



## **On Coaching Extreme Success: Navigating Power, Wealth, and Fame**

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### **Seminar 1.**

#### **Managing Extreme Success: How to Navigate Beyond Exceptional Achievement**

*It's about squeezing every last ounce of juice out of this life. We'll celebrate some things, but we'll very, very quickly move on to what's next.*

Andrew Garfield, winner of a Tony and 2 Golden Globes,

#### **Exceptional Achievement and Overconfidence**

How do you navigate something you may have never experienced?

What makes superachievers in sports, arts, or business so relentless in their successes?

Superachievers share these qualities:

- Dedication to a vision with consistency of focus and pursuit of purpose.
- Persistence in a growth mindset
- Managing emotions as a key element to success
- Maintaining success by learning and adapting to situations

#### **What strategies can be used to sustain remarkable success?**

*The toughest thing about success is you got to keep on being a success.*

Irving Berlin

Two fundamentals frame continuing success:

1. A growth mindset to improve no matter how significant the accomplishment
2. Sustaining the deliberate practice system that generated that success

The dual challenge to maintain and extend extreme success:

- To sustain the passion of continued growth

- To navigate the specific unprecedented challenges accompanying success

### **What is the role of confidence in exceptional achievement?**

*A calm brain is the ultimate confidence tool.*

- Confidence is a state of mind.
- A *false belief* is that confidence only comes after success.
- A *limiting belief* is that you must have confidence to proceed.
- Confidence must be generated from within to be successful.

### **Can overconfidence become a handicap?**

*Success is a lousy teacher. It seduces smart people into thinking they can't lose.*  
Bill Gates

Remedies: to continue to learn and to unlearn, to never stop questioning, to revise assumptions that don't work, and to engage a growth mindset of inquiry. A basic tenet of Mentor Coaching: If it works, do more of it; if it doesn't work do something else.

### **How can success anticlimax be anticipated and prevented?**

*I'm afraid if my dream is realized, I'll have no reason to go on living.*  
The Crystal Merchant in *The Alchemist*

### **How can you preempt a plateau or stall in your performance, especially the "Summit Syndrome"?**

*The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.*  
William Pollard

The brain seeks novelty. So, sustaining passion and interest means exceeding former visions and definitions of successful attainment, with a new, revised system.

### **What can you do to sustain motivation in practice and training even with significant success?**

*You don't need motivation—you only need two things: a plan and stick to it.*

### **Unforced Errors**

#### **Is there a systematic way to recognize and prevent unforced errors?**

An unforced error is one that is both completely avoidable and self-generated.

- An *unforced operating error* is making a wrong decision and sticking with it.
- A *unforced non-operating error* is the result of bad judgment regarding discipline, self-control, or character.
- Arrogance, sense of entitlement, and a failure of empathy can result in either type of unforced error.

## **A ROADMAP System for Unforced Errors**

ROADMAP: acronym for the seven steps of a scientific, systematic way to deconstruct and understand the components of a story to know what to change. Awareness of an unforced error can begin a remedy and a return to optimum performance.

**R**ecognize that you are making an error

**O**wn the responsibility of committing the error

**A**ssess the unforced error and the mindset accompanying it

**D**ecide a next best action for individual responsibility and team member responsibility

**M**ap changes based on information, results, and feedback

**A**uthor the corrective action incorporating feedback and personal judgment for responsibility

**P**rogram new identity

## **Can passion itself create an unforced error?**

## **How to address fundamental challenges following remarkable success?**

Key elements in dealing with extreme success:

- To sustain a growth mindset
- To self-regulate the extreme components of the results of that success
- Consistent attunement to internal needs, ideals, and purpose

## Seminar 2.

### The Extremes of Success: Fame, Power, and Wealth

#### Significant success: liberation or catastrophe?

*After winners receive the award and adulation, they may wither away into vainglorious sterility.*

Paul Samuelson, on the potential pitfalls of winning the Nobel Prize

#### Rorschach Attributions

*If you're successful enough, people believe you can do anything.*  
*Billions, Bobby Axelrod*

What do we attribute to someone who has wealth/fame/power—that we project onto them like a Rorschach image?

- Knowledge
- Wisdom
- Positive qualities
- Power

Some common elements accompany extreme success: fame, wealth, and power that can alter one's own state and the state of the other person. And can permeate every social interaction and relationship and lead to:

- Reactions of exceptionalism
- Self-serving impulsivity
- Erode empathy
- Blur boundaries

#### Hubris Syndrome: The Abuses of Power

Each of the accompanying aspects of significant success, including fame, power, money, and influence can be seductive to blur boundaries, erode empathy, and generate impulsive action.

This mindset of extreme success can override purpose and compassion.

#### How does exceptional success influence power?

*Power is the capacity to make a difference in the world.*  
Social Psychologist Dacher Keltner

- Power, like the accompaniments of wealth and fame, permeates every social interaction and relationship. Likewise, there are numerous ways to alter the state of others: money, employment, security, gifts, or social access.
- Power creates an experience of effectiveness, especially in altering the states, opinions, and even preferences of others.
- Power is founded in social networks; one determinant is how well we empower others within that network.
- Knowledge, wisdom, and other positive regards become assigned to someone with fame and wealth.

## **Sudden Wealth**

The greater the discrepancy between early money messages, money story development, and subsequent sudden wealth, the greater the challenge for adaptation and comfortable management of sudden wealth.

### **Sudden Wealth Strategies**

Self-reflection to search for:

- significant meaning
- possibility
- determine what to keep, change, and enhance
- altruism

**What is the role of talent in exceptional performance?**

**Is there a disadvantage of talent?**

## **Seminar 3.**

### **Psychology and Neuroscience of Sustaining Success**

*Those born to the storm find the calm very boring.*

#### **Remarkable success at a brain level**

- Intoxication of success – habituation and wanting more
- Hedonic treadmill
- A new mental model with algorithms of feeling, thinking, and behaving become necessary.

Recognize:

- You can't assess and change what you don't see
- Blind spots, inattention blindness, unconscious biases

What does it take to sustain power/fame/success?

- Identity
- Prioritize other's interests as much as your own
- Remain empathic and focused on the experience and wellbeing of others

The antithesis of success toxicity: gratitude, generosity, benevolence

#### **Key elements to manage and sustain extreme success:**

- Alignment with ideals, needs, and purpose
- Self-regulation and self-reflection
- A systematic plan to deal with all accompaniments of success
- Revision of mental representations to incorporate significant ongoing growth and success

#### **Mental Representations**

The pattern systems in your brain organize a performance sequence and solidify identity beyond where you have ever been before.

#### **The Neuroscience of Attention**

To Respond or To React

Attention is a limited resource. Power and prestige compete for attention with process that resulted in achievements. This accommodation is biological and psychological.

A system reminds us to pause and choose, rather than respond and react, to engage self-reflection to sustain focus in the face of extreme success

## **ROADMAP For Extreme Success Management**

**Recognize** challenges of self-regulation, managing emotion, and addressing accompanying results of extreme success including wealth, fame, and power

**Own** the opportunities that money, fame, power, class, and influence offer as opportunities to make a significant difference

**Assess** grounding in purpose, needs, and ideals

**Decide** what to avoid, let go, keep, and enhance

**Map** a systematic plan

**Author** continuing fundamentals that created the success

**Program** identity to align ideals and purpose with evolving sense of self

### **Our challenge:**

Despite whatever measure of fame, money, or accolades—which may be temporary—think of:

- Purpose
- Satisfaction
- Pride
- Mastery

## **Seminar 4.**

### **Case and Vignette Discussions**

**Gender, Racial, and Socioeconomic Considerations in Mentor Coaching**

**Mentor Coaching with Clients and Extreme Success**

**Prototype Mentor Coaching Challenges**

*Relax...none of us are getting out of here alive.*  
Mel Brooks