

The Formula is a high-level overview of how to operate with excellence, no matter the task. Elements of this formula help each of us do our work with excellence—whether it’s the way we internally manage ourselves or the way we work with our teammates. Mastering these will help you become a higher performer individually as well as a better teammate and leader.

<p><b>V</b></p> <p>23 20.05 3 2</p> <p><b>Vision</b></p>	<p><b>Direction. This is where we’re going and who we want to be.</b></p> <ul style="list-style-type: none"> <li>• What is the purpose of your role?</li> <li>• What are you working toward?</li> <li>• Why is this important?</li> <li>• What is the impact?</li> <li>• If this is done well what do we see, hear, feel?</li> </ul>
<p><b>CI</b></p> <p>17 20.19 13.8 11</p> <p><b>Clear &amp; High Expectations</b></p>	<p><b>What is my contribution in achieving the vision?</b></p> <ul style="list-style-type: none"> <li>• What key things are most impactful to fulfill the vision?</li> <li>• What is expected to happen as a result of those key things?</li> <li>• What is the timeline for each key milestone?</li> <li>• What are non-negotiables in terms of how you work together and communicate?</li> <li>• What do I expect of others? What should they expect from me?</li> </ul>
<p><b>Au</b></p> <p>79 36 20 19</p> <p><b>Autonomy</b></p>	<p><b>If I’m responsible for myself, what do I need to do to be successful?</b></p> <ul style="list-style-type: none"> <li>• How do you plan to achieve those milestones/results?</li> <li>• What is your first step?</li> <li>• What resources are needed?</li> <li>• What do you need to start, stop or delegate to make sure this is a success?</li> <li>• How do you plan to re-prioritize your work?</li> </ul>
<p><b>S</b></p> <p>16 2 0 2</p> <p><b>Support &amp; Accountability</b></p>	<p><b>What do I need from others to be successful?</b></p> <ul style="list-style-type: none"> <li>• How would you like to receive feedback?</li> <li>• What kind of support will you need and from whom?</li> <li>• What has shifted or changed and what adjustments and course-corrections do you need to make?</li> <li>• How will you communicate progress, roadblocks, and wins?</li> </ul>