





Smartest man in
the world



Be more
curious







CURIOUS

TRANSACTIONS

RELATIONSHIPS





Intentional curiosity
transforms
transactions into
relationships

WHAT DO PEOPLE REALLY WANT

THE HUMAN SIDE OF GREAT LEADERSHIP

FROM THEIR BOSS?

FIVE NEEDS.
ONE HUMAN TRUTH.

THE HUMAN TRUTH



PEOPLE WANT
TO MATTER.

Not just to be managed.
To be seen, understood,
developed and trusted.

01

R

RESPECT ME

Treat me fairly. Listen. Give credit.

02

K

KNOW ME

See the person behind the performance.

03

G

GUIDE ME

Set clear expectations. Give useful feedback.

04

↑

GROW ME

Coach my strengths. Encourage development.

05

T

TRUST ME

Give me autonomy, flexibility and ownership.

A MANAGER CAN INFLUENCE ALL FIVE.



KEY TAKEAWAY

PEOPLE WANT TO MATTER

To be respected, known, guided, developed and trusted.



Chick-fil-A®



AVERAGE ANNUAL SALES PER RESTAURANT

U.S. AVERAGE UNIT VOLUME (AUV) • 2025

**SAME
CATEGORY.
A DIFFERENT
LEVEL.**

BRANDS
COMPETE
FOR MEALS.
CHICK-FIL-A
COMPETES
AT A HIGHER
LEVEL.



\$7.7M

1.9×
MCDONALD'S

4.6×
STARBUCKS



\$4.09M



\$2.00M



\$1.80M



\$1.66M

CHICK-FIL-A

MCDONALD'S

WENDY'S

STARBUCKS

BURGER KING



KEY TAKEAWAY:

A TYPICAL CHICK-FIL-A RESTAURANT GENERATES NEARLY **2×** THE ANNUAL SALES OF A MCDONALD'S AND MORE THAN **4×** STARBUCKS, WENDY'S AND BURGER KING.



“So if people want to matter,
why are we so bad at making
them feel that way? **Because**
most of us are incredibly busy
managing the work.”

“ I’ve learned that
people will forget
what you said,
people will forget
what you did,
but people will never forget
how you made them feel.”

MAYA ANGELOU





Border Collie Collapse





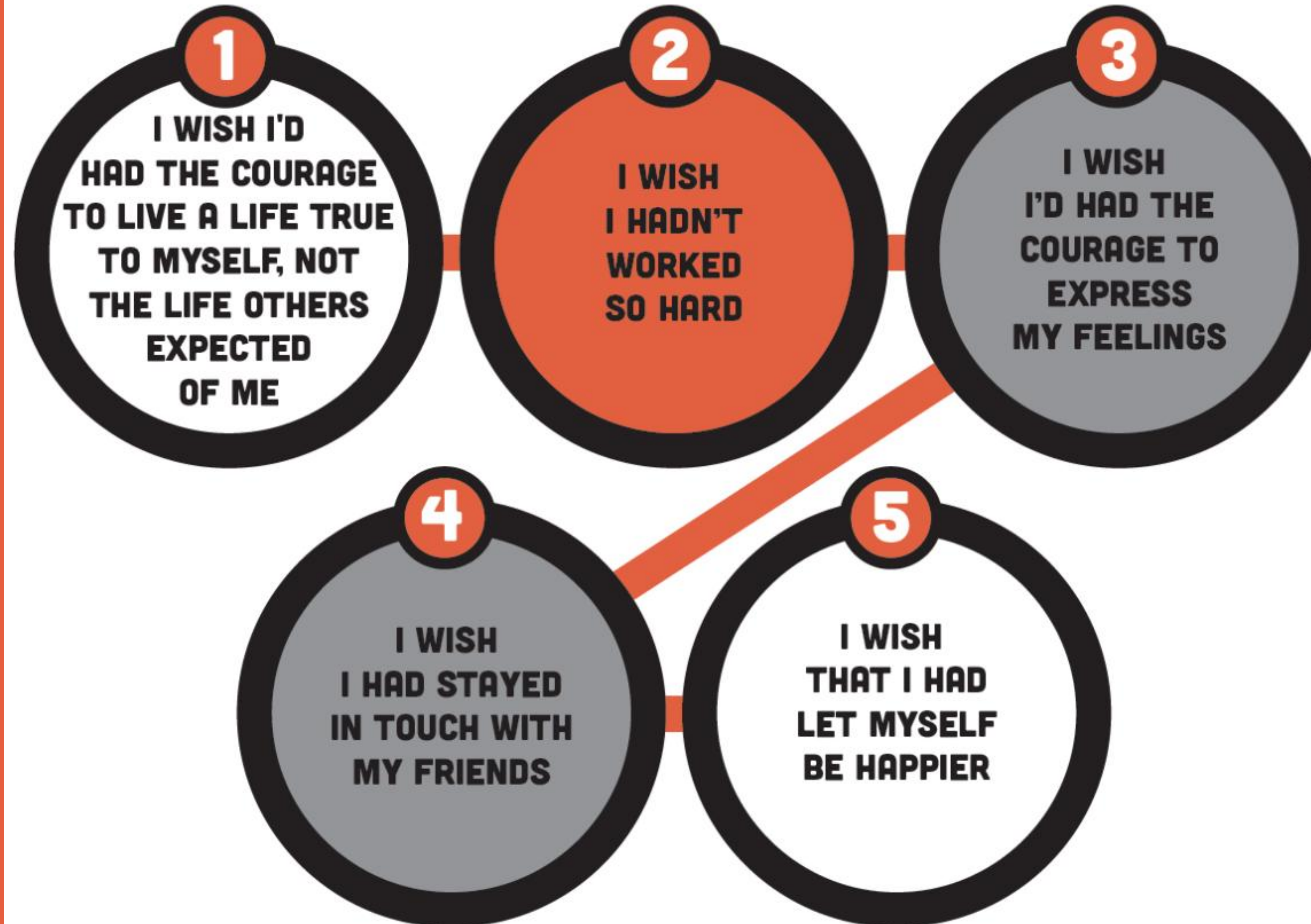




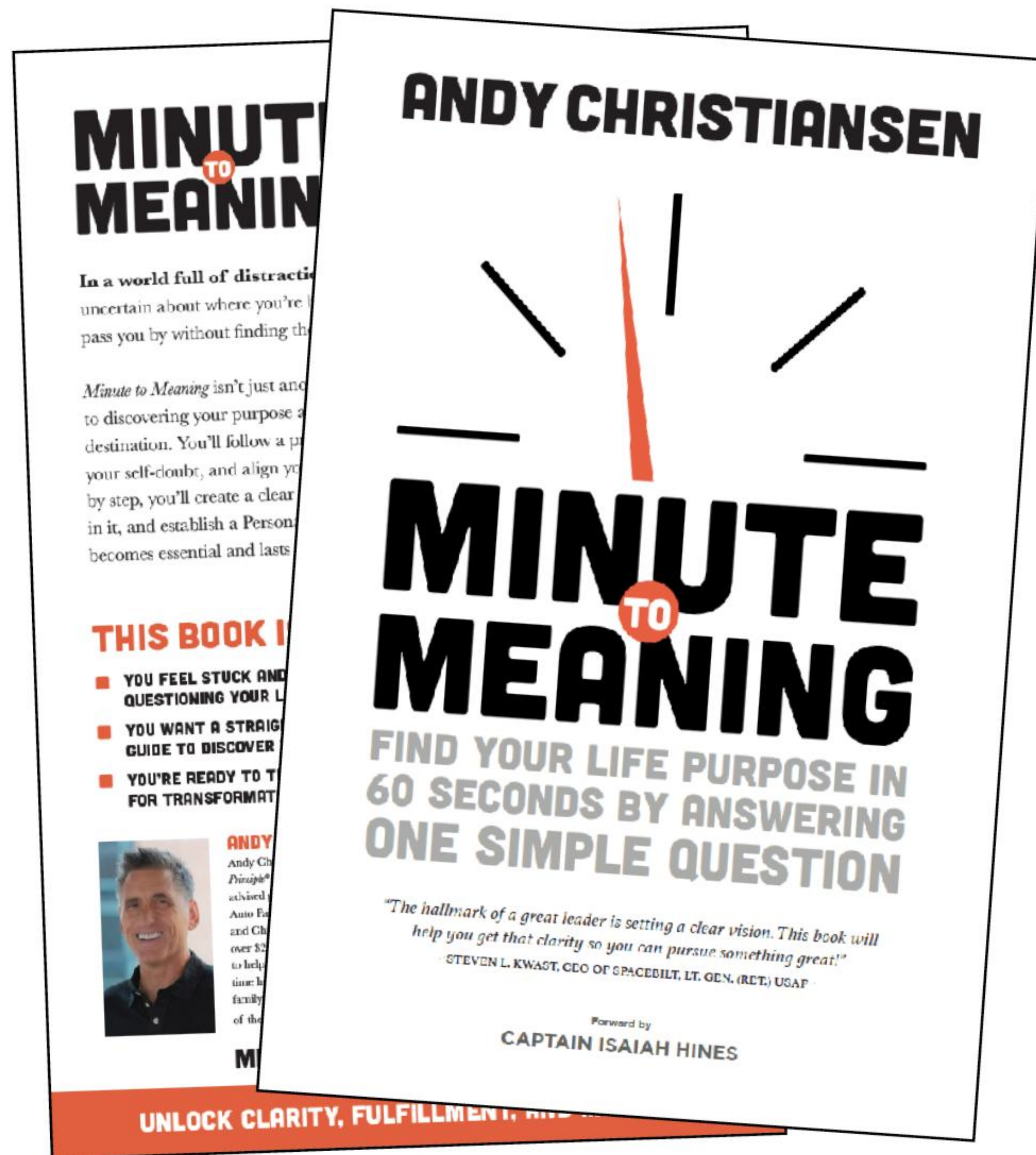
KPIs
OKRs
QUOTAs
EXPECTATIONS

TOP 5 REGRETS OF THE DYING

BY BRONNIE WARE, *GUARDIAN NEWS*



BOOK MINUTE TO MEANING



#2

August 2025

AMAZON

KINDLE

#2

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ANDY CHRISTIANSEN



MINUTE TO MEANING

FIND YOUR LIFE PURPOSE IN 60 SECONDS BY ANSWERING ONE SIMPLE QUESTION

Foreword by
CAPTAIN ISAIAH HINES

Minute to Meaning: Find Your Life Purpose in...

> Andy Christiansen



17

Kindle Edition

THIS BOOK IS

- YOU FEEL STUCK AND QUESTIONING YOUR LIFE
- YOU WANT A STRATEGIC GUIDE TO DISCOVER YOUR PURPOSE
- YOU'RE READY TO TAKE ACTION FOR TRANSFORMATION



ANDY
Andy Christiansen
Author of
The 12
Week
Challenge
of the
Minute

ANDY CHRISTIANSEN



MINUTE TO MEANING

FIND YOUR LIFE PURPOSE IN 60 SECONDS BY ANSWERING ONE SIMPLE QUESTION

"The hallmark of a great leader is setting a clear vision. This book will help you get that clarity so you can pursue something great!"
STEVEN L. KWAG, CEO OF SMCESLT, LT. GEN. (RET.) USAF

Foreword by
CAPTAIN ISAIAH HINES

UNLOCK CLARITY, FULFILLMENT, AND...





Helping you be more
curious

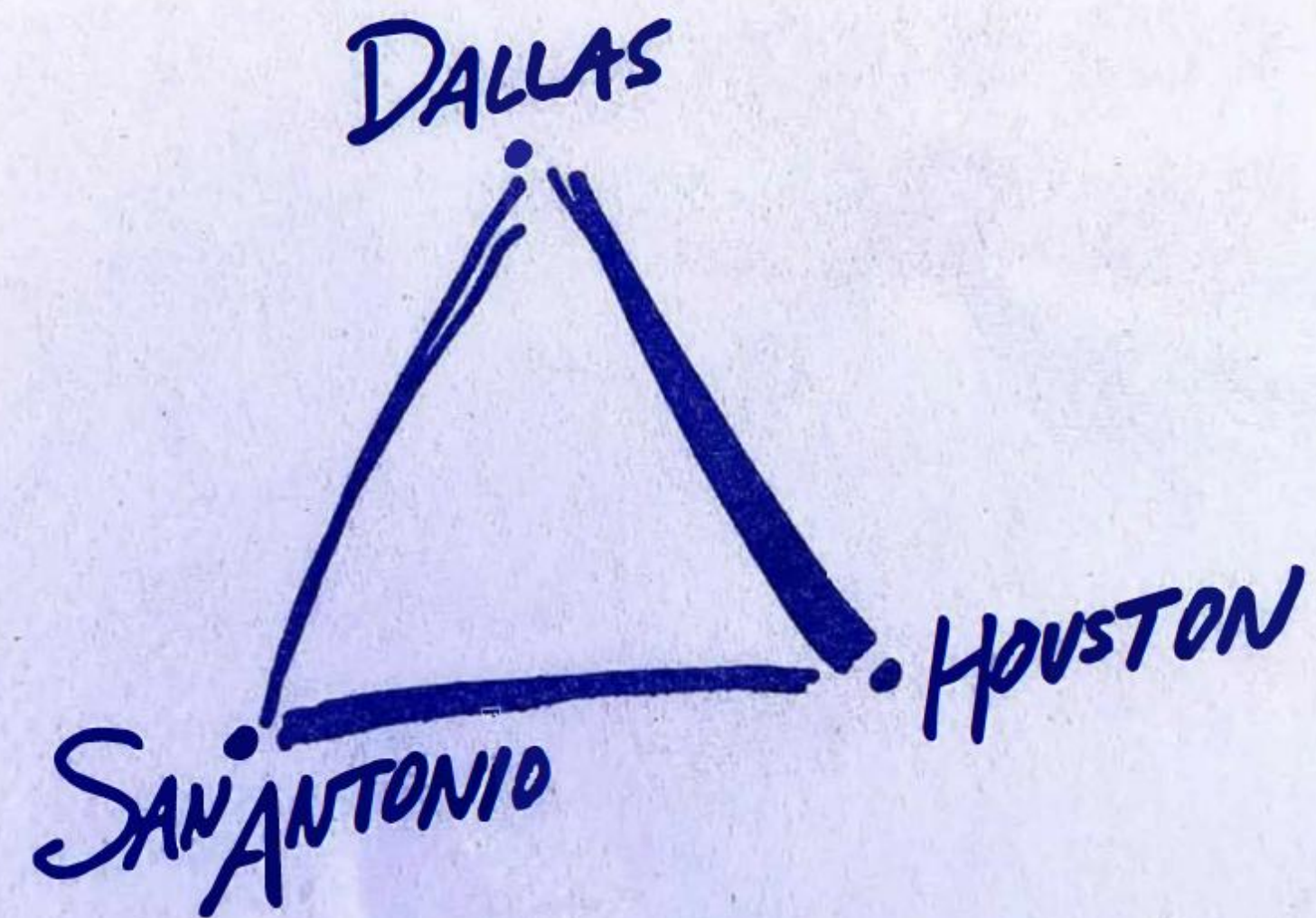


What motivates you?

Cocktail Napkin

Southwest[®]

Taking care of you since we were
born on a napkin in 1971.



 Made from 100% post-consumer recycled material.

Call to Action

**COCKTAIL
NAPKIN**

YOU
WRITE
HERE



If I had \$10m in the bank
what would do _____
for work?



Can be a vocation or
avocation



Pair up - 2 minutes each

Share your
answer with one
person



Point?

To reveal one's
motivation

WHAT REALLY **MOTIVATES** PEOPLE?

The Human Side of Engagement at Work.

PEOPLE
PURPOSE
POTENTIAL
A BRIGHTER
TOMORROW



50%

Employees with a strong sense of purpose at work are engaged at roughly **50%**, versus only **9%** among employees with low purpose.

PURPOSE MAKES THE DIFFERENCE.



PURPOSE

Strong work purpose makes employees **5.6x** as likely to be engaged.



RECOGNITION

Only **29%** of U.S. employees strongly agree they received recognition or praise for good work in the past seven days.



CARE

Only **40%** strongly agree someone at work cares about them as a person.



STRENGTHS

Only **34%** strongly agree they have the opportunity to do what they do best every day.



KEY TAKEAWAY:

PEOPLE WANT TO **MATTER**

to know their work matters, to be seen, and to use what they do best.

CURIOSITY
BUILDS
STRONGER
PEOPLE
AND TEAMS.



BE CURIOUS







Pair up - 2 minutes each

BE CURIOUS

TRY IT NOW...

7 MORE POWERFUL Q'S

1. What's top of mind?
2. What's clear for you right now?
3. What are your expectations for this meeting?
4. If I could only do one thing to help you right now, what would it be?
5. What's your greatest personal or professional challenge right now?
6. What's causing you the most tension right now?
7. **What's made you smile lately?**

**MINUTE
TO
MEANING**



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1. Be curious about you
2. Be curious about others
3. Take action w/in 24 hrs.



Three girls on a deserted island



Great leadership is not about
getting more from people.
It's about understanding
more about people



Give feedback to Andy

Scan this QR code



Or go to

<https://talk.ac/andychristiansen>

and enter this code when prompted

HSQT



STAY CURIOUS

One question

One minute

More meaning

Contact - Andy Christiansen

