

FROM THE DESK OF **DANIEL PINK**

Restore Motivation, Battle Burnout, and Jumpstart Your 2023 PCMA Convening Leaders 2023

Thanks for having me to your conference. As promised, here's a summary of the 5 takeaways from our session:

1. Create a 2023 “To-Don’t” list.

Identify 3 to 5 things in your life that distract your attention, drain your energy, and divert you from your most important goals. Write those things down. Then . . . don't do them. Remember: Subtraction can be more powerful than addition.

2. At the end of each day in 2023, list 3 ways you made progress.

It doesn't have to be anything huge. But take 30 seconds and reflect on what you got done, how you advanced, and put it on a list. Once you start this habit, you won't stop. Remember: the single biggest day-to-day motivator on the job is making progress in meaningful work.

3. Each week of 2023, have two fewer conversations about “how” and two more about “why.”

You have more “how” conversations than you realize – and that's OK. But twice each week, turn that “how” into a “why.” Remember: A sense of purpose is the single most cost-effective performance enhancer at your disposal.

4. Schedule a 15-minute walk break every other afternoon.

Do it with someone you like. Don't talk about work. Leave your phone behind. Then model this behavior for your team. Remember: Breaks aren't deviations from our performance; they're part of our performance

5. Find boldness for yourself by imagining you're advising a friend.

When you're stuck on whether to play it safe or take a shot, ask yourself: “What would I tell my best friend to do?” You'll usually know. And the answer will usually be to take that chance. Remember: What haunts people over time are regrets of inaction more than action. What vexes us over time are what we *didn't* do.