

The R Factor

$$E + R = 0$$



Objectives

1. Understand the R Factor and how it works in our lives hundreds of times daily.
2. Understand how the R Factor can improve our culture, behavior, and results.
3. Institute a leadership PROGRAM with a unified vocabulary and accountability.
4. Make our R stronger than our opponents.

Where did we get this?

Ohio State football: Urban Meyer, leadership consultant Tim Kight getting Buckeyes on same page

The develop a formula for winning on, off field



TOM DODGE | DISPATCH

Tim Kight is a leadership-development consultant and former pastor who is working with OSU's coaches.

MORE STORIES

- » Colleges: Ohio State A.D. Gene Smith feels NCAA will OK changes
- » College football | Legal file: Taylor Lewan to go to trial in Ohio State fan-punching case
- » Bob Hunter commentary | Rumbings: Ohio State could shift recruit Sam Hubbard to tight end
- » Matt Sandusky, son of convicted Penn State coach, discusses alleged sexual abuse
- » Ohio State football: Michigan game won't be at night, Gene Smith says
- » Ohio State baseball: Former OSU pitcher Drew Rucinski gets chance with Angels
- » Around college football: Some fans worried they can't get SEC Network
- » Ohio State sues over T-shirt of fans forming O-H-I-O

You don't get the results you want.
You get the results you lead.

- Every CHAMPIONSHIP team has exceptional leadership.
- Leadership is THE difference maker.
- Talented athletes, coaches, and teams fail to produce outcomes equal to their talent.
- Nothing can stop the team that harnesses the power of leadership. Nothing



Every program is perfectly designed
to the results it's getting.

Every coach in pursuing exceptional results.
Every program wants to be better this season.

Most will fail!

Why?

Because not every program has system
designed to produce exceptional results.

Success follows the quality of our system,
not just the clarity of our goals.



All behavior is either...

Intentional
On-purpose
Skillful

Above the Line

Below the Line

Impulsive
On-autopilot
Resistant

BCD...

Intentional
On-purpose
Skillful

Above the Line

Below the Line

Impulsive
On-autopilot
Resistant

Blame
Complain
Defend

What about you?

The strongest experience a teammate has of Above or Below the Line behavior is from another teammate. Use the space below to identify and raise your awareness of your Above the Line & Below the Line behavior. Be specific. Be honest.

Above the Line teammate behavior

Below the Line teammate behavior

$$E + R = O$$

Event + Response = Outcome

1. Life presents events outside of our control
2. Outcomes are not determined by the events we experience
3. Outcomes are determined by how we choose to respond

Championship teams are made
by how they Respond.



The goal at Keystone
is to make your R stronger
than any E you face.



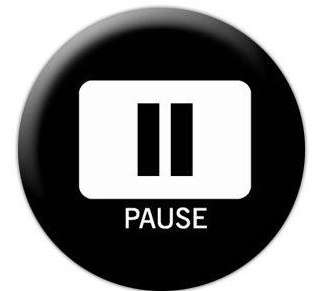
E + R = O Disciplines

1. Press Pause
2. Get Your Mind Right
3. Step Up
4. Adjust & Adapt
5. Make a difference
6. Build Skill

R:1

Press Pause

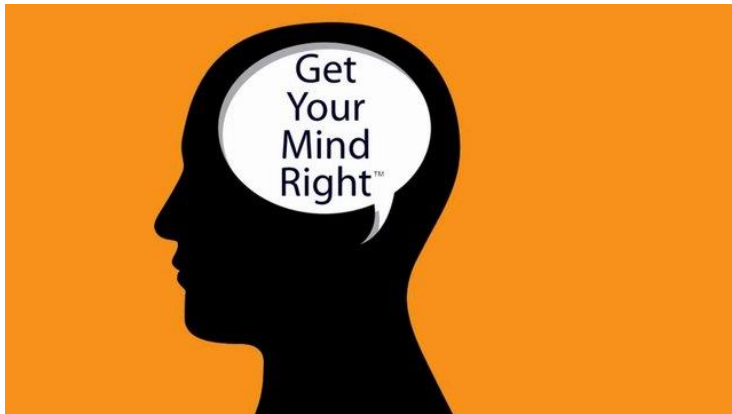
Before you respond, get focused
and be intentional



R:2

Get Your Mind Right

Pay attention to your inner Response and
mindset



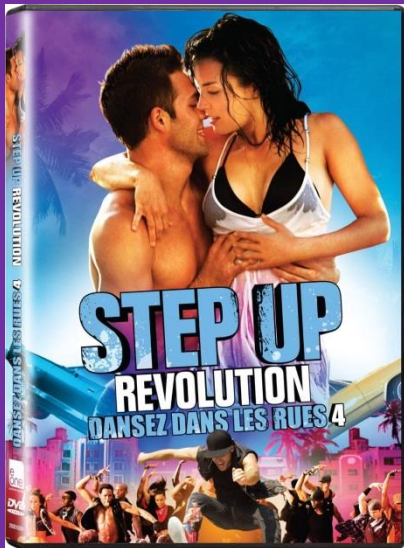
R:2 Get Your Mind Right

Mindset	Self Talk	Behavior
Purpose		
Survival		
Irritated		

R:3

Step Up

Challenging situations demand
exceptional Responses



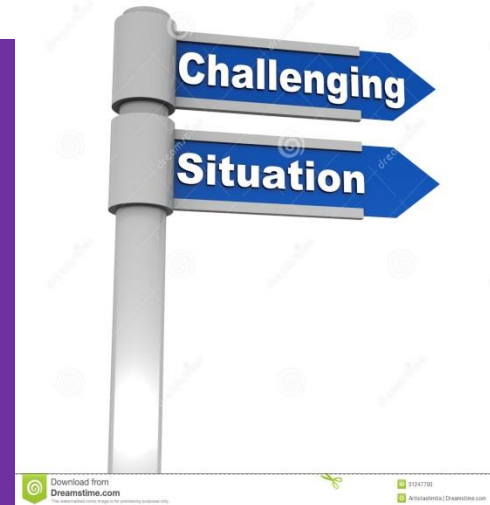
R:3 Step Up

Don't use a difficult Event as an excuse
for a Below the Line Response.

**Face the reality of the situation
and step up.**

IF IT DOESN'T **CHALLENGE** YOU
IT DOESN'T **CHANGE** YOU

- FRED DEVITO



R:4

Adjust & Adapt

Success goes to those who
can Respond to change



R:4 Adjust & Adapt

Your habits are perfectly designed to get the results they're getting.



R:4 Adjust & Adapt

If your R isn't working,
don't blame the E.

Choose a better R.

R:5

Make a Difference

Create great experiences for others.

Be a culture builder.



R:5 Make a Difference

Making a difference means taking complete ownership for the contribution you make to your teammates & to the culture of the team.



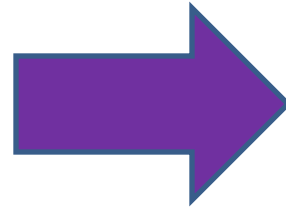
R:5 Make a Difference

Intentional
On-purpose
Skillful

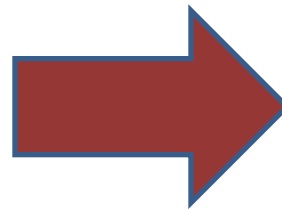
Above the Line

Below the Line

Impulsive
On-autopilot
Resistant



What is the impact on the team if you are Above the Line?



What is the impact on the team if you are Below the Line?

R:6

Build Skill

Intentionally grow beyond your talent



You were born with talent.
But at this level, everyone has talent.

Your competitive advantage is:

1. The attitude & effort you bring every day.
2. The skill you build.
3. The level of commitment you have to your teammates & their level of commitment to you.

$$E + R = O$$

Bottom Line:

The biggest variable in any program is not the Events or circumstances an athlete/team will encounter...but how will they Respond?

Players don't control Events. They do have control over how they Respond.

And it is a skill that can be taught.