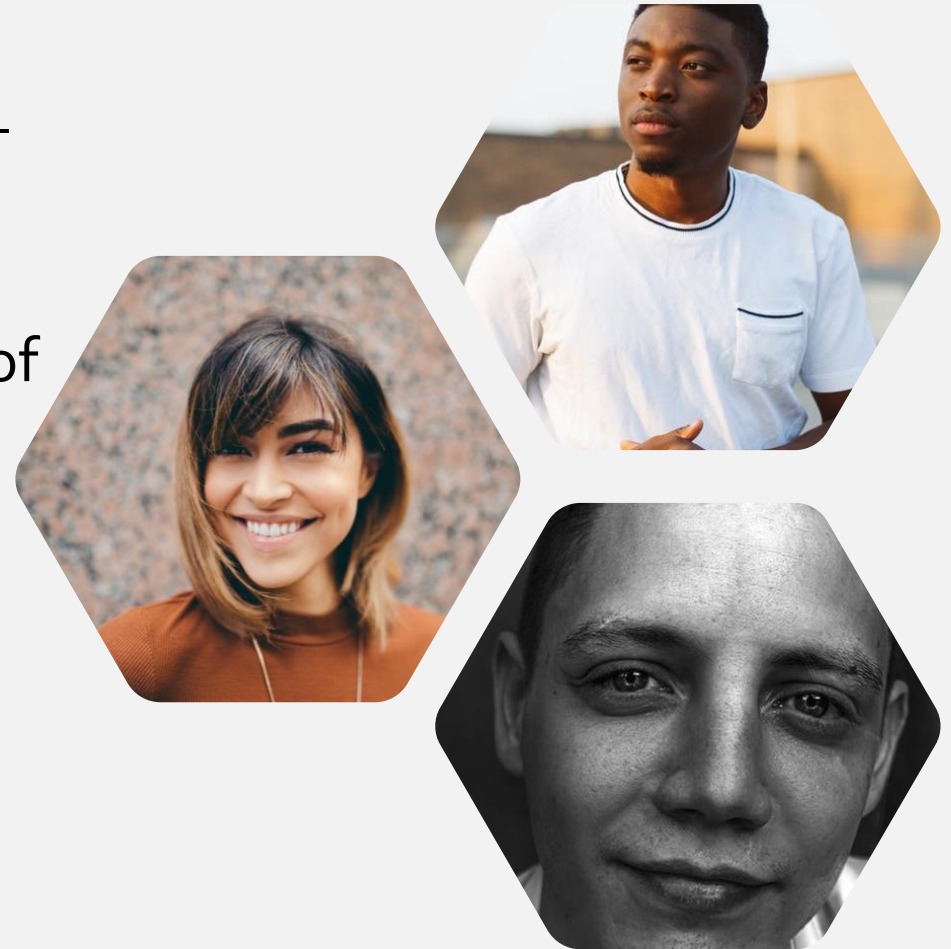
Annual Review to Ongoing Conversations

- The way millennials communicate — texting, tweeting, Skype, etc. — is now real-time and continuous.
- This dramatically affects the workplace because millennials are accustomed to constant communication and feedback.
- Annual reviews no longer work.



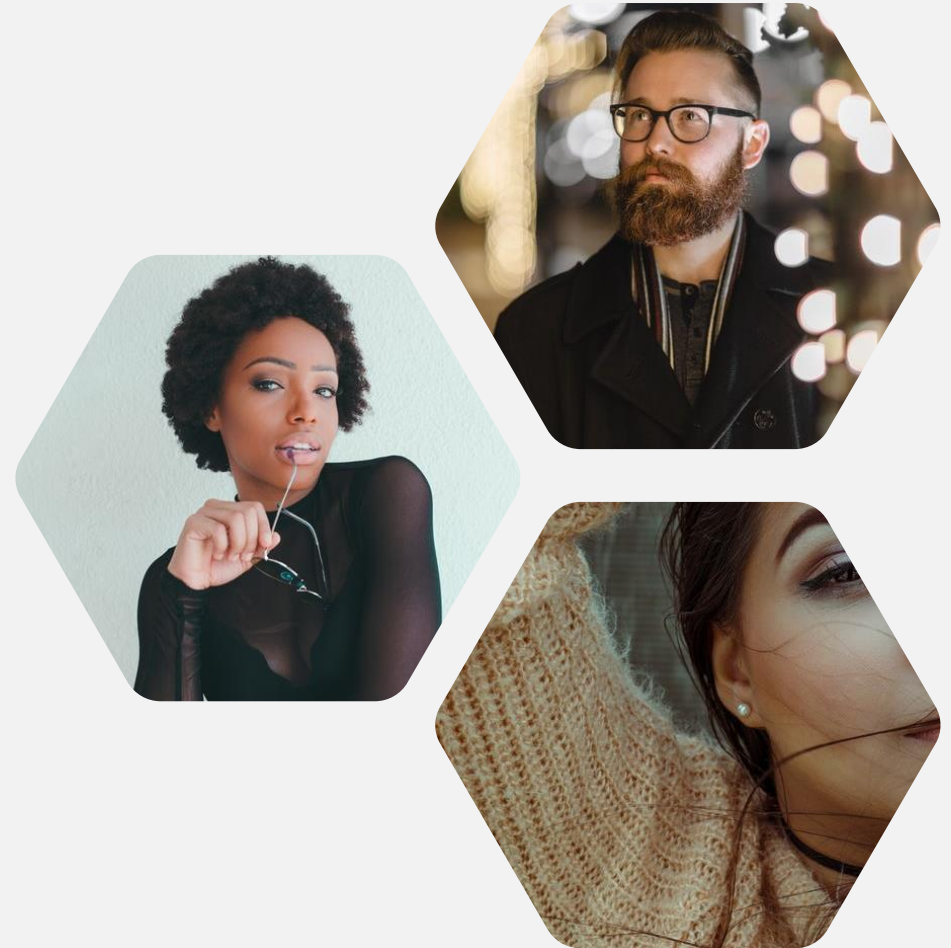
Weaknesses to Strengths

- Millennials don't want to fix their weaknesses — they want to develop their strengths.
- This is arguably the biggest discovery Gallup, or any organization has ever made on the subject of human development in the workplace.
- Organizations shouldn't ignore weaknesses. Rather, they should minimize weaknesses and maximize strengths.
- Transition to strengths-based cultures, or employers & HR won't attract and keep their stars.



My JOB to My LIFE

- It's not just my job — it's my life.
- More so than ever in the history of corporate culture, employees are asking, "Does this organization value my strengths and my contribution?"
- Does this organization give me the chance to do what I do best every day?
- Because for millennials, a job is no longer just a job — it's their life as well.

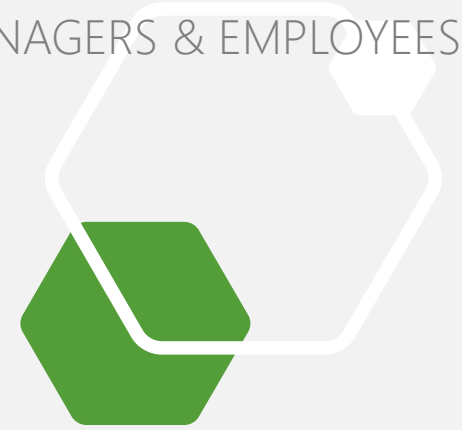




MOTIVATING PEOPLE

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Leadership Speaker & Human Potential Expert



EXTRINSIC MOTIVATION

VS.

INTRINSIC MOTIVATION





EXTRINSIC MOTIVATORS

Wages and Financial Rewards
Status, Position, Title
External Perceptions





INTRINSIC MOTIVATION

Personal Growth

Helping others develop

Making a difference





**LEADERS MUST TAP INTO INTRINSIC
MOTIVATORS INSTEAD OF
EXTRINSIC MOTIVATORS**

**EXTRINSIC MOTIVATORS WILL NOT
INSPIRE MANAGERS OR EMPLOYEES
TO WORK HARDER**





“YOU GET THE BEST EFFORT FROM OTHERS NOT BY LIGHTING A FIRE BENEATH THEM, BUT BY BUILDING A FIRE WITHIN THEM”

- Dr. Bob Nelson





Behavioral Scientists led by Frederick Herzberg conducted research into “behavioral motivation” on the job

They classified their research and findings into 2 categories...



Satisfiers – wages, benefits, working conditions, safety and hygiene factors

Motivators – recognition, praise, appreciation, opportunity for growth, meaningful work, and job satisfaction





Satisfiers – Increasing a satisfier will not motivate people to work harder

Motivators – are what will motivate and inspire managers & employees to give their best





**“YOUR MANAGERS &
EMPLOYEES ARE NOT TIRED...”**

**YOUR MANAGERS &
EMPLOYEES ARE
UNINSPIRED!**





Studies were conducted at Wichita State University by Management Professor Gerald Graham

**Findings:
“The Most Powerful Motivator”**

PERSONAL INSTANT RECOGNITION



4 Ways to Effectively Motivate Managers & Employees...



4 Ways to Motivate Managers & Employees:



- 1. Personal Thanks**
- 2. Written Thanks**
- 3. Public Praise**
- 4. Morale-Building Meetings**



The reality of Professor Graham's findings:

58% seldom if ever are thanked

76% seldom if ever receive written thanks

81% seldom if ever receive public praise in the workplace

92% if ever participate in morale-building meetings





PURPOSE, MEANING & GRATITUDE

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Leadership Speaker & Human Potential Expert

PURPOSE & MEANING

We were not placed on this planet to simply exist. We were placed here to make an impact in the lives of others, to leave our mark on this world

As human beings we have the ability to impact and influence the direction of people's lives, the direction of our organization and ultimately impact HUMANITY!

PURPOSE & MEANING

**If we are going to lead ourselves,
lead our families and lead our
organizations then we must
develop the capacity within
ourselves first.**

PURPOSE & MEANING

Busy Lives...

With such a busy life, we can lose touch with ourselves, we can lose sensitivity to the things around us. We can miss the most important moments in our lives...

PURPOSE & MEANING

Busy Lives...

We must create space in our lives for Quiet Time.

We must create time for mindfulness, prayer or meditation.

This time allows us to hit the “mental reset button in our lives.

PURPOSE & MEANING

**We Need to Once Again
Develop...**

**GRATITUDE &
THANKFULNESS**

7 THINGS TO BE GRATEFUL FOR

- 1. Life (every hour 6,316 people die)**
- 2. Family**
- 3. Health**
- 4. The Gift of Today**
- 5. Abundance**
- 6. Love**
- 7. The No's in Your Life**

The Wealthiest Place in the World

THE CEMETERY

3 QUESTIONS WE MUST ALL ANSWER

DID I LIVE?

DID I LOVE?

DID I MATTER?

GET YOUR COPIES HERE TODAY!!!

MADE FOR GREATNESS:

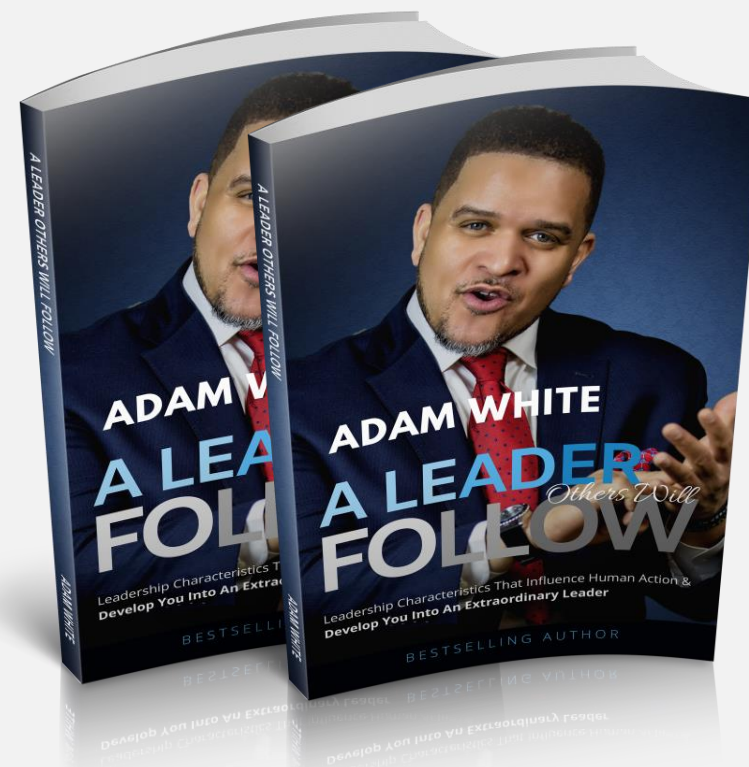
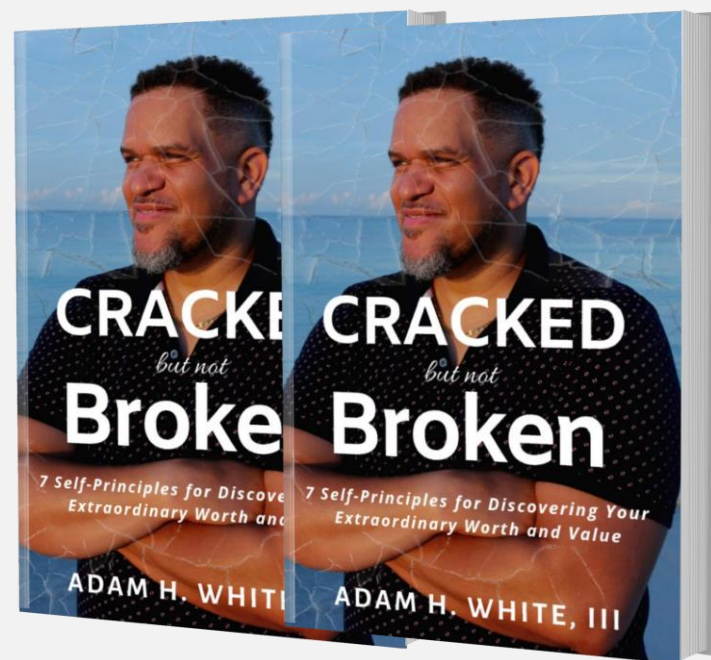
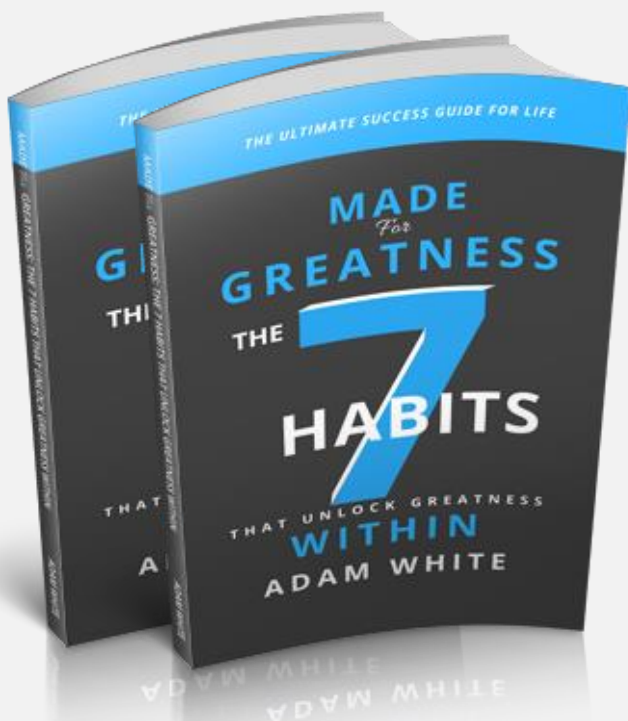
**The 7 Habits that Unlock
Greatness Within
by Adam White**

CRACKED BUT NOT BROKEN:

**7 Self Principles for
Discovering Your
Extraordinary Worth
by Adam White**

A LEADER OTHERS WILL FOLLOW:

**The Power of
Influence
by Adam White**





Thank you!

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