

inspero



Issue 8 of 2021!

A little potpourri...

What would you like to see from us?
How do you like the newsletter?

Please reach out through our website or email me
directly: (Jason@Insperoteam.com).

References for this issue:
"The Passion Paradox"
Webster's Dictionary
Pexels
Youtube



In this issue:

QOTD
E-motion Explored
Intentional Leadership
Purpose and Passion
Maintaining Culture
Calendar

Check Us Out!

Emotion explored:

Jovial is not a word you hear much anymore. With a foundation from the 1580's I guess it shouldn't be a surprise that it has fallen out of favor. Originally it was defined as meaning "under the influence of Jupiter." It was thought that those born under the Jupiter astrological sign had a certain joy, happiness, and good-naturedness. Hence, **Jovial!**

E-motion explored: jovial

Good humored, Cheerful, Jolly, Happy...the list of synonyms is long. I now hear, daily, that there isn't much to be jovial about these days. Job stuff, covid stuff, politics, health, news, and on and on. We are bombarded with bad news and difficult situations. If you take a step back, I bet there is also a lot to be thankful and **jovial** about these days. Take a minute to reflect on those people, places and/or things in your life that you are grateful for. Does that put a smile on your face? Today, why not try using **jovial** (if it fits) instead of happy.



What does the dentist of the year get?

-answer on the last page

Intentional leadership goes beyond the leadership styles we have written about here this year. It is also how you maintain a culture of your desire. Through well thought out and designed practices you can develop and maintain any culture. That doesn't mean it is easy! If you want to create and maintain a culture intentionally it will require strong leadership, relationships, and teamwork. Attempting to do it alone will result in the proverbial head being beat against the wall.

Intentional Leadership



First, determine and define the Core Values of your practice. Review these with your team and verify there is overlap. You do not need to have 100% alignment of personal and office Core Values. There needs to be overlap and understanding.

Next, establish rules of conduct for how you will all communicate. Do you use the Awareness Wheel or something similar? Appropriate communication is foundational for the types of relationships necessary to establish a culture with intention.

Third, rituals matter. Rituals for meetings, celebrations, and any other human to human interaction will help build strong bonds between team members and between the patients and team.

Finally, keep it going. The process of maintaining culture doesn't stop! Regularly check-in with the team and adjust as needed.

Maintaining Culture

On page 5 you have the pleasure of reading about a time-tested and dental practice-proven method of maintaining culture. Maintaining a culture of your choosing takes effort, caring, and skill. Dr. Don Taylor shares his story and how he developed and then maintained a culture of his choosing in his dental practice. There are a lot of wise words and delectable nuggets in his article on page 5.

Our next issue will be all about Vision! What is it? Why is it important? How do you create it? How do you fulfill it? All that and more next month.

What else would you like to read from us?

Just reach out and let us know...
Or just say Hi.

Jason@Insperoteam.com



What's the difference?

Purpose and Passion

Purpose – Why do you exist?

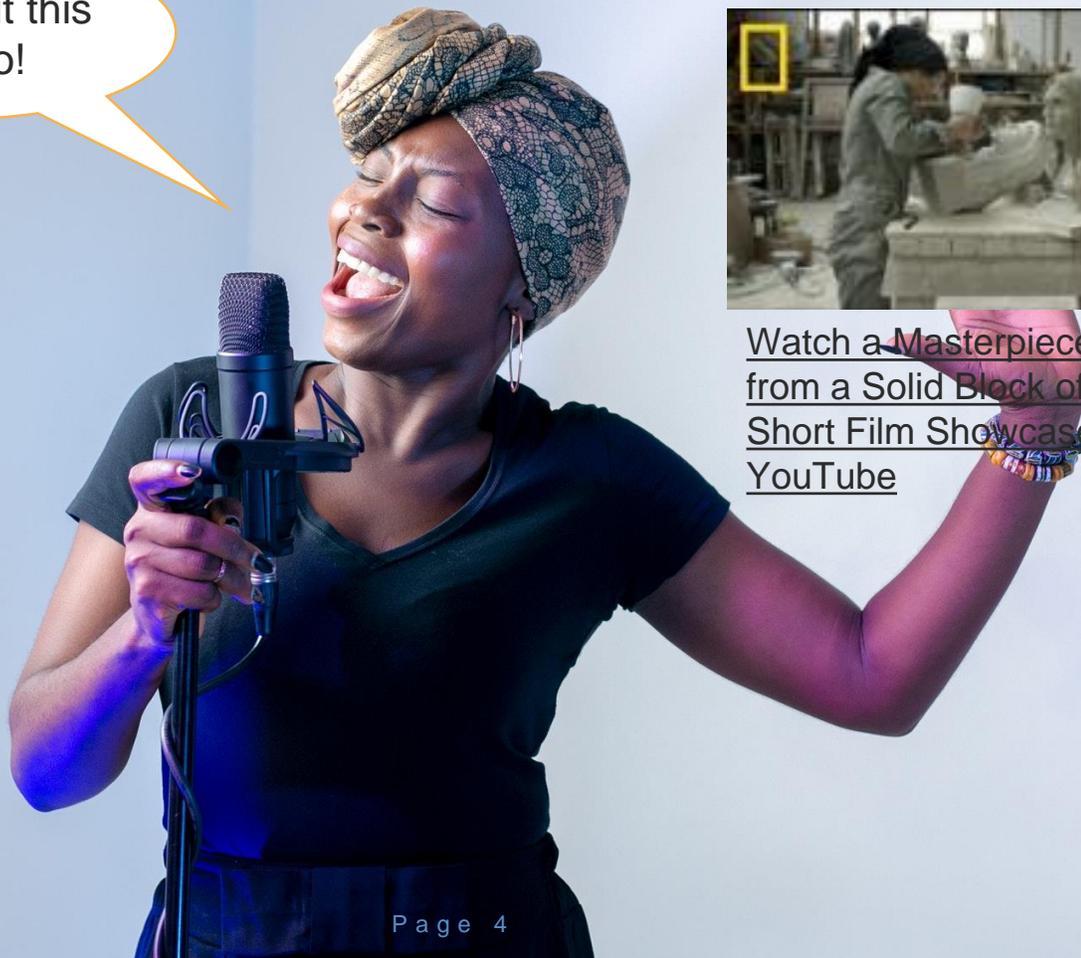
Passion – What do you love doing?

Purpose is a “leading indicator” while Passion is a “lagging indicator” according to Magness and Stulberg in their book, “The Passion Paradox.” Leading indicators are actions that correspond with a future change or outcome. Lagging indicators are the results of something that has happened. Purpose is a leading indicator because, once you uncover yours, it can lead you to a life of fulfillment. Passion is a lagging indicator because it is usually the result of finding your purpose. It's rare to fully understand and engage with both your purpose and your passion. In fact, you don't need to embrace both for a jovial life. It can be worthwhile to spend some time thinking through why you do the things you do and how that may indicate what your purpose is. Passion is easier...just do the things that bring you joy. In the video below you get to experience what happens with Purpose and Passion merge. Enjoy!

Check out this cool video!



[Watch a Masterpiece Emerge from a Solid Block of Stone | Short Film Showcase - YouTube](#)





Culture

Don Taylor

It is one thing to establish culture-*it is another thing altogether to maintain it.* In our case, the metaphor of the "**tribe**" was used for this purpose. We evolved rituals, ceremonies, & regular gatherings to continue the Culture we created over 20 years.

"Culture is a cure for loneliness."
-Alain de Botton

One such regular gathering was our Annual Plan. Annual Planning Meetings were always much more than just Strategic Planning for the next year. They were an opportunity to retell the story of how the Tribe started and the Beliefs held in common. The meetings started with storytelling usually at night around a fire (these were held in Nov.- Dec.). This storytelling could take many forms. One such form was hearing from the "Elders". Elders in the Tribe were invited to speak about a particular Belief which the Tribe held & what it meant to them (we "accumulated" these Beliefs over time, reexamining them each year for relevance/authenticity). In this way new tribal members could *experience* our Beliefs & learn their importance. Usually, these Elders would tell stories about how another tribe member lived the belief through an observed instance. These were powerful moments.



As I think more about it, the arrow goes both ways. For it was in the moments we revisited our Beliefs that some were dropped/some were added/many were reaffirmed as even more important than previously thought. This ritualized process of reexamination at each Annual Planning Meeting was **key** to maintaining our culture all those years.



where to find us:

A new New Patient Experience is planned for **April 1 + 2, 2022**. This will fill up fast so [reach out](#) now if you are interested!

Jason will be speaking for the Chicago Dental Society Kenwood/Hyde Park affiliate on October 5th!

RLF&A Events:

ASP – October 21-23

Advanced EI – November 12-13

Check out the recently updated:

frazeronline.com

Tame The **Lizard**

Recording Available NOW – click the Lizard!



Find us:

www.insperoteam.com

[Facebook](#)

[Instagram](#)

A little plaque!