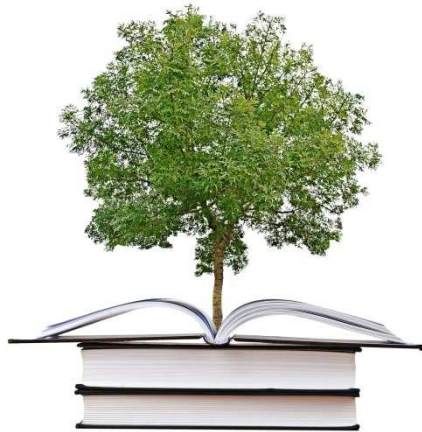




Preparation for Growth

When we speak of growth in the business world what comes to mind? Perhaps you immediately think of being raised to a higher level in the organization. What comes to mind in your personal life? Here, you may be looking to improve your relationships, or improve your finances. When we speak of personal growth, what comes to mind? Chances are, you may not have given this category much thought at all, or known of its importance in your life.

Each of these two areas of life goes hand in hand in the preparation for growth. When we grow in one area, we automatically grow in another. There are 7 factors which come into play in the growth path of life.

The first is "TIME". Growth happens over time. It does not happen overnight. If you receive a promotion, it really did not happen the day before, but rather it occurred over months and years of experience and leadership, you developed and showed by example. In our personal lives, we do not suddenly have a savings account, which suddenly has exactly the amount of a down payment for a new home, and the cash invested somewhere safe in order to pay the property taxes for a year. No. Rather this is a planned growth path to a bigger vision of owning a home and having the funds to pay to live there. This same thoughtful consideration takes place in the development and nurturing of relationships of those we wish to deepen. These also do not suddenly happen overnight.

The second is "PREPARATION". Growth is a planned progression of steps and happens with great preparation in the arena of business and in our personal lives. Growth comes from having a vision, a bigger picture that will lift up and grow our business and those with whom we share our private lives. Growth is calendared. We must sit down and put pen to paper in order to see progress and then actually follow through.

The third is "PLANNING". Planning to grow takes evaluation of where you are now and where you want to be in 6 months, one year, five years, and ten years and so on. This is not static and it does not occur in a vacuum. Keeping the plan fluid, reevaluating it, and refining produces growth. We are all in a state of transition. This is something that most people seem to forget. Many are more interested in "arriving" at their destination and miss all the joy in the journey. It is on the journey where YOU grow and mature the most!

The fourth is "SUPPORT". In order for growth to happen in business there must be a team in place. No one person can do it all and plan to succeed. What happens is burnout. When the team is in place and has a shared vision with an plan to implement forward motion occurs. This same principle applies to ones personal life. When loved ones and friends who are out there supporting us on our bigger goal surround us, we succeed. If we surround naysayers and ourselves with those who are negative, we will fail. One way to do this is to have an accountability partner. Another way is to be a part of a MasterMind group. Another way is to have a Mentor. Still another way is someone who will come along beside you who has already walked the same road and is several years older and can be a great listener when you need it, sympathize with you when you need it, give you a good swift kick in the backside if you need one, tell you when you are really missing the mark, and encourage you when you are dragging and celebrate when you hit it out of the ballpark.

The fifth is "OUTCOMES". I am a big fan of looking at all the outcomes of a possible decision or reply that I must make or that will in some way affect me, my family, my business or whatever is on the table. With my coaching clients, I call this the "Y" in the road. When one comes to the moment of decision, there are several possibilities that can and will occur. Being prepared with a concrete course of action takes the "fear" out of the outcome of the decision. Here is what I mean. If the answer is "NO" then I will _____(insert exactly the next steps you will take and move on.) If the answer is "YES" then I will _____(insert the exact next step you will take). If the answer is "NOT NOW" then I will _____(insert the exact next step you will take). If the answer is "A WILD CARD" then I will _____(insert the exact next step you will take).
Why is this important? It is important because once we know what our response

will be; we can immediately begin to **"MOVE ON"**. Dwelling on the decision creates doubt and feelings of unworthiness and puts us all on shaky ground. Having a game plan, takes all the negative energy right out of this line of thought.

The sixth is "SUCCESS FIRST". Keeping success first no matter what happens is a key component in a positive forward motion in business and in private life. Dwelling on the loss of this client, or that contract, or hiring that certain person, or getting a specific account breeds failure. In our private lives when we dwell on loss we engage in the gremlin of old negative self talk and the tape plays repeatedly and life passes us by. Keeping success first and seeing each outcome as a learning growth opportunity turns this right around and put us in positive territory.

The seventh is "GOAL ORIENTATION". When we have a short-term goal, a long-term goal and a bigger vision or goal right in front of us and we measure where we are daily in stepping forward to getting to that goal we are miles ahead of our competition. When we keep it in front of us we see, what today's assignment is, we are better able to maintain focus.

In business this done by having daily action items that step us forward to the completion of a certain task on the road to the bigger picture. FYI ~ a long list is not the answer! You need the top three most important things to be done in one day, then, your follow-up items for the day, followed by your new items and your daily working on vs in your business. Email should be limited to twice daily, 10 am and 4 pm and let your email list know your email reply schedule along with your call back schedule. You see "We teach people how to treat us!" If they know we will answer and reply virtually 24 – 7 ~ you have taught them this and they will expect this from you. If they know you do not answer your phone at home from 6 pm to 9 am and you only reply to office email at 10 am and 4 pm they will begin to respect that. [Now there is of course a caveat to all of this; if you are in the business of customer service or sales, then this goes out the window. However, you are not on call 24 -7 either.] ***SOUNDS RADICAL! I know, but it does work and you will be so much happier and so will your family and your personal relationships will improve dramatically!***

All seven of these steps in the "Preparation for Growth" in our lives in business and in our private lives set a pace, which we can grow from. Sometimes, you set the pace. Sometimes, your business sets the pace. When we rise to the occasion, we have forward motion. When we become overwhelmed with shut down and go into a spiral downward.

Surround yourself with people who lift you up and maintain support in your bigger goal. Make sure that in return you give back to those who support you with your support of them and their bigger goal.

Your Path of Growth

Simply put your path of growth is how you are growing year on year. If I ask you: “How did you invest in yourself in the area of Growth last year?” what would you tell me? You will recall that there are many kinds of Growth in our lives: Spiritual Growth, Personal Growth, Professional Growth, ~ so, just how did you invest in yourself in any or all three of these areas in the last year?

In your Spiritual Growth Life
In your Personal Growth Life
In your Professional Growth Life

You might want to ask yourself some of the following questions:
Am I living the life I want to live in this area?
What do I still need to learn in this area?
Who are the thought leaders in this area that align with my values?
What are they reading?
What are they learning?
Where are they going to speak?
What have they written that I can read?
What skill, knowledge or additional information do I want to learn in this area?
Perhaps as an example, let us just say you have always wanted to go on a spiritual retreat of some kind. You could begin to look into that this year and begin to plan it, save money to go, and get your body and mind and soul prepped to attend one.

Perhaps as an example, let us say you have always wanted to learn how to build a gazebo in your backyard, or to learn cross-country skiing, or to travel to Patagonia. These are all things that you could learn how to do this coming year on your own free time and accomplish.

Perhaps as an example, let us say you really want to grow in your professional life by learning from those who are the thought leaders in your industry. How in the world are you going to do that? It is very easy. You can take a page from the master, John Maxwell. Every single month since he was in his 20's [he is still doing this and he will be 68 in 2015], he takes someone he admires and wants to pick their brain out to eat. He pays, they eat! He brings along his yellow pad, pen and his list of questions and fires away. Who in your local area is a leader that you could learn from and take to breakfast, lunch or dinner?

How will you grow this year?

If you did the exercise as evaluated yourself in each of the twelve life areas then you have a good idea of what you need to work on.

Which one[s] is the most painful or cry's out to be worked on first?

That, my friend is where you begin.

Which one is second?

Which one is third?

Which one is fourth?

You get the idea....

Now, what do you need to do in order to improve your number one item?

If you are stuck ~ ask yourself this:

What do I believe about what is going on here?

Where does my belief come from?

How does holding onto this belief improve my life?

What can I do to change my behavior, my mindset, my habits, and myself in order to bring about the life I really want?

How am I already blessed in this area of my life, which I have failed to notice?

Try this for a month and see what happens.

It takes a full 21 days for things to correct if followed faithfully.

Unfortunately, if you skip a day, you have to start over.

Anything worth wanting in the pursuit of the life you want is worth 21 days in the long view of your entire life, which is 84 years if you are a man and 88 if you are a woman in the US in 2015

Repeat for the second, third, and fourth.....

Plan of Growth, once your life areas are in sync.

Here is the thing; you are pretty much on dyke repair mode, if your life areas are not in check and running smoothly. That means, you are plugging the holes in your life with your fingers much like the childhood storybook tale. You are a firefighter running from one fire to the next and never getting the soot off your face, the smoke out of your lungs, and the exhaustion out of your body. In order to move the next quantum leap of success, this core of YOU must be working and working smoothly.

We talk so much about Balance in our lives. What is that really? Balance is knowing what we need, when we need it, where to find it, and when to stop; in other words boundaries. How are your boundaries? Beginnings now, exercise your power, and use your "NO". Not in a mean, uncaring, authoritarian manner, but in a way which lets the other person know, that you are not available for their

use. In the same manner, honor the “NO” of the person who is not available to you when they say no. It is not up to us to judge the reason another person is not available.

PLAN OF GROWTH IN YOUR PROFESSIONAL LIFE

Once you have the items above in check you are now free to soar.

What are the lofty WHATs you want to achieve this year?

What are the all-important WHYs behind those WHATs?

Your company will have a long list of standard, goals, financials and other items you will be asked to meet weekly, monthly, quarterly, and yearly. If you do not know the WHY behind them, ask for a meeting with the person who set them as a goal and really understand the WHY so you can better meet the goal. If you need additional help [mentor/coaching or other skill training, or knowledge ~ ask for it or where you can find it.]

PLAN OF GROWTH IN YOUR PERSONAL LIFE

Many of spend most of our waking hours pouring all of our time and energy into our professional lives and have little to give as we come through the front door. We must guard this part of our energy like a bulldog!

Here, once the life you have is the life you want, you are now free to raise the level of living to a completely new level. How many of us long to live in a home and life a life of peace, contentment, free from financial pressure, deep freedom, free from clutter, surrounded by beauty [whatever that may be for you], with the time and energy to enjoy those things you wish to pursue instead of the tyranny of the urgent from the moment you walk through the door until the moment you leave the next morning. This “ideal” is not as many think, waiting for them when they retire; it is waiting for them once they understand, that they control their destiny, and all that is under their roofs.

PLAN OF GROWTH IN YOUR SPIRITUAL LIFE

I am a believer and I personally believe that if this area is not your first priority, none of the other areas will be prosperous. I know this because when I put them first, I failed, and failed miserably. When I began to put my God first, no matter how busy my day was, no matter how many items were on my agenda that day, when I began my day with God, everything got done. Everything not only got done, it was completed on time, without stress and the day seemed effortless. Now is every day like this; NO! I just like you, derail, forget, am pulled and become sidetracked and before you know it, I am entangled in a mess of trouble, and up to my eyeballs in stress.

Now, I am sure that is not what you were expecting to read, however you do know there are no silver bullets, easy 1, 2, 3 step answers out there. Oh yes, there are thousands of books, online programs, and people new, old, celebrities who are all promoting things for all of us to buy to do this work. The bottom line is we each have to do the work ourselves. It is not outside of us. It is not something we can purchase which will somehow miraculously change us.

It is within us, it is you, it is me, it is your beloved, it is the person next door, it is your cube mate, we each must do our own work and straighten out our inside first before we can move on to these lofty things outside.

You will always find the exception out there that appears to have found a “shortcut” but I can assure you it is just an appearance of a shortcut. There is a chink in the glowing façade somewhere.

One more thing, here is the most common excuse,

*“BUT, you don’t understand my situation...
[Insert some grandiose story right here]
....tied up with a big bow and ...I do not have enough time...!”*

Well, millions of people have given this excuse and continue to let these very words tumble out over their lips daily and guess what, they never move one inch forward from where they are today. We all make time for the most important thing that really matters in our lives.

As you begin this Growth Exercise, remember this quote from one of my mentors:

“You are a power plant. A power plant does not have energy, the power plant generates energy!” What are you generating in your life? Are you generating negative draining energy, or are you generating positive energy?

Please do not generate a dark cloud around you this year!

In order to generate a positive cloud, choose to have a mindset change!

A: ACT from a position of inner strength, joy and at your highest self.

B: Come from an inner place of JOY. See the glass full and count your blessings.

Smile! It takes fewer muscles to SMILE than not to smile!

C: Be PATIENT & HONOR YOUR JOURNEY.

D: It is so important to know your motivation before your HOW.

E: Know what really generates the energy in your power plant.

Let's Begin.....

First, we start with your **WHAT**.

WHAT is the thing you are striving for, the solution you want, the fulfillment you seek, the way of being, your goal, your resolution, the life you want to enjoy, and an improvement you wish to make in a specific area of your life and so on? Your **WHAT** must be specific. You see your **WHAT** is not a thing, it is a way of being, who you want to become, and how you can begin living this truth daily.

Now...it is your turn to answer the question: “**WHAT** are your “**WHATs**” in each area of your own Life Wheel?” On your sheet of paper or in your journal begin by writing as prompted below; your answer will begin as shown below. The greater your detail the better able you will be at envisioning **what** you really want.

In my HOME **what** I want is

In my GIVING BACK **what** I want is

In my HOME **what** I want is

In my FAMILY/PARENTING **what** I want is

In my FINANCES **what** I want is

In my SAFETY **what** I want is

In my GROWTH OPPORTUNITES **what** I want is

In my area of SELF **what** I want is

In my area of FUN **what** I want is

In my RELATIONSHIPS **what** I want is

In my HEALTH/WELLNESS/AGING **what** I want is

In my SPIRITUAL LIFE **what** I want is

In my PROFESSIONAL/CAREER LIFE **what** I want is

Second, we answer your **WHY**. Now in order to keep moving forward every day, we all need a reason, a motivator, and that motivator is your **WHY**! You and I need to know **WHY** we want our **WHAT** in order to step into the process daily with our mindset and live our truth in order to be joyous and satisfied.

Now...it is your turn to answers the question: “**WHY** do you *want* to do the **WHAT**, in each area of your own Life Wheel?” You will notice there is not enough room to answer here. You need to give one question to a full page of paper and think about this. Below is what the format looks like.

Why do I want

In my HOME?

Why do I want

In my GIVING BACK?

Why do I want

In my FAMILY/PARENTING?

Why do I want

In my FINANCES?

Why do I want

In my SAFETY?

Why do I want

In my GROWTH OPPORTUNITES?

Why do I want

In my area of SELF ?

Why do I want

In my area of FUN ?

Why do I want

In my RELATIONSHIPS ?

Why do I want

In my HEALTH/WELLNESS/AGING ?

Why do I want

In my SPIRITUAL LIFE ?

Why do I want

In my PROFESSIONAL/CAREER LIFE?

Remember here your **WHY** is your Motivation for doing your **WHAT**. IF you do not know your **WHY**, it means you do not have “buy-in” and your answer is not something that you truly want. You will need to go back up to the previous question of **WHAT** and take some time to think about your answer there, because if you do not have a “motivator” in this area, you will not succeed.

“**HOW** am I going to get to accomplish my **WHAT** in each area of my life?”

Third, we are now ready to answer the **HOW**. You now know your **WHAT**, and your **WHY**, so in order to do those you need to know **HOW**. This will take some thought, many of us get up each day and fly by the seat of our pants and this strategy will not get you the **WHAT** you want. Thoughtful consideration must be given to the process of **HOW**. **Now...**it is your turn. The basic question below is the one you must answer for each area in your life.

What I am going to do in order to achieve **WHAT** I have said I want in my HOME is:
[Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in order to GIVE
BACK is: [Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my
FAMILY/PARENTING is: [Your **HOW** is described here. Remember the more detailed the
better!]

What I am going to do in order to achieve **WHAT** I have said I want in my FINANCES is
[Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in the area of my
personal SAFETY is [Your **HOW** is described here. Remember the more detailed the
better!]

What I am going to do in order to achieve **WHAT** I have said I want in my GROWTH
OPPORTUNITIES [remember there are 3 distinct areas here] is [Your **HOW** is described
here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my area of SELF is
[Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my area of having FUN is [Your **HOW** is described here. Remember the more detailed the better!]

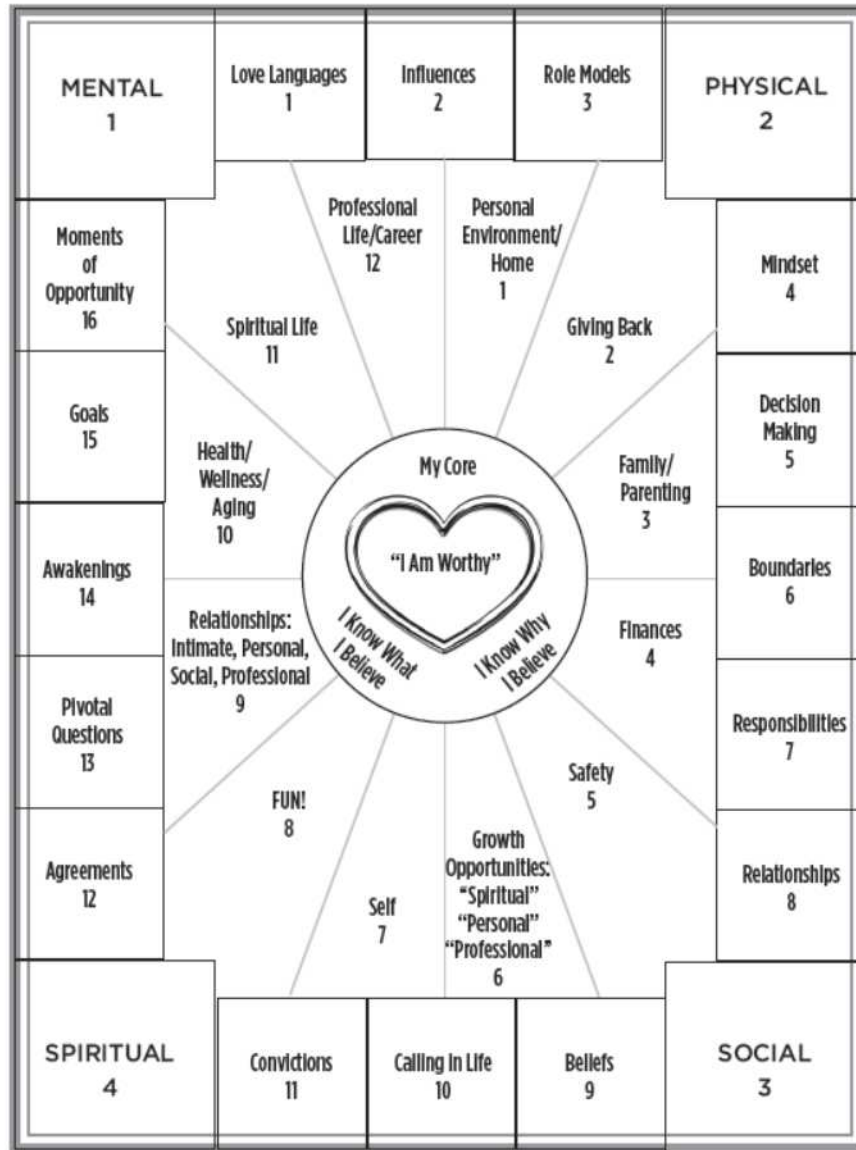
What I am going to do in order to achieve **WHAT** I have said I want in my Relationships [remember there are 4 kinds of relationships you have in your life!] is [Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my Health/Wellness/Aging is [Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my Spiritual Life is [Your **HOW** is described here. Remember the more detailed the better!]

What I am going to do in order to achieve **WHAT** I have said I want in my Professional Life/Career is [Your **HOW** is described here. Remember the more detailed the better!]

Core Foundation
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So, now that you are finished, how did you do?

I am really interested in how you feel about being in control of your life this year now that you have completed this “Plan of Growth Exercise”. If you finished this, you are in the top ½ of 1 % of successful people on the planet! That is a huge accomplishment! If you follow through on even 10% of what you have written down you will succeed beyond your wildest dreams, because you know that you are the only power source in your life which gets things done! I would love to hear your success story. I would love to hear how you used this exercise in your life. I would love to know your “A-HA’s”. If you used this with another family member, or your team, or others you mentor or coach, and it changed lives, I want to hear about it. You can email your experiences at janice@janicebastianicoaching.com

As the year draws to a close.....

Remember, we are all in transition; it is a natural state of being. Block off sometime between December 26 ~ December 31 and sit first with yourself and do the following:

- 1. Go through every page of your planner for this past year and evaluate each item which used up your most value resource your TIME. Ask yourself this question: “Did spending my most precious resource on this thing/person/or other produce value for me?” If the answer is “No, I don’t know, or something else....” Then do not allow it to take up any more of your valuable resource ever again.*
- 2. If on the other hand the item DID add value or translate into something tangible which created value to your business or life, then write it on a sticky type note and set it aside making note of the time of year to put it into your planning cycle.*
- 3. Block off all your important dates, anniversary’s, holidays, vacations, known events which meet the criteria of #2, and other events which you may know of for the upcoming year.*
- 4. Leave plenty of “white spaces” on your calendar for Serendipity!*
- 5. Leave plenty of “White Space” for thinking days and several days each quarter to get away to plan and think by yourself.*
- 6. Repeat the exercise you just did and do not be surprised if some things may have changed! After all, remember we are all in a state of transition.....Smile and be grateful! ☺*