



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #153

Don Yaeger

Don Yaeger is a nationally acclaimed inspirational speaker, longtime Associate Editor of Sports Illustrated, and author of over 30 books, eleven of which have become New York Times Best-sellers. Don left Sports Illustrated in 2008 to pursue a public speaking career that has allowed him to share stories learned from the greatest winners of our generation with audiences as diverse as Fortune 10 companies to cancer survivor groups.

More than a quarter-million people have heard his talks on "What Makes the Great Ones Great."

Quotes

"The way you learn to hate losing is by not pinning it on other people."

"Time is a finite gift. Every moment that you're blaming someone else, you're wasting your gift."

"A big piece of it is not just how we talk to ourselves, but who's talking to us and how that conversation is going."

"The best teams have a collective sense of purpose. There's something out there to achieve and do that none of them can achieve individually."

About Not Giving Excuses For Our Failures

"I own a couple of companies here in Tallahassee, Florida. We have a business model around no excuses. So if anyone in our organization begins the excuse-making process when we're discussing something that didn't go our way, everyone is licensed to call them out for it. Everyone has the ability to say, 'Whoa, whoa, whoa. That sure sounds like an excuse.' By making that our culture, what happens is while other people spending their cycle trying to blame someone, we're

using the same exact amount of time to evaluate what we could have done different or better. That's a real key right there."

About Being Intentional

"You have to be intentional. Just as you said with who you surround yourself with, that is intentional discussion. That's an intentional process for you. You don't let people wander into your inner circle. You're intentional about who's there. You don't just randomly watch whatever YouTube tells you what comes next on your feed. You're intentional, looking for what it is you want, how you want to inspire yourself or how you want to feed yourself. Being intentional is a place where it's hard work. It's easier to let the world feed us and come to us. Be intentional."

About What Make A Great Team

"What is it that allows some teams to be consistently relevant? So I went on a journey and I sat down and set up several criteria that I wanted to understand. Here's what a great team looked like to me. It was by and large performance-based because that's ultimately how we define greatness, some days. I reached out to those teams and said, 'Would you allow me to come study you?' and they were all Nick Saban, Mike Krzyzewski, Tom Izzo. They said, 'Come learn but do us a favor. Whatever you learn collectively, we want to hear it from you what it is you got.' It was a wonderful five-year journey that took me all over the country, looking at the best teams. The number one answer that came up over and over again was the best teams have a collective sense of purpose. There's something out there to achieve and do that none of them can achieve individually. It's not that just they know what that it, but they feel it. They feel who they're in service of, they feel that sense of duty or connection to those who their work product will ultimately benefit. "

About Feeling Your Why

"We all could talk about knowing your why, but that's just the beginning. That sounds good. That's a really conversation. But feeling your why is where it gets real."

Action Item

If anybody emails me – it's my personal email address – at don2@team180.com, I'll send them a series of questions that they can distribute among their team that will help them start to get their arms around what it is the team sees as their collective sense of purpose. That's a real value, is that ability to start with. You have to know where you're starting before you can really start working on something."

Website and Social

Website: <http://donyaeger.com>

Twitter: <https://twitter.com/DonYaeger>

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