
THE TALENT OPTIMIZATION WORKSHOP

The Prosperity Trait®: Reducing Variability, Unlocking Consistent Performance

Powered by the Prosperity Trait Index© (PTi)

Organizations rarely lack talent — they lack consistency. Potential is wasted when performance fluctuates under pressure, goals are unclear, or systems fail to reinforce high-value behaviors. Talent Optimization isn't about adding more people or pushing harder. It's about aligning beliefs, skills, and behaviors so individuals perform reliably across roles, challenges, and conditions.

The Talent Optimization Workshop uses the Prosperity Trait Index© (PTi) to diagnose where talent is under-leveraged, misapplied, or inconsistently developed. Leaders learn to apply the four measurable Prosperity Trait skills that drive consistent execution. Improved PTi scores show that change is happening at the core level — in belief, behavior, and system alignment — not just in short bursts of performance.

This is a systems-based approach to leadership, coaching, and performance development. Participants leave with practical frameworks to:

- Reduce variability between potential and performance
- Build repeatable systems that hold under pressure
- Align goals with value creation at every level
- Strengthen confidence through preparation and behavioral consistency
- Maintain performance through adversity and ambiguity

Who Should Attend?

- Senior leaders seeking to scale consistent execution across teams
- HR and talent development professionals responsible for performance systems
- Managers and team leads who want to coach more reliably under pressure
- Organizations seeking to improve ROI on existing talent

What Participants Receive

1. **Personalized PTi Report** — Individual and team performance consistency analysis
2. **Talent Optimization Toolkit** — Exercises for all four Prosperity Trait® skills
3. **Custom Action Plan** — Systems and strategies to close variability gaps
4. **Case-Based Application** — Translating PTi insights into everyday leadership behaviors

What You'll Gain

- A measurable framework for diagnosing and improving consistency under pressure
- Tools to build systems that make performance predictable and repeatable
- Coaching methods that target Points of Friction and leverage Driving Forces
- A leadership approach that sustains results through structure, direction, belief, and resilience

Industry Applications

- **Professional Services** — Standardizing client delivery and execution quality
- **Technology & SaaS** — Reducing performance drift in fast-scale environments
- **Healthcare & Life Sciences** — Aligning clinical and operational excellence
- **Manufacturing & Logistics** — Driving consistency across complex operations
- **Finance & Insurance** — Strengthening decision-making under regulatory pressure

Format & Delivery Options

1. **In-Person & Virtual Workshops** – Interactive sessions tailored to your organization
2. **Executive Coaching Add-On** – One-on-one or team-based implementation support

Workshop Modules

Module 1 – Discipline Builds the Floor

Create systems that make high-value behaviors automatic, applying the four Discipline tools — Acceptance, Programming, Investment, and Feedback — to reduce performance variability.

Module 2 – Goal Orientation Aligns Potential with Value

Translate ambition into structured action, target skill gaps through purposeful practice, and ensure personal, team, and organizational goals are fully aligned.

Module 3 – Self-Confidence Converts Belief into Behavior

Build earned conviction through preparation, align belief and behavior under pressure, and turn feedback into a catalyst for execution consistency.

Module 4 – Mental Toughness Sustains Performance Through Adversity

Increase frustration tolerance, train adaptability, manage energy strategically, and build recovery protocols that keep performance steady over time.

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