



May 2011

Your Framework of Personal Excellence

It's performance evaluation season. How did it go? Did you knock it out of the park?

Even if you did, (and if you're completely honest with yourself), you probably still have some work to do. Turns out, our desire for personal continuous improvement is one of the most valuable beliefs we can possess.

In our world of work, personal excellence encompasses five distinct, yet interactive systems. And each system is integral to our success. Excellence is a highly personal and internal process but viewing your performance based on a framework of personal excellence can provide a tremendous focal point for your continued career development.

For a great definition of personal excellence, see below from leadership researcher Richard Hammett:

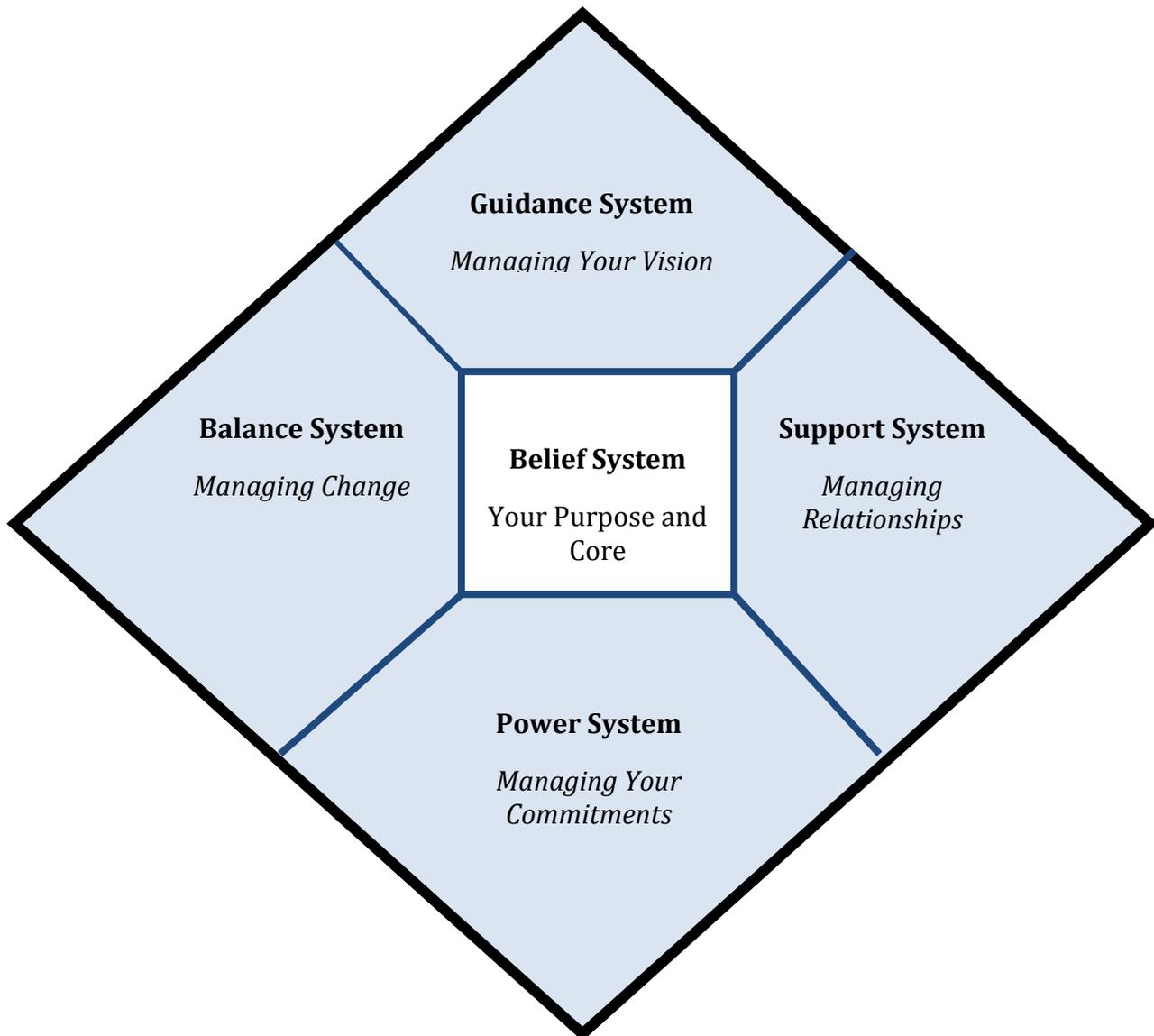
"Personal excellence is a process of becoming the best person one can be and is reflected in how one is, as well as what one does. Personal excellence is indicated in people who develop their gifts and talents to the fullest, achieving a harmony in how they think, feel, behave, and believe that leads to productive relationships and outcomes."

~ Richard Hammett, 2007

The five systems that Richard Hammett identifies in his *Framework of Personal Excellence* encompass both internal and external focal points. This framework is a resource published in ***Emotional Intelligence: Achieving Academic and Career Excellence*** by Nelson and Low. I was struck by the simple yet powerful framework that encompasses many skills important for emotional intelligence and leadership.

Although we are all unique, we can use this framework in the process of developing excellence in our lives and work. See how you can apply them in your world.

A FRAMEWORK OF PERSONAL EXCELLENCE



Hammett, 2007



The Belief System -- Purpose

The belief system is at our core. It's concerned with our purpose and, according to Hammett, our belief system helps us define our own potential levels of achievement and excellence. It influences our view of what we are capable of achieving. Skills such as our self esteem, self confidence, and our ability to clarify our deeply held values form the basis of our belief system. Knowing who you are, your purpose, values, strengths and belief in your potential forms the foundation for your personal excellence.

The Guidance System -- Vision

This system guides our future achievement, growth and change. Skills in this system include our ability to envision our desired future and proactively set clear and specific personal goals to reach that vision. Our view of ourselves as a positive contributor with the potential to continually learn and change is integral to our guidance system.

The Power System -- Commitment

The power system keeps us moving forward. It's concerned with the principle of commitment and functions to supply the energy for goal achievement. It includes skills like our ability to persist and accomplish our goals and manage our self through life and our responsibilities. It's our understanding of how to harness our motivation and focus on achievement.

The Balance System -- Change

This system brings the previous systems together to balance the clarity of our goals, values, beliefs and energy. Excellence comes when we can positively manage change in the present. Skills including decision making and stress management are integral to our ability to manage change.



The Support System -- Relationships

The quality of our connection to others is imperative for our personal and professional excellence. We know that our positive relationships with others foster high levels of personal achievement. Skills like empathy, assertiveness, team building and influence help us connect and build the support we need to achieve our goals.

The above framework represents five simple, yet interrelated systems that you can use in your evaluation of your personal and professional development efforts. Assess yourself as part of your continuous improvement focus. Continue to fine tune your strengths and performance gaps.

The truth is you will never fully reach performance perfection (there is no such thing) but continuing to learn the skills and abilities that lead you to a life of personal excellence is the focus of a lifetime. For help with building your personal excellence, contact me at Mary@wernercoaching.com.

About the Author: **Mary C. Werner, CPA, MOD** is the founder of *Werner Coaching and Consulting, Inc.*, a firm that builds on her more than 25 years of accounting, business and financial consulting experience. Mary is a certified executive coach and provides coaching to individuals and teams as well as organizational development consulting to facilitate individual and organizational change efforts. For more information, visit www.wernercoaching.com or contact Mary directly at Mary@wernercoaching.com