The 3 Rs

Author John Maxwell recommends that when we examine the effectiveness of our working lives we consider three fundamental principles:

What is Required of us?
What produces Results?
What’s most Rewarding?

The “Three Rs” are worthy of our consideration and can provide an effective “personal performance appraisal”.

In any role we have to do things we wouldn’t necessarily choose. But there are requirements we have to fulfill. It’s easy to try to ignore them or put them off, but acknowledging them and dealing with them is an important step towards greater success and satisfaction, because ...

In any role we have there are things that we know produce greater or lesser results. This is where the “80-20 Rule” comes into play (80% of the results come from 20% of our effort / 80% of problems come from 20% of people, etc.). So, we can increase our effectiveness by focusing efforts on those things that actually produce the results. And not everything does.

Finally, having dealt with the requirements and identified the activities that bring results, we can give ourselves some space to apply our efforts to what brings the greatest rewards. What we find rewarding may be very different to what someone else finds rewarding, but for both of us the benefits are real, motivating and energising. We all need to enjoy a sense of reward for our efforts, but we can’t achieve that if we don’t appropriately focus our efforts.

Identify and deal with the requirements.
Target activities that produce the best results.
And enjoy the rewards of your efforts.
Get the “3 Rs” working for you!

© Pacific Training & Development 2004