

The Elements of You **by Brenda Staab**

(This is the second article in a 12-part series on Achieving Peak Performance.)

In last month's article, we began discussing the Path Elements Profile (PEP)[™] (by Laurie Beth Jones, best-selling author of *The Four Elements of Success, Jesus CEO and The Path*), a new personality and communications tool which is based on four elements: Earth, Water, Wind, and Fire.

PEP is designed to help individuals and teams uncover their natural strengths and preferences, not to place a label on people or put them in a box. PEP provides a descriptive and fun vocabulary that explains both the challenges and the strengths of diversity.

The element we'll be discussing is Earth. You are an Earth if you answered yes to:

Are you a reliable, analytical, solid, predictable rock? Do you like to take your time and have all the facts before moving forward? If someone calls you a "stick-in-the-mud" do you take it as a compliment?

Earths are task-oriented. Their strengths include predictability, stability, modesty and a sense of focus and preparedness. Some of Earth's challenges include a tendency to be stubborn, unresponsive, inflexible and pessimistic.

Do you have a child, boss or colleague who is an Earth? Here are a few pointers for working with and relating to them:

- Respect Earth's need for orderliness. The three other elements can learn much about organization and processes from an Earth!

- Don't spring surprises on an Earth! Earth prefers to gather information before moving ahead with a project and generally likes to incur change gradually.
- Give an Earth time to process information and ideas. An Earth will not be the first one to speak up in a meeting. Instead, the Earth will think through ideas before speaking and will be objective when listening to others. If not given time, Earth may not share valuable and well thought out ideas with a group.
- Provide a "safe" environment for an Earth. Earth's greatest fears are making mistakes and taking unnecessary risks.
- Allow Earths to work on projects alone or with a small group of people. Earths tend to get lost in big groups and may not feel comfortable sharing their valuable ideas.
- Give Earth plenty of structure. Earths learn well in structured environments with specific objectives and measurable outcomes, and can become distressed when placed in highly chaotic or disorganized situations.

The key to any new information is being able to put it to work in our everyday lives. Understanding more about ourselves and respecting others' behavioral preferences is the first step, and can pay huge dividends in terms of improved communications and increased performance.

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About Brenda Staab and Mountain Peak Sales Training™

If you manage or are a part of any type of team, you understand the importance of successful working relationships. Brenda Staab, sales consultant and coach, provides customized sales training to help you create an exciting, motivating environment that transforms sales groups into high-energy, vibrant and successful teams.

A Colorado resident and outdoor enthusiast, Brenda is passionate about helping others achieve sales success. Visit

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