

Empowerment Mentoring



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hcm
LEADERSHIP CONSULTANTS

Purpose Vision Goals

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Participant's Workbook

Empowerment Mentoring Participant's Workbook 2016 © NEM Leadership Consultants 2016

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Welcome

A hearty welcome to the Empowerment Mentoring Community. We are excited that you have made this very important decision to be part of this personal developmental program. This program will allow you to **Discover** your true potential, **Transform** your life and **Achieve** dramatic results.

Sometimes we need to ask ourselves three important questions:

- If no change were necessary to achieve a better life for myself, wouldn't I already be there?
- Why am I procrastinating and just 'earning a living' instead of doing what speaks to my heart?
- Why do all great leaders, sports men and women, have coaches and mentors?

Answers to these questions will allow us to reflect on where we are and where we want to go or would like to be.

So, are you ready to go from:

- Wanting to change to actually changing?
- Envisioning your goal to actually achieving it?
- Being the person you are right now to becoming the person you want to be?
- Breaking through your 'Immunity to Change' to experiencing the real FREEDOM to do, be or have anything you want?

The EM Program is designed to cover twelve core modules that would help you in your personal growth.

- | | |
|-------------------------|-------------------------|
| • Comfort Zone | • Forgiveness |
| • Purpose, Vision, Goal | • Gratitude |
| • Terror Barrier | • Perception |
| • Drama | • Attitude |
| • You Are Perfect | • World Famous - Living |
| • Harmony | • Authentic Journaling |

In the EM Program, you will learn:

- Growth takes place outside of your the comfort zone
- You grow for a reason
- You have more potential than you will ever use
- At times of change we either step forward into growth or go back to safety
- We do not get what we want- we get who we are
- Gratitude keeps our mind on what is good
- Living a life of significance
- We use our perception for or against us
- ... And Much More!

Welcome aboard.

Purposefully,
Nigel

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1. Purpose Vision Goal

A goal that is casually set is freely abandoned at the first obstacle ~ Zig Ziglar

A personal development plan is an important tool that can help you achieve the life that you desire. It is interesting to know that many people I encounter do not have a personal development plan, yet many complain that they are not satisfied in life and that their life is meandering without progress or achievement. We would have shared the statement with you before which basically states that many people are dissatisfied with their situation but are unwilling to change their circumstances. Changing your circumstances means doing things differently - coming out of your comfort zone.

A successful personal development plan can take you from where you are now to where you want to be by filling the gaps in your journey.

A personal development plan provides structure to help us navigate the relative unknown outside of our comfort zone. To begin your personal development plan, one needs to take some time to consider three key items:

Your purpose, vision and goals are the compass that directs how and where you channel your time, energy and effort to reach a predetermined destination.

Purpose

“No matter how easy your purpose comes to you, you will be asked to make sacrifices in order to fully bring it into your life” (author unknown).

Purpose is something you have a natural affinity for that stirs your zeal and passion being involved with it.

To help clarify our “Purpose” here is an extract from Bob Proctor on one of his many speeches on Purpose Vision Goals;

“Do you have a **definite** purpose that guides your ambitions, vision, and goals?

It doesn’t matter how you think you arrived here on this planet or under whose direction — the fact remains that each of us has specific talents and gifts that are **uniquely** coded within our own DNA.

As you go through life, you don’t just pick up things you like doing by chance. You discover what you’re good at because you were meant to discover it, just as you were meant to figure out what your fingers do, and how your elbows work. Your unique gifts are hardwired into your system just as surely as your lungs are given their blueprint to breathe. This “purpose” is serious business.

Without your purpose identified firmly in your mind, you will wander through life, never quite feeling that you're "in the flow." I say, then, that it's imperative you recognise what it is you're good at — what it is you really love to do. Your purpose in this lifetime is to do the thing that you love".

For me, someone's Purpose resonates in one of Confucius quotes **"Choose a job you love and you will never have to work a day in your life"**, or you can look at it another way – **What are you living to do?**

Vision

Your Vision is a cogent sound bite that guides the achievement of your aspirations. Vision is what you do with your life. Your Vision is the strategy behind the fulfilment of your Purpose.

A good strategy to use to crystallise your vision is to create a **vision board**. A vision board is a tool used to help clarify, concentrate and maintain focus on a specific life goal.

Literally, **a vision board is any sort of board on which you display images that represent whatever you want to be, do or have in your life.**



Creating and using **vision boards** serves several purposes, some of which include helping you to:

- Identify your vision and give it clarity.
- Reinforce your daily affirmations.
- Keep your attention on your intentions.

Visualising what is in your mind’s eye by having a tangible depiction of it helps bring it (your vision) to sight!!

Goals

Your goals are practical manifestations of the value contributions borne out of one’s Purpose and Vision.

Goals can take on many different forms:

- Financial/Material Goals
- Business/Career Goals
- Personal Relationship/Social Goals
- Health & Recreational Goals
- Personal Development & Growth Goals

Setting goals is really stepping out of the Comfort Zone.

Goal setting is a three stage transformation process:

1. Start in the comfort zone

The comfort zone uses a “limited set of behaviours” and it delivers a “steady level of performance”.

2. Enter the growth zone

This is actually the fertile area where goals are attainable, once you push yourself past your current limits.

3. Move into the panic zone

The panic zone is on the opposite end of the spectrum to the comfort zone. It is like the butterflies you feel right before you give a speech or performance. See it as the place where you make your move, or sometimes I call it the point of no return – when you are on stage and you just have to “deliver”.

As we know, goals have got to be **SMART** - why would you want an unsmart goal!

- Specific – clearly defined to anyone who has a basic knowledge of the goal
- Measurable – particular criteria that lets you know when the goal has been achieved
- Achievable – able to be actioned and achieved
- Realistic – the requisite resources, knowledge and time are available for the success
- Time-limited – definite time lines are involved

For some the answer to these **three factors (Purpose Vision Goal)** is as clear as day. Others may find a challenge in really putting their finger on what each area represents to them.

Vision is the nucleus between your **Purpose** (Being) and your **Goal** (Fulfilment of Being) – it is really your manifestation for what you want to do in life.

To help you navigate and to clarify Purpose Vision Goal, consider the five Ws and one H;

Who – will benefit or be impacted by this?

What – will be provided?

Where – will the outcome be felt?

When – is this expected to occur?

Why – what is the reason behind the reason?

How – in what manner or style is the unique added value demonstrated?

As a start, you can consider the following in deciding on your plan of action in creating your personal development plan:

a) **Identify where you are now.**

What have been your significant achievements?

What have been your disappointments?

What are your strengths and weaknesses?

Do you know what is holding you back in grasping new opportunities in life?

b) **Determine where you want to be.**

What do you need to do to get to the next level i.e. your purpose, goals and objectives in your personal and working life?

What are the weaknesses you need to address and the priority areas to focus?

c) **Develop a personal development plan.**

What are the actions you will need to take?

When are you going to take them?

How will you achieve your goals?

What resources and assistance will you require?

2. We can Achieve Beyond Our Horizons In Avenues Unexplored

(Extract from one of Les Brown’s Teaching Lessons)

- You have more in you than you know.
- “I’d like to become the man I never was” – George Bernard Shaw.
- We are told more about our limitations than our possibilities.
- Our conditioning has us limit our vision of what’s possible for our lives.
- Most people fail not because they aim too high and miss, but because they aim too low and hit their goal.
- You do not need to know how to achieve it; everything will show up for you to accomplish it.
- Have social goals. Have financial goals. Have health goals.
- Dream again. Be childlike. Live from your imagination rather than your memory.

Lesson Questions:

- What is one personal goal that you have now? How can you expand upon that goal?

- What part of your conditioning would you like to change in order to attain your goal?

- What is your Social Goal? Financial Goal? Health Goal?

3. Strategic / Developmental Plan - Personal

To bring your Purpose Vision Goal to “life”, you need a Plan – In business we call this a **Strategic Plan** – your plan of action or Blue Print or series of moves to achieve your goals so that your vision can be realised, which ultimately manifest Purpose of being.

In the context of our Empowerment Mentoring Program, we likened our Strategic / Development Plan to be our Personal Development Plan.

The construction of our Personal Development Plan involves the three major primary concepts alluded to earlier:

- Purpose
- Vision
- Goals

Four more elements that are equally critical to the success of your Personal Development Plan are:

- Values
- Passion
- Obstacles and Solutions
- Accountability Partner

Values - represent our behavioural and conduct paradigm to guide our Purpose and Vision.

Passion – the indicator of your buy-in to this planning exercise. From your passion will flow:

- ❖ A positive attitude – have an expectation for success
- ❖ Commitment – stay focussed: enjoy the quick wins, press in for the longer-term wins
- ❖ Self-discipline – is the soil in which Passion flourishes

Obstacles and Solutions – these are “real” variables and should not be ignored. Many personal development goals are abandoned because we fail to take into consideration that there will be obstacles that will prevent us from accomplishing our goals, and of course we sometimes are not proactive and counter our obstacles with possible solutions.

Accountability Partner - this is a trusted person (friend, brother, sister, spouse, colleague, etc.) who will coach / mentor / listen / critique / praise / support you along the Personal Development Plan journey.

Personal Development Plan for: _____

(1) Purpose
(2) Vision

(3) Goals							
No.	GOALS (ORDER OF PRIORITY)	CURRENT STATUS	IMAGE OF GOAL - WHAT IT SHOULD BE	GOAL VARIANCE - GAP	TIME FRAME	ACTION STEPS / MOVES	CRITERIA FOR SUCCESS
1.							
2.							
3.							
4.							
5.							
6.							
7.							

(4) Values To Drive Your Purpose and Vision

List about 3 – 6 values (with description)

(5) Passion For Achieving Your Goal

Positive attitude statement:

Statement of commitment:

Statement of self-discipline:

Obstacles and Solutions

We don't only plan for the sunny days, but have measures in place to counter the challenges we will encounter along the way that would want to stymie our forward and upward progress. Using the table below, identify the possible obstacles and a related tentative solution to overcome each.

No.	Possible Obstacles – Challenges to achieving goals	Possible Solutions – Ways to overcome challenges
1.		
2.		
3.		
4.		
5.		
6.		
7.		

Accountability Partner

In the pursuit of one’s Purpose, Vision and Goals, momentum, excitement and Passion can wane. An accountability ‘coach’, partner or trusted friend with whom you can ‘check in’ on a regular basis can be just the solution. Having a person to whom you are accountable, for meeting the goals set out and within the respective time frames can be a giant step to ensure their achievement. Particularly for those facing demanding schedules, having someone to whom you are accountable can further undergird the initiative to see you waving the ‘checkered flag’ 🏁 as your Personal Development Plan unfolds.

Accountability partner: _____

Frequency of review/conversation: _____

(You can develop a calendar to schedule interactions with your Accountability Partner)

Your Turn Folks – To develop your own Personal Development Plan!

Using the seven step process in Personal Plan Development, craft your own Personal Development Plan.

4. Assignment 1

- a) Build your own dreams, or someone else will hire you to build theirs.

~ Farrah Gray

- b) A goal that is casually set is freely abandoned at the first obstacle.

~ Zig Ziglar

- c) How often I found where I should be going only by setting out for somewhere else.

~ Buckminster Fuller

- 1) Quote number ____ particularly appeals to me because:

- 2) Identify and describe a situation where the selected quote

- a) Was applicable to you?

- b) Share an experience where one of the quotes would have worked for you if you had applied it?

- 3) How can you leverage the experience in “2” above for your own personal growth and the people around you (co-workers, family, friends, colleagues, etc.)

5. Assignment 2

- a) Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.

~ Jack Welch

- b) Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.

~Steven Covey

- c) The two most important days in your life are the day you are born and the day you find out why.

~ Mark Twain

- 1) Quote number ____ particularly appeals to me because:

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- 3) How can you leverage the experience in “2” above for your own personal growth and the people around you (co-workers, family, friends, colleagues, etc.)

6. Assignment 3

- a) Choose a job you love and you will never have to work a day in your life

~ Confucius

- b) Until thought is linked with purpose there is no intelligent accomplishment.

~ James Allen

- c) Be the change you want to see in the world.

~ Ghandi

- 1) Quote number ____ particularly appeals to me because:

- 2) Identify and describe a situation where the selected quote

- a) Was applicable to you?

- b) Share an experience where one of the quotes would have worked for you if you had applied it?

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