



LOWISZ
LEADERSHIP
INSTITUTE

POWERED BY GUIDE, DON'T DRIVE™
THE HUMAN PERFORMANCE OPERATING SYSTEM™

The 15 Human Performance Doctrines™

*Lowisz Leadership Institute edition · The
fifteen beliefs we install into how your
leaders actually lead.*



POWERED BY
GUIDE DON'T DRIVE™

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The 15 Human Performance Doctrines™

The belief system underneath what we install. These are not slogans - they emerged from observation, repeatedly, across industries, organizations, leaders, and teams. They are meant to be tested; reality determines whether they hold.

01 People do not get what they want. They get what they create.

Outcomes are not given; they are produced. The question is never what you want - it is what you are creating.

02 Results do not create behavior. Behavior creates results.

You cannot chase the number. Change the behavior that produces it, and the result follows.

03 Leaders create the environment where people choose to give their best.

Performance is a condition leaders set, not a trait they hire for.

04 Pressure reveals reality.

Pressure does not create behavior; it exposes what was already there.

05 Your contradiction is your culture.

Culture is not what you state. It is the gap between what you say and what you allow.

06 Standards are what you tolerate.

The real standard is the lowest behavior a leader lets pass without a response.

07 Dependency is the disease.

When performance depends on one person in the room, the system is sick. Independence is the cure.

08 Drift is inevitable. Recovery is optional.

Every standard erodes under pressure. Strength is not avoiding drift - it is recovering fast.

09 Accountability ends where tolerance begins.

The moment you tolerate behavior below the standard, accountability is gone. Tolerance
→ Standards → Accountability → Performance.

10 Results tell you what happened. Human Performance tells you what will happen next.

Lagging metrics report the past. Behavior predicts the future.

11 Reality before remedy.

You cannot fix what you refuse to see. Evidence first, then the solution.

12 If your team cannot define winning, you will not win.

Ambiguity about the score guarantees inconsistent behavior. Define winning first.

13 Identity drives behavior under pressure.

Who a leader becomes when it gets hard determines what they do - long before strategy does.

14 You do not rise to your intention. You fall to your governance.

Good intentions do not hold under pressure. Only installed, governed behavior does.

15 Build something that does not depend on you.

The goal is not control; it is capability. The system should run without the installer - and without you.

WHAT LOWISZ LEADERSHIP INSTITUTE DOES

A doctrine on the wall changes nothing.

Every organization can read these. Almost none live by them under pressure - because belief is not the same as behavior, and behavior is not the same as an installed, governed system. That gap is the entire job. We install these fifteen into how your leaders actually operate, measure whether they hold, and recover them when they drift.

Start with a Drift Audit → lowiszleadership.com · 734.521.2800