



# PEARL: **RAMPS**

GOAL: A strong, motivated team, working hard towards TRUE NORTH.

SO: Tender, love, care, and balance all five of Rhythm, Autonomy, Mastery, Purpose, and Safety into euphoria.

CONTEXT: Your team is high on purpose, yet lacks a sense of urgency. You are about to tear your hair out for not knowing how to rekindle.

WISH: **You want the team to want to be at work, to want to be fired up, to want to be nailing it.**

SLIDER: **RHYTHM** are periods of tension leading to periods of release. The coming and going of energy & intensity.

**AUTONOMY** is the sense of being able to control one’s own situation, a kind of freedom of action and responsibility within some broad boundaries.

**MASTERY** is about development and growth—the idea that every person has in mind a better self they want to approach. Mastery is the sense of approach.

**PURPOSE** is the sense of belonging to a movement or activity that is more than just one person in the dark, it is the shared goal.

**SAFETY** is the belief that we are allowed to be different, even wrong, whether it be temporally local or temperamentally global.

SYMPTOMS: You are either exhausted from non-stop effort or bored from non-stop conservation of effort. Neither way works for long.

You lack the freedom to make things worse, but you also lack the freedom to make things better. You’re not allowed to change your own game rules.

You lack the drive for mastery, which turns you into a drone. You have locked in your achievements, never to progress again. Complacency is king.

You lack direction, and you don’t know where to go. You don’t belong to something larger, so you will not go the extra mile, and tend to stay put.

You suffer from a lack of ideas, because having a new idea is scary. Ideas are the fundamental unit of progress. You’re afraid to disagree, dissent, or object.

- BACKGROUND:
- Finding a high-performing aggregate whose only motivation is their shared purpose is rare.
  - “Lacking a sense of urgency” has deficits in everything but purpose.
  - Purpose is buttressed by each of the others, which are highly intertwined, supporting, building off, and embellishing each other.
  - Stressing purpose to the exclusion of the others is a very common mistake, and often a nearly fatal one.

There is no one one best way to set those sliders. People are different, and teams made from people are different.

- THEREFORE:
- **Find the missing or depleted elements by positioning each of the five sliders on their scales of 1–10, then move to restore them.**
  - **Tender, love, care, and balance all five of Rhythm, Autonomy, Mastery, Purpose, and Safety into euphoria.**