



Human Performance Scientist; *AUTHOR*

James Hewitt is a human performance scientist who provides some of the world's top-performing businesses with science-backed strategies for achieving sustainable high performance. Combining firsthand experience as a full-time racing cyclist with ground-breaking research, Hewitt integrates endurance sports strategies with insights from neuroscience, physiology and psychology to reveal a future where well-being fuels business success. Hewitt holds a doctorate in performance science and is the founder of the Knowledge Work Lab, a human high-performance consulting firm.

Regenerative **PERFORMANCE**

Leaders are under immense pressure to deliver results, often at the cost of their own and their team's well-being. Burnout, disengagement and turnover are common pitfalls of the relentless pursuit of performance. Join James Hewitt as he explores how to achieve sustained peak performance without sacrificing well-being or productivity. Learn how to leverage Hewitt's Cognitive Gears framework to enhance mental clarity. Discover how aligning work with natural energy rhythms can improve efficiency and leadership effectiveness. You'll walk away with strategies to cultivate environments where performance and well-being thrive together.

Outline

- Burn Out or Check Out
- Cognitive Gears
 - » Tame Middle-Gear
 - » Maximize High-Gear
 - » Invest in Low-Gear
- Creating Ripple Effects

**"BUILD YOUR CAPACITY RATHER THAN
just spending it."**

**"REST IS NOT A REWARD — IT'S WHAT MAKES
great work possible."**

Check your current

GEAR

Circle or highlight where you spend most of your day:

My Reality



HIGH GEAR

☐

What it Looks Like

Deep focus, priority tasks

How it Feels

Energized, productive



MIDDLE GEAR

☐

What it Looks Like

Emails, meetings, switching

How it Feels

Busy but drained



LOW GEAR

☐

What it Looks Like

Rest, recovery, reflection

How it Feels

Recharged, creative

My Action Commitment

Pick one action from each gear to apply this week:

High Gear (Focus):

Middle Gear (Reduce):

Low Gear (Recover):

LEADERSHIP PLAYBOOK

QUESTIONS FOR REFLECTION (PERSONAL)

1. Which “gear” do I spend most of my day in, and how is it shaping my results and well-being? What needs to change?
2. When is my natural peak time for focus, and am I protecting it for my most important work? How can I adjust this?
3. Do I treat rest and recovery as optional or as a core part of my performance? How can I shift my approach?

QUESTIONS FOR DISCUSSION (GROUP)

1. What’s one practical way our team could spend less time in “middle gear”? [Middle Gear = busyness without brilliance. When you are “on” but not truly effective.]
2. How can we hold each other accountable to reduce wasted time in emails and meetings?
3. In what ways can we model regenerative performance to shape our team culture for the better?

MY ACTION STEPS



More resources:
<https://glni.org/gls25-james-hewitt/>

Instagram: <https://www.instagram.com/jamesphewitt/>
 Facebook: <https://www.facebook.com/jameshewitt.net/>
 X: <https://x.com/jamesphewitt>
 LinkedIn: <https://www.linkedin.com/in/jamesphewitt/>



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