

## **Fast Forward Women on the Move Program: Declare a Bold Vision and Share It Closed Captioning Transcript**

### **Bold Vision Main Video**

- [Wendy] Welcome back. Fast Forward gives you an actionable regimen you can practice through your whole career and life. Our first Power Principle that we covered in the last session was Manage Your Inner Critic. And we talked about the importance of the relationship that you have with yourself, treating yourself with the respect and kindness that you would give to other people. We shared with you the definition of the word confidence, and how our Inner Critic can get in the way. Then we gave you six amazing practices to Manage Your Inner Critic and fuel your own confidence. Let's take this opportunity to reflect on how this learning has made a difference in your work and life in the past few weeks. If you're alone, write it down. If you're in a group, share it with a partner. [Lisa] Hi, everyone. [All] Hi. [Lisa] Welcome back. So, it's been a few weeks since we got together. and talked about the most important relationship is the one with yourself. So, love to hear how the practices are making a difference in your work, and in your life to Manage Your Inner Critic? [Shrooti] I can start. [Lisa] Great, Shrooti. [Shrooti] I think one of the things that I've been doing very consciously and actively is focusing on strengths, and I've noticed that I'm a big believer of whatever I give energy to is just gonna get bigger, so focusing on those strengths have made me stronger, but also made me more confident, made me more willing to go after what I want confidently. So, that has been a huge game-changer for me, and also running my own race, and not comparing myself to anyone. [Lisa] How has that helped? [Shrooti] That has helped - That has been actually very liberating, and it has allowed me to, like what I said before, just go after things knowing that it's my journey, and it's a unique journey. [Lisa] Yes, very good, run your own race. Okay, who else? [Katie] I can totally relate to that. Running your own race sometimes can feel difficult. Ways that I've been managing that are deleting people off of social media. I love Instagram and I've deleted some people that I follow that make me feel like, maybe I'm not there yet, or they're way ahead of me, or they're, like, supermodels. So I deleted some of that. I also I don't read a lot of women's magazines in the dentist office anymore that can make me feel badly about myself. And I also have really focused on something I tell my kids all the time whenever they're talking about how somebody else is like better, faster, smarter, I always say to them there's enough sunshine for everybody. Like we can all shine, and I've like taken it on for myself. [Ro] For me, personally, I've become more accepting of compliments. I often feel like I'm operating in this world of insecurity, imposter syndrome, but hearing compliments from other people, and letting them affirm my life has led me to walk with a lot more confidence, which has been just absolutely game-changing for my career, and my everyday mental health. [Lisa] Very good. Who else is doing that? Anyone else, accepting compliments? Not deflecting. Yes, Erin, how about you? [Erin] So for me what's been interesting is I've always been an avid journaler, but the shift that I've noticed is I used to just journal things that were going wrong, things that I didn't like about myself. My Inner Critic was spilling out on the pages, right? And taking this practice to really be thoughtful about what I'm grateful for, and then more importantly like reflecting on my daily accomplishments, like little victories, big victories that I haven't usually paid attention to in the

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past has just made me feel more productive, stronger, and more confident. [Lisa] Yes, taking on, fueling your own confidence versus counting on others, which we know is less reliable, very good. [Wendy] Today's session covers Power Principle #2. Declare a Bold Vision and Share It. We do not use the word declare very often. People don't like to make declarations. We don't like making declarations because when you make a declaration then you have to go do it, and we don't like to fail. [Lisa] We are intentionally using the word declaration. People are not often making declarations at work, or in their personal life, so why are we using this word? What's distinct about a declaration? [Katie] It's powerful, I mean, you're not just saying something. You're really committing to it. I also think a declaration has like sort of it's public. You're sharing it. You're not sort of whispering it to your best friend, or saying it to yourself. You're putting it out into the universe, and letting the people around you know this is what you want to see happen for yourself. [Lisa] Yes, yes, and why do you think people aren't doing this? It's scary. [Lisa] Fear, fear, yes. [Erin] Because if you don't achieve it it can be embarrassing, it can be belittling if you don't get there. [Lisa] Yes. [Erin] If you planned to. [Lisa] Exactly this is why so often human beings keep their ambitions and dreams to themselves. [Ro] Yep. [Lisa] We're out to change that anything else you wanted to share, Ro? [Ro] I think it gives you power when you're able to tell it to other people because people can join in on your Vision. You can kind of make buddies and friends and do things together which makes things a little less scary. [Lisa] Yes exactly right. Well that's why we say Declare a Bold Vision and Share It, which we're going to talk about later. [Wendy] Psychologist Daniel Kahneman won a Nobel Prize for his work studying avoidance of failure. We as human beings will do more to avoid failure than we will to achieve and equal gain. So, simply put what that means is, you'll do more to avoid losing a hundred dollars than you will to gain a hundred dollars. It is crazy. Declaring a Bold Vision is sort of like throwing your hat over the wall. So, here's what we mean by that term. It comes from an old story by an Irish writer named Frank O'Connor and Frank O'Connor told a story of these boys who used to go on these long hikes and they'd be walking for a long time, they'd get tired and they'd come upon a big, imposing wall. And they'd stop not knowing how they were gonna get past the wall. And then one of the boys would throw his hat over the wall and the other boys would sometimes ask, "Why did you do that? Now we have to go get it!" And he would say, "That's exactly why I did it." Throwing your hat over the wall is like committing to things that are really important to you even if you don't know how you're going to do it, even if you might fail. President John F. Kennedy from the United States, referenced this story back in 1962 when he made his very famous man on the moon speech. He said, "We are going to throw our hats over the wall of space exploration so that we have no choice but to follow it." In a moment, we are going to play a clip from his famous speech and as you're watching it, please make note of things you see in his language and his delivery, his way of being. A few things of context before we dive into the video. So in the video he was at Rice University in Texas. He was in a big football stadium. Rice University is a famous science and research university, so most of the people that were in the audience were engineers, scientists, and they were very clinical. At the time he made this speech, the technology had not caught up to his desire to put a man on the moon. It was not a slam dunk, as a matter of fact, in the media, at this time they were saying it was only 50% possible to put a man on the moon. There was cynicism and there was doubt over whether this was even worth doing. It was dangerous and expensive. So, when he

made this speech, there was uncertainty. So, take a look at the speech. Jot down what you notice about his language and delivery and then we're gonna talk about it. [Kennedy] But why, some say, the moon? Why choose this as our goal? And they may well ask why climb the highest mountain? Why, 35 years ago, fly the Atlantic? Why does Rice play Texas? We choose to go to the moon. We choose to go to the moon in this decade and do the other things, not because they are easy, but because they are hard, because that goal will serve to organize and measure the best of our energies and skills, because that challenge is one that we are willing to accept, one we are unwilling to postpone, and one we intend to win, and the others, too. We shall send to the moon, 240,000 miles away from the control station in Houston, a giant rocket more than 300 feet tall, the length of this football field, made of new metal alloys, some of which have not yet been invented, capable of standing heat and stresses several times more than have ever been experienced, fitted together with a precision better than the finest watch, carrying all the equipment needed for propulsion, guidance, control, communications, food and survival, on an untried mission, to an unknown celestial body, and then return it safely to Earth, re-entering the atmosphere at speeds of over 25,000 miles per hour, causing heat about half that of the temperature of the sun, almost as hot as it is here today and do all this, and do it right, and do it first before this decade is out, then we must be bold. [Lisa] What is notable about JFK's language and his delivery, his way of being? Who would like to start? Kick us off, Erin? [Erin] I was struck by how specific he was with his numbers especially, I don't think JFK has a science background, but he was like 250,000 miles per hour, however long the rocket was, and it painted a really specific picture that was easy to get quickly. [Lisa] Yes, brought it to life with specificity. Ro. [Ro] And on that same vein, even though he was very specific, he was allowing himself to acknowledge the unknown. We don't know if we can do this. We don't know if it's done, no one's ever done it before, but we're going to challenge ourselves to be the first ones to do it. Which just created this sense of boldness. [Lisa] Yes. [Shrooti] Yeah. [Katie] And he even used that word, he said we must be bold. So there was specificity, but there was also poetry around how he was you know painting the picture for us. [Lisa] Yes. [Shrooti] And also the language of just choice, like we choose to do this. I mean that is so bold. [Lisa] Yes, exactly right. [Shrooti] It's so powerful, I mean that's something I've noticed in my personal life too, is like the shift that happens when you shift your language. [Lisa] Yes, language is so important and you're gonna be much more conscious of it after Fast Forward. So as an example, he doesn't say "We hope to accomplish." [Katie] Right. [Lisa] "We'll endeavor, we'll try." As we like to say at Fast Forward, hope is not a strategy. So, he's painting this vivid picture and also just to build on everything that you shared, he's stating the why and the what so that you're motivated before the country has figured out the how, which is exactly what we're going to ask you to do when you write your Visions. Let's start with a question. What is the value of having a Vision or the risk of not having one? [Shrooti] I think the value of having a Vision is putting your goals or your desires, being able to see them, so that you can hold yourself accountable and I think often times we're so in our heads so we're just have like a list or I want to do this or I want to do that, but when you're actually writing it down, it becomes real and not forgotten because sometimes you're so in your head and you're like "Oh I forgot I wanted to, kind of, focus on that, or do that." You get distracted, especially when you have like a hundred other things going on. [Lisa] Yes, like your long to-do list, exactly right. And research shows that

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when we write something down it's 42% more likely to happen. [Katie] I can totally relate to that because when I created my Vision it made me really think carefully about what I wanted to prioritize. Because when you can write down anything, and anything is possible, you really have to pick what would make me truly happy, and I had a kind of honed Vision and I can see that I am more likely to achieve it because I've actually picked what I'm going to focus on and what really matters to me versus what I think should matter to me or what matters to my clients, or my husband, or other people. [Lisa] Yes, good. Anything different? [Ro] I think for me writing down a Vision makes me more enthusiastic to go through every single day. It makes me know what I want to accomplish and what's the purpose behind what I'm doing and how I want to feel when it's all said and done. So, I feel everyday that I have more energy. [Lisa] Yes, got it. So, for all those people out there that are feeling like this exercise is hard, it's worth it, yes. Erin, anything else? [Erin] Yeah and I think, Katie, going back to your point, with the demands lately of home and work if we don't have our Vision to shoot for, a lot of times the daily tasks that we have are in service of other people's priorities and their Visions and you know one year goes by and we discover that we didn't accomplish anything. [Lisa] Yes, we're exhausted but we have no idea what happened. [Erin] Yeah. [Lisa] Exactly, right, who's starred in that movie? I have, I have earlier in my life. [Wendy] JFK's speech is an excellent example showing the value of declaring a Bold Vision. Now, each of you have done this before. Think back to times when you threw your hat over the wall because you were so compelled by something in the future, something that inspired you. You told people that you were gonna go do something even if you didn't know all the steps to get there, and then you had to get very creative, resourceful and intentional and you made it happen. Things like: you ran that marathon. You moved to a new city. You got a new job. You bought a house. You got married. You had a baby. Lost weight. You got that gig speaking at a conference. This is the thing about the future. The future can be very compelling or not. People's actions are correlated to the future they see as possible. Your actions are correlated to what you see as possible in the future. When you were young, anything was possible. Think back to when you were eight or nine years old. I have a son, who's now 14, so he's not like this anymore, but when he was younger he used to say to me, "Mom, I am not sure if I'm going to be a Major League Baseball player or in the National Football League because I am so amazing at baseball and football," and you were like that too. When people would ask you what do you want to be when you grew up, you would say anything. You had an abundance of confidence and optimism at eight or nine years old, and then you started to grow up. Things happened and you started to make decisions about yourself, about other people, and about the world, and those decisions can be limiting. Maybe you didn't make the soccer team and you decided that you were not a good athlete. Maybe you bungled a presentation and you decided you're not a strong story teller and you're not good in big groups of people, better to stick to one on one. Limiting beliefs are valuable to distinguish. To figure out what are your limiting beliefs because these are the things that are going to keep you playing small in your life. So we are going to give you an opportunity right now to think about where in your life do you have limiting beliefs. So, I'm gonna give you a few examples. So, here are some examples of limiting beliefs about yourself: I am not good with conflict. It's hard for me to focus. I just get distracted. I am not comfortable with large groups. I have to respond immediately. I have no discipline. I'm bad with details and I'm really disorganized. Beliefs about other people could sound like this: I

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can't count on people; it's so much easier to just do it myself. People are selfish. My manager doesn't appreciate me. That team has no urgency. And then there's the ones about the circumstances: It's hard to be successful at work and at home. Moving up at my company requires sacrifice. There are not enough hours in the day. So, now it's going to be your turn and we are going to ask you three questions and be thoughtful about your answers here. So, the first question is what is your limiting belief? And you may have more than one, but you're going to pick the one that comes up the most for you. The one that has the most heat around it. The second question is how does it limit you? What is the cost of having this belief? The third question is Fast Forward a year, wave your magic wand, you do not have this belief anymore. What would be possible? What does your life look like a year from today without that limiting belief? So, take a moment to write your answers on your own in the workbook and then we'll tell you what to do next. [Lisa] So, we're now gonna look at your limiting beliefs and how they limit you so that everyone watching can do the same. So, let's start with you, Ro. What was your limiting belief? [Ro] So, it's kind of nervous to say, but my limiting belief is that I'll never be able to crack the glass ceiling or get to where I want to be in my career because of my lived identity. [Lisa] Got it, okay. So, question number two. How is this limiting you in the past or the present? How does it limit you? [Ro] I think it's really disempowering to me because I constantly try not to go after opportunities that I very well could be qualified for, but know and feel in my heart that they might just pick someone who's a member of the majority or someone who looks more like them and they would never pick someone who looks like me. [Lisa] Got it, and is this something that also comes up personally, or more prevalent for you at work? I think it's something that comes up to me personally and professionally, yes. [Lisa] Got it, how might it show up personally? Anything you wanna... [Ro] Personally, it shows up in terms of like going out to different places and wanting to make friends of different backgrounds that maybe they don't want to be friends with me because of how I look. [Lisa] Got it, okay. All right, so question number three. Fast forward a year from today. You've let this belief go. Say it as if it's already happened, like what would be possible? What would change about how you work, live, and see the world? [Ro] I was to let this belief go, I believe a year from now that I would be pursuing my dream role at my company. I would be thriving in my career, and not only that, I would have an expansive network of friends in my city and being able to go to different places and travel to new places because of all the amazing people that I have met. [Lisa] Is that all? Okay, that's amazing, and this is exactly how the exercise works because later on when you take time to write your vision, capture that exact language, say it as if it's already happened. You don't need to figure out the how yet. The first step is believing it's possible. Great work. Erin, let's move to you. [Erin] So, one that I recently feel like I've taken ground on that I recognize has been prevalent through me since I was really really young is that my belief is that people are always trying to pull one over on me or take advantage of me. [Lisa] Got it, okay and how young is young? Like when did you start saying this to yourself? [Erin] Probably elementary school, middle school. [Lisa] Got it. [Erin] Like yeah, I was always like you know a skinny, scrawny kid and thought that people were just trying to play me for a fool and take advantage of me. [Lisa] Got it, okay. So now, how does this limit you professionally and personally? [Erin] I am pretty resistant to trusting people, to asking for help, and the big one is I always try to just do it myself. I say I don't need anyone else. I don't need anyone's support. I can just do it better on

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my own. [Lisa] Mhmm and what's the cost or negative impact of that? [Erin] I spend, well time, because I spend a lot of time trying to do it myself, or wondering what people's true intentions are a lot of the time. [Lisa] Right, right. [Erin] And then just holding back my own growth and success by not accepting that people are often times genuinely wanting to help and wanting to support me and wanting to help you know push me towards my vision and my goals. [Lisa] Yeah, very good. Okay so, now fast forward a year from today. I'm waving the wand, I want you to imagine you're reflecting back on the year. You've given this belief up. What's possible? What would you be saying? [Erin] I would be saying I regularly seek people's help. That life is easy because I don't have to do it alone all of the time, and also I can just trust my gut and know that that's enough, rather than running around questioning it over and over and over again, what are their true intentions? Or what are they trying to take advantage of in this situation. [Lisa] Yes, you already look happier saying that. [Erin] Yeah, it's a lot of work but [Lisa] It's a lot of work to not trust people and do everything yourself, it's exhausting. [Erin] It's been a default for me for so long that I constantly have to remind myself to trust and be open and to let my gut feeling be enough. Yes, thank you both of you for being so vulnerable and sharing because we all have these. It was excellent work. It's gonna make such a difference for everyone out there viewing. [Lisa] So, my first question is for how many of you is this the first time you've shared this limiting belief with someone else, like you said it out loud? Anyone? Okay, thank you, and then I wanna hear what was it like sharing it out loud and also hearing your buddy's limiting belief. [Katie] It was the first time I shared this limiting belief because I've barely been able to share what I want to be doing with myself. So, my limiting belief has gotten in my way of even being confident for myself that I'm moving in the right direction with this particular project. So actually saying it to another human was really sort of giving voice to the vision that I want and what's standing in the way. I felt like I had like a one two punch and saying it out loud and looking at your face, Ro, when you were like, you looked very encouraging. Like, does it have to be that way? And I realize that maybe it doesn't, you know? If I could just get out of my own way. Get out of my own head and actually give it a shot, maybe it would work and all that I would you know, nothing ventured nothing gained. [Lisa] Yes, yes, we get in our own way. [Katie] Yes, and I'm in mine. So, thank you Roe, for looking so encouraging. [Lisa] Yes. [Ro] Happy to. [Lisa] Yes, yes, who else? What was it like to say yours out loud and hear from someone else? [Shrooti] I think this was the first time I said this out loud. So, for me it was very, you know it made me think of you know why am I being so hard on myself and why am I so attached to this. Like why am I so attached to this belief and [Lisa] Do you want to share what it is? [Shrooti] Yeah, my belief is that I'm not articulate or I'm not articulate enough, and what is my version of like what do I believe is articulate and I'm realizing that I don't judge people for how they speak, I don't and I don't judge people for how they bring their true selves forward or how they present themselves. So, why am I being so hard on myself? I have a unique voice and I have every right to share it. [Lisa] Got it, so now it's out there. [Shrooti] It's out there. [Lisa] And you can change it. [Shrooti] Yep. [Lisa] Because you're seeing cost. Wonderful, okay and then anyone want to share what it was like hearing someone else's? [Ro] Yeah, I thought it was really an impactful experience to hear someone else's because you don't believe it when you're talking to them. You just like want to shake them and say you can totally do this, you should do this. You should be living the life that you want to live and just wanting to

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encourage them living in their dreams which makes you think about yourself, like shake yourself if you want to shake someone else to encourage them to live their dreams. [Lisa] Yes, exactly right and that's why we're giving you a Fast Forward Buddy because sometimes you forget who you are, so your Buddy is there to remind you. Thank you, excellent, excellent feedback. It's gonna make a huge difference for people. [Wendy] The Bold Vision exercise asks the question, what does extraordinary success look like a year from today? You will have a written document that paints a vivid and compelling picture of what your life looks like a year from today as if it's already happened. So, you want to imagine yourself, it's a year from today and you're having lunch with an old friend that you haven't seen in a long time and your friend asks you to tell him about your life and then you share and you share it all in vivid detail. We are gonna guide you through eight questions that will provide direction and inspiration. For today, we're going to focus on what is both unpredictable and important and I'm going to give you a definition of the word unpredictable because I want us to all be on the same page with how we're using that word. Sometimes, people perceive it to be a negative, and that's not how we see it. So, here are the four attributes of the word unpredictable. You do not know how to do it. You may have tried it already in the past and failed. It involves people and factors outside of your control, or it requires radical change in either your mindset or behavior. And I want to distinguish fantasy from unpredictable. So if you think about, there's a line and it's a continuum. On one side of the line is what's predictable, the status quo, the same thing you tried in the past. And on the other side, all the way on the other side is fantasy not reality that is definitely not compelling because it is probably not possible. Where you want to be is somewhere in the middle. What we define as unpredictable. Why do we ask you to write this down? Well people often say, I already have this in my head, I don't need to write it down. Well the research shows that written goals are 42% more likely to happen. This exercise has, for tens of thousands of people all over the world, radically changed how they work and how they live, by putting focus, attention, and discipline against the things in their life that they care about most and not just professional, but the personal as well. And often times we do not have rigor, discipline, or any kind of intentionality in our personal life. The Bold Vision exercise has eight questions and we're gonna work together on the first one and then you'll do the rest of the questions on your own working in the Fast Forward portal. [Lisa] So, the first question of eight in our Bold Vision exercise is what are you known for? And the reason we start with this is that so often as you're running from meeting to meeting to meeting to day to day to month to month, we're not stopping and asking ourselves this question. What am I known for as a colleague, a friend, a daughter, a son, a mother? And you're gonna now have that opportunity to ask the question so you raise your consciousness of how you show up. And I'm gonna share a story that's gonna really bring this to life to you. So, when I was 35 years old, I had just had my second daughter, Tara, and I was coming back from maternity leave and, I'm sure many viewers or some of you will relate to this, was totally unmotivated, exhausted, and really didn't feel like working at all. Although, I do like working and I do need to work. So, I signed up for a leadership seminar to get in the zone and inspire me so that I would be ready when D-Day came to come back to work. And the pre-work for the seminar was not Fast Forward a year from today. It was write your eulogy. So, they told you to interview people. Your team at work. Your friends, your family, interview them to find out well what am I known for, because at the time I had no idea.

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And the reason I remember this week of my life so vividly is that it was one of the most disturbing experiences of my adult life. What I found out I was known for is being really busy. So, this was a two-by-four. I just thought to myself, I don't want to have the word "busy" on my tombstone. This is not okay. I don't even think at this point anyone's gonna come to my funeral. Okay and you really need to get, I was 35 years old, I had this big job running a sales team. I had two kids you know under two, and I felt like this is what it takes to be successful. I was very intense and high strung and I felt this is part of my success. This is what it takes and every night I would just you know show up that way at home and I had this it was like right now I'm so grateful looking back it was a wake up call. It was a wake up call and people at work that was just what I was known for. Same things, my friends had stopped inviting me to things. Okay, like I wasn't even on the list anymore because they had thought, oh Lisa's really busy and she'll never come. So at this point, I sat down and I decided to write my eulogy, and I literally imagined my three children up celebrating my life and talking about our mother was the glue of our family. She was calm, she was loving, she was present. She taught us the importance of being kind and being connected to our siblings and our cousins. She taught us the importance of playing big and was always there for us as our most rigorous coach and our biggest fan. She was an incredible wife to our father. She had him feel heard, appreciated, and they were an incredible team and were just like so lucky and she loved working. She was a fierce and dynamic leader that helped people regardless of the different chapters she had and she had many. She helped people really play big and see what was possible and thrive and succeed both professionally and personally. She was a loyal and loving friend, somehow staying connected with all these people across the different chapters of her life and she's partying up in heaven and we'll miss her. Most of that was completely fiction. None of that was true. So, I really want you to get going back to the definition of unpredictable that this eulogy would require radical change and I knew it was not gonna happen over night, but the beauty of the program and we copied it for Fast Forward is that next step in the process was going back to work and your family and I had to share my eulogy. So, I was kind of nervous right, because it's one thing to do the exercise, it's another thing to put it out there because then you have to follow through. So, I did start with my husband who said, "Lisa, I love you, but we'll see." So that was not the best night of our marriage, but you know I think he was just coming from he's always my reality check and I was like, "You're damn right we'll see." That made me feel more driven to make it happen. And my kids were really little at the time, but I shared it with all of my direct reports at work because I knew that I would need them to drive this change. Like, obviously I was accountable to myself, but I wanted them to feel comfortable letting me know when I wasn't showing up as present, when I wasn't showing up as calm, when they didn't feel heard, because that's the kind of culture I want and the kind of leader I wanted to be, and the good news is, and this did not happen overnight, they did let me know. So, over time I just kept on practicing. I am still practicing, today at 52 years old, I am still practicing. But the good news is I'm really proud to say that within a year, I was being that person. Through discipline and intention and reading my eulogy. I was being that person and that is the power of this work. Okay, so now I'd love to get a volunteer. Who would like to share what you're known for one year from today? [Shrooti] I can share. [Lisa] Shrooti. [Shrooti] I'm known for being calm, present, and patient with my family. [Lisa] Okay, and why is that important? What difference will that make?



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[Shrooti] I think it's gonna make a huge difference in the quality of the relationships that I have with my family. With my husband, my kids, and even my dad, my sister, my brother in-law, all of those relationships, my in-laws. I think I'm just always have a lot of "need to" and "have to" energy when I'm around them. Like I have to do this, I need to do this and I need to do that and I'm just not prioritizing the way that I would really like to so that I'm showing up, really showing up for them. [Lisa] Yes, got it. Okay, and I'm sure that's gonna resonate for so many people. For how many of you can you relate to Shrooti's commitment? Right, we're all mothers, daughters, sisters, granddaughters. So, that's awesome and I just want to note for everyone watching and for you that good job on saying it as if it's already true. You don't need to know how to get there. Saying it as if it's already happened will be the catalyst to figuring it out. [Shrooti] Right. [Lisa] One more example, Ro. [Ro] I'd be happy to share. I'm known for being an indispensable member of my internal and external teams. [Lisa] You go girl. Okay so why is this important? What difference will it make versus how you show up now? [Ro] I think it's important because it would put an extra pep in my step knowing that the work that I do adds value to people who are near and dear to me that I'm working with closely every single day and that people who I work with externally and to help them thrive. Just knowing that the work that I do can help everyone be successful. [Lisa] Yes, great work. Thank you so much. [Wendy] Now it's your to write what you are known for. Pick one or two things that are not predictable and that you are not known for now and consistently. Also write down, why is this important? What is it about this that matters to you? What difference will it make in your life to be known this way? Remember, write it as if it's already happened. If you're in a group, share with a partner. [Wendy] The Vision exercise has seven more questions which you will do on your own. Each question has its own video to explain it and offer you examples. If you haven't already chosen someone to be your Fast Forward Buddy, now's the time. Reading your Vision to another person is so powerful. And our graduates cite huge value in having someone to be their accountability partner. Someone who knows what's important to you and will support you and remind you even during those times when you just don't feel like it. [Lisa] So, I'd love to hear, what was it like for you to write and share your Vision the first time in subsequent years? Erin you want to start? [Erin] Sure, it was funny the first time I wrote my vision, I read it to myself afterwards and I thought huh these are everyone else's priorities for me because I've always been such a people pleaser. Always wanting people to like me, to think I'm successful, blah blah blah. So, in my Vision it was, first of all it was like seven pages long, and like I need ten years of time to fit in you know how much ambition I had in that first Vision. But after reading it back through, I realized that's not important to me, that's important to my boss, that's important to people I went to high school with, like people not even in my life you know. So, it really helped me get clarity and distill down what matters to me and what I want to shoot for this year. And also gave me comfort like I don't have to achieve all of this in one year. I can focus on what matters for year one and then if one thing's not as important to me now, I can table that and use it as inspiration for next year or the year after that or whenever I continue to write a vision for the future. [Lisa] Outstanding. So focus, clarity and what's authentic to you versus other people. And then how about when you shared it, what was that like? [Erin] Scary. It feels like ripping out pages of your journal and being like, "Here, world, look at my heart that's bleeding open my paper." [Lisa] Got it. [Erin] So, it requires a lot of bravery and authenticity and slowing

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down, Not wanting to just rush through it, but after I got it all out, I was like okay I'm ready like guns blazing, let's do this, and then I was also able to say, will you help me with this? Will you support me in this way? And here's how I can really rely on the people close to me. So, after getting over that initial fear, it was really cathartic and really inspiring and motivating. [Lisa] It's worth it. Worth it, totally. Okay, very good. Thank you for sharing that, who else? [Katie] The first time I wrote the Vision, I think I've done it five or six times now, it was really hard. I could totally relate to what you were saying. It just, it felt so murky. I wasn't sure where I should throw my arms around and how to get down on paper what I wanted for myself. So, I really found it very confronting and kind of humbling, that I just didn't have a clear vision for myself and what I wanted, but it got easier in subsequent years and what I love about doing this Vision writing every year is I can look back and feel really proud of myself because I've been able to watch things I've put down on paper that didn't yet exist actually happen. So, I kind of use it to track and remind myself what I've accomplished which really feels great. When I wrote my Vision most recently for this year and this workshop, I found it hard again, because even though I've been able to grow my business and see things come to life over the past five or six years, I'm ready for sort of a new set of challenges and something that feels, you know, like it's gonna take a little courage. So, I found it hard again to get it back down on paper because it did feel a little bit confronting, [Lisa] Yes. [Katie] But I love sharing my Vision and the first year I did it I was like a Vision-sharing nut. Like you did not want to see me at a cocktail party. I'd be like hi my Vision's in my phone and it's been a long time and I would whip it out and share it to like anyone who looked at me for thirty seconds too long. Like I was such an evangelist for the power of sharing your Vision. [Lisa] That's probably why they stopped inviting you. [Katie] Probably, but it's great. I love it. I recommend this exercise to all sorts of people because it really, it's so inspiring and it gets you on track and it really puts you on the path towards where you want to be, and should be going. [Lisa] Yes, it's your north star. It's like taking ownership or your life and one of the things I really wanna point out and I love about what you shared, Katie, is that you said it's hard and it probably did get a little bit easier. [Katie] It did. [Lisa] But it's still hard. But it's still hard and that is not a bad thing. In fact, one of our mantras at Fast Forward is get comfortable being uncomfortable. For any of you that have chosen comfort, and I have several times in my career, what's the cost of comfort? [All] Stagnation. [Lisa] Yes, you don't want to get out of bed. Stagnation, boredom, you have all the reasons why: fear, financial security, you know, not wanting to embarrass yourself, but like it's better to have played. So, this is about taking ownership of your success, of your happiness, you're not going to achieve everything in your Vision. I never do. So, I want everyone to know that, but you're going to get so much further trying and then you're going to have that sense of pride. [Wendy] Here are next steps. Write your Vision in the next two to three weeks. Just do it. We recommend an hour or two max of quiet, focused time to get this work done. Make sure it's specific, that it's actionable and inspiring, worthy of your life. Refer to the sample Visions in the portal as a reference. Then read your Vision to your Buddy. Read it to other people at work and at home. People who matter to you. People who will support you in making it happen. Your Vision is a galvanizing tool. It helps people get enrolled in what you see as possible, so they can help you make it happen. Refer to the Fast Forward portal for the tool called sharing your Fast Forward Vision. That tool will help you share with people who are not doing the program. So, that you

have the context you need to bring it to life for them. We can't wait to see you next time and we will be regrouping and sharing Power Principle #3, Plan the Work and Work the Plan, so that you can make your Bold Vision a reality.

**Bold Vision Question 1: What are you known for?**

- [Lisa] So, the first question of eight in our Bold Vision exercise is what are you known for? And the reason we start with this is that so often as you're running from meeting to meeting to meeting, to day to day, to month to month, we're not stopping and asking ourselves this question, what am I known for as a colleague, a friend, a daughter, a son, a mother? And you're gonna now have that opportunity to ask the question, so you raise your consciousness of how you show up, and I'm going to share a story that's gonna really bring this to life to you. So, when I was 35 years old, I had just had my second daughter Tara, and I was coming back from maternity leave and I'm sure many viewers or some of you will relate to this, was totally unmotivated, exhausted and really didn't feel like working at all, although I do like working and I do need to work. So, I signed up for a leadership seminar to get in the zone and inspire me so that I would be ready when D-Day came to come back to work. And the pre-work, for the seminar was not fast forward to a year from today. It was write, your eulogy. So they told you to interview people, your team at work, your friends, your family, interview them to find out, well, what am I known for? Because at the time I had no idea and the reason I remember this week of my life so vividly is that it was one of the most disturbing experiences of my adult life. What I found out I was known for, is being really busy. So, this was a two-by-four, I just thought to myself, I don't want to, you know, have the word "busy" on my tombstone. This is not okay, I don't even think at this point anyone's going to come to my funeral okay, and you really need to get like, I was 35 years old I had this big job running a sales team. I had two kids, you know, under two and I felt like this is what it takes to be successful. I was very intense and high-strung and I felt this is part of my success. This is what it takes and every night I would just you know, show up that way at home and I had this... it was like right now I'm so grateful looking back, it was a wake up call. It was a wake up call and people at work that was just what I was known for, same thing. My friends had stopped inviting me to things. Okay, like I wasn't even on the list anymore because they thought oh, Lisa is really busy and she'll never come. So, at this point, I sat down and I decided to write my eulogy and I literally imagined my three children up celebrating my life and talking about our mother was the glue of our family. She was calm, she was loving, she was present. She taught us the importance of being kind and being connected to our siblings and our cousins. She taught us the importance of playing big and was always there for us as our most rigorous coach and our most, you know, our biggest fan. She was an incredible wife to our father, she had him feel heard, appreciated, and they were an incredible team and we're just like so lucky and she loved working. She was a fierce and dynamic leader that helped people regardless of the different chapters she had, and she had many. She helped people really play big and see what was possible and thrive and succeed both professionally and personally. She was a loyal and loving friend, somehow staying connected with all these people across the different chapters of her life and she's partying up in heaven, and we'll miss her. Most of that was completely fiction, none of that was true. So, I really want you to get going back to the definition of unpredictable that this eulogy would require radical change, and

I knew it was not gonna happen overnight. But the beauty of the program, and we copied it for Fast Forward, is that the next step in the process was going back to work and your family and I had to share my eulogy. So, I was kind of nervous, right? Because it's one thing to do the exercise, it's another thing to put it out there because then you have to follow through. So, I did start with my husband who said, "Lisa, I love you, but we'll see." So, that was not the best night of our marriage. But, you know, I think he was just coming from he's always my reality check and I was like, "You're damn right, we'll see." That made me feel more driven to make it happen and my kids were really little at the time, but I shared it with all of my direct reports at work, because I knew that I would need them to drive this change. Like obviously, I was accountable to myself, but I wanted them to feel comfortable letting me know, when I wasn't showing up as present, when I wasn't showing up as calm, when they didn't feel heard, because that's the kind of culture I want and the kind of leader I wanted to be and the good news is, and this did not happen overnight, they did let me know. So over time, I just kept on practicing. I am still practicing, today at 52 years old, I am still practicing, but the good news is I'm really proud to say that within a year, I was being that person, through discipline and intention and reading my eulogy, I was being that person and that is the power of this work. [Wendy] Now it's your turn to write what you are known for. Pick one or two things that are not predictable and that you are not known for now and consistently Also write down, why is this important? What is it about this that matters to you? What difference will it make in your life to be known this way? Remember, write it as if it's already happened. If you're in a group, share with a partner.

**Bold Vision Question 2: What were your business outcomes?**

- [Wendy] Hi again! Question number two of the Vision exercise is what were your business outcomes? Often, we're playing it safe. We're setting the goals that we know how to accomplish, maybe we did it last year, maybe this year it's a little bit better. We're hedging our bets because it's uncomfortable to fail. But, you wanna get comfortable being uncomfortable because that's how you grow. And remember, it's not just about winning, it's about what gets realized along the way. So many people have told us that they achieved so much more than they would have, even if they didn't actually achieve their bold outcome. They learned so much and they played in a different kind of way. Make your outcomes specific, so that you can track your progress. Remember, you can't measure "great" or "better." Be thoughtful about the three to five outcomes that are the most important given your role. If you're a manager, these could be the results that your whole team produced. These are usually quantitative or KPI's. Here's some examples to bring this to life. Revenue increased by "x" percent. We grew product adoption by "y". I created a process that saved our team "x" hours. Customer sentiment scores increased by "x" percent. [Lisa] Okay, so we are on question two. Fast forward a year from today, I'd love for one or two of you to share what were your business outcomes? And let's make sure there's metrics. Who would like to begin? Anne. [Anne] Hi. So to give you a little context, I'm in a sales role. [Lisa] Okay. [Anne] And I'm building a completely new business this year in that role. This is an ambitious goal, but my outcome that I'm striving for is that I wanna develop \$5,000,000 in revenue in 2020. [Lisa] Got it. Okay, and Anne, it's a new business, so when did you launch it? [Anne] Like, three weeks ago. [Lisa] Okay. Three weeks ago, okay, got it. So it's super new. So, you're standing in December of 2020, you generated five million in new

revenue for your company, and what about that is unpredictable? If you were playing it safe, the old, pre-Fast Forward Anne, well maybe not, but if you were playing it safe, what would be predictable? [Anne] Maybe \$500,000 to \$1,000,000 in revenue. [Lisa] Got it, so you're playing five "x." You're playing five "x." Got it, good. Excellent example and how will you feel when that happened, why is this important, why are you doing this? [Anne] I'm going to feel incredibly accomplished and proud of myself. I'm really energized to take on a sales role that just has so much white space. I've never done that before. So, this is really exciting. [Lisa] Okay, exciting and probably uncomfortable too? [Anne] Yeah, uncomfortable. [Lisa] It's a good thing, you're choosing. Great, I love that. Okay, thank you for sharing. One more. Would you like to share? [Ali] Yeah, I would love to. So, I lead a marketing team and so we focus a lot on sentiment metrics. And it has been a little bit of a tumultuous couple of years for us and so I think it's pretty predictable for us to set easy targets, the kind of plus two, plus three percent in difficult markets. And for me, as I look to the future and I look back, I'd like to see us raise sentiment metrics plus ten in the five kind of core markets that matter most to us that will actually probably be the hardest markets for us to win in, just because of press cycle. [Lisa] So Ali, fast forward a year from today. What happened? [Ali] We lifted brand sentiment in our top five countries by ten points around the world. [Lisa] Wow. Okay, very good. So these are bold, excellent examples because they're specific, they're measurable, they are unpredictable. And what I can tell you out of doing this for so many years is that when you share these with other people, and you may have already done this, they're gonna figure out how to help you. That's the power of not just saying we're going to improve brand sentiment, or drive revenue with this new business, which is typically how people articulate goals so that they're not held to be accountable. [Wendy] Now it's your turn. Write down three to five business outcomes that are important and unpredictable. Think big.

**Bold Vision Question 3: Describe the culture of your team.**

- [Wendy] Welcome back, question number three is to describe the culture of your team. Sometimes, people are waiting for the top leaders to decide what the culture is and send it down from the mountaintop, etched in stone. Well, guess what? That is not coming. The culture is up to you. Each of you can set an intention for how you want the culture on your team to look, and by culture, what we mean is, how do people communicate? How do they collaborate? How do they feel coming to work every day? Regardless of what your role is, you can decide what the culture could look like, and make significant improvements. If you have company values, think about how you will know you are practicing them. Here are some examples. We have a diversity of thought across regions and teams. Our engagement scores have increased "x" percent. We make time for recognition and celebration. We feel safe to take risks and be innovative, try new things. We are respectful of each others' personal time. We don't email on evenings or weekends. We trust each other, and have each others' back. Everyone feels their work is appreciated. We have fun. We respect each others' ideas, and we're looking to help each other. So, think about what are two or three things that you would love your culture to look like and you will be writing those down. [Lisa] So, I'd like for you to share about the culture of your team or your company. Who would like to volunteer? [Erin] I can. [Lisa] Okay Erin? [Erin] Okay, we are unapologetic and guilt-free about taking time away

from technology, unplugging and really refueling ourselves. [Lisa] Okay, got it, and is that unpredictable for people? [Erin] Yeah, I think, I mean, [Lisa] For you? [Erin] With your email in your pocket, it's so easy to just scroll during evenings, or just quickly follow up when you're on vacation and when you're always in work mode, you can't really refuel, spend time with people who matter to you. [Lisa] Yes. [Erin] And then come back as your best self in your job. [Lisa] Yes. Excellent example, I'm sure many people can relate to that. Okay, it's hard, but possible. Yeah. Through discipline. [Erin] Yeah. [Lisa] So, thank you for sharing that. Okay, Ali. [Ali] Yeah, I can share as well. In January, we merged a global team, so we have teams sitting together from all countries around the world, and the metric that we will have achieved is that we've built a really inclusive and dynamic and collaborative culture, where we can thrive and live in our best careers. [Lisa] Got it, and I'm just curious, let me probe into that a little bit. [Ali] Yeah. [Lisa] How will you know, how will you know? I mean, 'cause sometimes there is a survey that companies give out, but at the same time, I always coach people to look at quantitative and qualitative because often it's, how do people feel, what do they say? But tell me. [Ali] Yeah, 100%. So, I think there is the quantitative metric, where we do have employee engagement surveys that we look at twice per year, and so we will look at a lift in the metric around inclusive and collaborative culture, and we'll look at it at the team level. [Lisa] For your team specifically? [Ali] Absolutely, 100%. [Lisa] Okay, got it. [Ali] We'll look to shift that over time. But more qualitatively in terms of how people feel, I think it's just personal connection. Right, and so how do you create a culture of people coming together, and so we've been intentional around creating those moments for people to actually connect live and in person, and build those relationships, that I think are really important when you're together. Across the time zones. Yeah, working together. [Lisa] Across the cultures. [Ali] As a team. [Lisa] Okay, very good. Excellent examples, thank you so much. [Ali] Yeah. [Wendy] Let's get to work. Write down two to three things that describe the culture of your team.

#### **Bold Vision Question 4: What were your career/professional development outcomes?**

- [Wendy] Hi, this next question, number four, gives you an opportunity to really set intentions around your career progression. Don't leave it to chance. What were your career development outcomes? And I'm going to give you some examples to really bring this to life. I got promoted and increased my comp by 20%. Yes, it's okay to talk about money! I expanded my job scope and took on special project that was recognized by senior leadership. I got a new mentor, or I took on two mentees and am making a huge difference in their lives. I signed up for XYZ course or certification. I started an Executive MBA program. I did two public speaking engagements and I was successful. How can you take ownership of your career development? [Lisa] Okay, so question number four is, What were your career and professional development outcomes? One year from today, how did you take over ownership of your career? Who would like to start? Okay, Anne. [Anne] So, I have always played as an individual contributor in sales and in recent years I have mentored, I have been a team lead, but this year is the year I'm really hoping to move into management. [Lisa] Hoping? [Anne] This year, is the year that I will move into management. [Lisa] Okay, so now I'm going to push you a little further. It's a year from today, Anne, what happened? [Anne] I'm leading a team. [Lisa] Okay, how big is the team? [Anne] The team is five people. [Lisa] Okay! You go girl. You're leading a team, does everybody see it? [Ali]

Yeah. [Lisa] Good work. Okay, thank you. You look different. Owning it. Okay, now you'll figure out how to make it happen. Ali. [Ali] Yeah, so my, my outcome that I'm not hoping for, that I've achieved already, is that I've spoken on four public stages this year. I've historically spent a lot of time internally and I'm trying to build my, kind of, my identity outside of the company. [Lisa] Got it! So you're going to build your brand, and you've spoke on four, and just so we know, how is that unpredictable? How many, how many speaking engagements did you do this past year? [Ali] Zero. [Lisa] Okay. Got it! Okay, so you're moving from zero and a year from today, you've done four. [Ali] I was, once per quarter. [Lisa] Got it. [Ali] Yes. [Lisa] Okay, clear. Excellent examples of taking ownership of your career and your growth. Thank you so much. Great work. [Wendy] So you've seen some examples, let's get writing. Write down your career development outcomes. You don't have need to know how to get there. Think big.

### **Bold Vision Question 5: How did you grow and improve in your role?**

- [Wendy] Hi, it's great to be back. This fifth question in the Vision exercise is How did you grow and improve in your role? Oftentimes, we're not being thoughtful about our own growth and improvement. Either we're pretty far along in our career and think, "it's good enough," or we're just unconscious because we're so busy and just trying to get stuff done. This question gives you an opportunity to be thoughtful and intentional about your own growth and improvement. Things that you would feel proud at the end of the year to be able to improve in and accomplish. Let me give you some examples. I am delegating tasks, so I am focused on things I am uniquely qualified to do. I'm making decisions without second-guessing myself. I am listening to people and not interrupting them. I am in control of my calendar and I have time to think and plan daily. I am saying "no" when appropriate and without guilt. I am confidently expressing my point of view, regardless of the audience. I'm doing consistent and disciplined prep for meetings. I maintain a high bar and give clear, direct, and timely feedback. So, give some thought to where you would like to grow and improve in your role. [Lisa] Okay, so question number five, taking ownership of your career. A year from today, how did you grow and improve in your role. Shrooti. [Shrooti] I'll share. Yeah. I am more assertive and confident in expressing my point of view to my team and clients. [Lisa] Okay, very good, the only coaching I'm gonna give you, and this is for everyone, is to take out the word "more." So say it one more time because "more" is not measurable. Okay. Right? This is not saying that you're going to be perfect and extraordinary every day, but we wanna set an intention to be that way as much as possible. So now say it again without that word. [Shrooti] Okay. I am assertive and confident in expressing my point of view to my team and clients. [Lisa] Excellent. And what difference will that make? Why is that important to you? [Shrooti] I think it will make a difference in how I show up for my clients. [Lisa] Yes. Yes, and how you feel! Yes! Exactly, it begins with you believing and being intentional about it. Okay, very good. And if you practice that every day, anything you practice you will improve, it's just that so often we're going from meeting to meeting to call to call to then doing it all over again, that we're not practicing anything! [Shrooti] Right. [Lisa] Okay, very good. Who else would like to share? [Erin] I'll share. [Lisa] Okay, Erin. [Erin] This is quite unpredictable for me. I was diligent about blocking my time daily and focusing on the most important task first, rather than putting it off. [Lisa] Okay, is that what

you do now? [Erin] I love to procrastinate. [Lisa] Oh okay, I'm sure you're the only person. Okay, so you love to procrastinate and I'm just curious, what is the cost of procrastinating? Or what would be available if this were true a year from today? [Erin] I think if I just spent the morning tackling what's most important, I can feel like I accomplished something in a day. [Lisa] Yes! [Erin] A lot of times I feel like days, weeks go by and I was like "Oh, I meant to do that thing three weeks ago and now it's this huge beast in front of me that I don't even know how to start tackling." [Lisa] Yes, exactly right! [Erin] So, chipping away at the things that are most difficult when I'm fresh in the morning I think will be a really more efficient and healthy way to operate rather than always chasing to catch up. [Lisa] Outstanding, outstanding. And if you practice that, same coaching that I gave Shrooti, you will improve you just have to bring discipline and intention every single day and tell your Buddy, because she will help you if you forget. Great work, thank you. [Wendy] Now it's your turn to write down how did you grow and improve in your role? Choose one or two things that would really make a difference, things you would feel so proud of. And write it down and also write what difference will that make? How will that impact your life to see that improvement? Please begin.

**Bold Vision Question 6: What were your personal outcomes?**

- [Wendy] Hi again, question number six. What were your personal outcomes? This is a unique opportunity to put rigor and intention around personal aspirations that are meaningful to you. Many of you are really awesome about being intentional about work, and then when it comes to the personal front, it all breaks down. So, this is an opportunity to really get specific about what's important to you and put some rigor around it. So, let me give you some examples of this. I am in a meaningful, loving relationship and this is not just for the single people. My finances are organized. I have a plan and feel secure. I feel healthy and energized. I lost 10 pounds. I am meditating and sleeping an average of seven hours a night. I'm up-to-date on all my medical and dental appointments. I restarted a meaningful, fun hobby. I bought a house. So, think about: what are a couple of personal outcomes that would be really meaningful to you to achieve a year from today? Remember, don't try to do everything. This is a year of your life. Write it as if it's already happened and think about, why is this important to you? What difference will this make? [Lisa] Okay, question number six, one of my favorites. We are now going to bring the same level of intention to your personal life. So, Fast Forward a year from today, what were some unpredictable personal outcomes? Who would like to share? [Ro] I've successfully navigated dating in NYC, and I'm in a healthy relationship with a partner who treats every day like an adventure. [Lisa] Okay, great. [Ali] I can go. Okay, Ali. [Ali] I've lost fifteen pounds and I feel amazing. [Lisa] Okay! You go girl, you heard it here. You know there's a lot of people watching saying, "I'm gonna do that too." So, health is just a huge area. Very good. How about you Shrooti? [Shrooti] My finances are organized and that's enabled us to save 10% of our income. [Lisa] Okay, and would that be unpredictable versus what happened last year? [Shrooti] Yes. [Lisa] Both being organized, and saving 10%? [Shrooti] The organized part, yeah. [Lisa] Like really having a grip? [Shrooti] Right. [Lisa] Knowing where the money is going. [Shrooti] Yeah and that's more for me and less for my husband, that's like my goal. [Lisa] Okay, very good. It's very important for, you know, for feeling secure, to have a grip on our money, on our health, and to be loved. So, those are excellent examples, thank you so much. [Wendy]



Okay, let's get going. Your chance to write down your personal outcomes. Choose one or two things, three at the most, and write it down. Remember, past tense and why is it important to you?

**Bold Vision Question 7: What is your outlook on life?**

- [Wendy] Welcome to question number seven, what is your outlook on life? This is a great chance to be intentional about your outlook. Oftentimes, we are leaving it to chance. Some days you wake up, you're in a really bad mood. Other days, I'm in a really great mood. And you have no control. But if you write down how you'd love your outlook to look, you have a better chance of having it be that way. Don't get caught on what we call the happiness treadmill, waiting to be happy. I'll be so happy when it's the weekend. I'll be so happy when I get to go on vacation. I'll be happy when my children grow up. I'll be happy when we get a better house. I'll be happy when I get promoted. I'll be happy when I retire. You wanna be happy now. Some of you may be dealing with adversity. There may be things you're dealing with in your life related to finance, health, relationships. You can be authentic when you set an intention for your outlook. It can be things like, "I have moved on from pain." "I have peace." "I'm grateful for what's working in my life." When you write down your outlook it doesn't have to be long. Usually it's a sentence or two. Sometimes people open their Vision with it or close their Vision with it. And you can just write a sentence like, I am grateful. I am happy. I am optimistic and hopeful. I have peace. So take a moment and be thoughtful. What would you love your outlook to look like? [Lisa] So, I'd love to hear your examples. Who would like to start? Anne? [Anne] I'll start. So, my outlook on life is that my life is joyful. [Lisa] Love that. Shrooti. [Shrooti] My outlook is I am positive, grateful and blessed. [Lisa] Sounds good to me. [Ro] My outlook is that I'm living every day with purpose. [Ali] My outlook is that I am present and grateful and I approach life with curiosity. [Lisa] Outstanding. And you can practice every day. [Wendy] Okay, now it's time to be thoughtful. What is the outlook you will choose? Write it down.

**Bold Vision Question 8: Describe the quality of important relationships.**

- [Wendy] Last question of the Vision exercise: Describe the quality of important relationships. And relationships really determine the quality of our lives. I'm gonna run through a few key relationships that you could consider including in your Vision, starting with the relationship with yourself, which we spent time on in the Manage Your Inner Critic session. Obviously, this is a key relationship. Consider including yourself, how you're treating yourself, in your Vision. At work, think about your manager, who is critical to your success, and also important other colleagues, internal or external stake-holders. From the personal front, consider the relationship with your parents, your siblings, your children, your friends. You could consider including relationships that are just "fine," you know, the ones that have sort of been status quo, not that deep, not that rich, just okay, for years. Also, consider the relationships that are not working, the ones that are broken, the ones that you're just so resigned about, that you're saying to yourself, "There is no way I am including that person in my Vision." But if that person is critical to your success and producing results, or that person is in your family, really think about what would you love it to look like? Even if you don't know how. Even if you've tried and

## **FAST FORWARD**

failed in the past. Choose two or three relationships that you would love to look different a year from today. Again, you do not need to know how you're gonna do it. Throw your hat over the wall. Make it vivid and specific. [Lisa] Okay, so we're talking about the quality of relationships. And I'd love to start with a professional relationship that, a year from today, you've significantly changed or improved. Who would like to share? [Ali] I can share. Okay, Ali. [Ali] I have an important stake-holder at work, and a year from today he feels heard, valued, and that our team is delivering exceptional results. [Lisa] Got it. And why is that unpredictable? Or what difference will that make for you and/or for your team? [Ali] Unpredictable, because today that is not how he feels at all, and we need to make pretty significant changes in order to make that a reality, that are going to be difficult for us to get through. [Lisa] Okay. [Ali] But I think if I state this as a reality it makes it clear what I need to do to get there. [Lisa] Yeah. [Ali] And in terms of what it does for me, I wake up almost daily with pretty intense emails that kind of swirl, and it starts the day just really poor. [Lisa] Got it. So there's this friction, there's negativity. [Ali] Unproductive. [Lisa] And you're gonna change that. [Ali] Not great. I'm gonna change it and it's gonna be amazing. [Lisa] Got it! Got it! Okay, I could hear your conviction. And what I love about what you're sharing that's so key to this, is that you're taking responsibility for the change. Because you're most likely, and this is for everyone, not gonna change them. [Ali] Right. [Lisa] Or at least we wanna take that case. "If they are not gonna change, then it's up to me." [Ali] Right. [Lisa] So, that's outstanding. Okay, thank you so much. [Ali] You're welcome. [Lisa] Who would like to share a personal example? Okay, Anne. [Anne] I'll share. So, I have a family member who I am pretty sure for years has been collecting evidence that I don't like them, and my intention is that I really show up as someone who loves them and wants to have a great relationship with them. [Lisa] Okay, so a year from today, Anne, tell me about the quality of your relationship with this family member. [Anne] Yeah. So we have a great relationship. [Lisa] Got it. [Anne] We text on the regular. We're sending pictures of our kids to each other. And this person has no doubt that I value them and I love them. [Lisa] Got it! Really clear, okay. And I'm just curious, since this is so prevalent. Well, two things. How many of you at the table have a colleague that, you know, if you were to significantly change, you'd have more peace and productivity? Yeah, okay. And then what about, this is a family member. Who else has a family member that a year from today, like, you could dramatically improve? Okay, very good. Shrooti, what did you put down? [Shrooti] My brother and I talk. [Lisa] Got it. Okay, so when is the last time you spoke to your brother? [Shrooti] Uh, Christmas Eve? I mean, he was around, but we weren't really interacting. [Lisa] Got it, got it. So now, Fast Forward a year from today. Describe what it's like between you and your brother. I'm gonna push you a little bit. Like, I get that you're talking, but tell me a little bit more, dream in color, about the quality of the relationship. [Shrooti] We feel comfortable sharing personal problems or issues, or wins and losses. We work together to show up for my dad and take care of him. He's a more active family member, along with my sister and I, for my father. [Lisa] Wonderful. Thank you so much for sharing. I know that that required being vulnerable and I know it'll make a difference for people. So thank you. [Wendy] Let's get writing. Describe the quality of important relationships. Choose two or three specific relationships to include in your Vision. Be detailed and specific. Really paint a picture of what those relationships look like a year from today. You now have our eight Bold Vision questions and you are ready to write yours. Let's go! Visions typically take an

hour or two to write, so we recommend you find a quiet place where you can have focused time with minimal interruptions. You can do this at home, over the weekend. Planes are a great place to write your Vision. We have several sample Visions on the portal, so that you could see the final product. It's really helpful to go read a sample or two before you start writing yours. We recommend that you do this work within the next two weeks. Then, watch our next video and find out what to do next.

### **Sharing your Vision**

- [Wendy] Congratulations on writing your Bold Vision. You took the time to be thoughtful about what extraordinary success can look like a year from today, and it will pay off. Some of you, might be feeling this renewed sense of clarity and focus. Some of you might be feeling slightly uncomfortable, maybe even overwhelmed. Not knowing how you're going to accomplish all of this. Regardless of where you're at and how you're feeling, it's all fine. And really, congratulations on doing the work. Now, it's time to share your Bold Vision with a Buddy, which makes an enormous difference because now, your Buddy will know what's important to you. And they can hold you accountable. So here's a little coaching, on how to share your Vision with your Buddy. Share only what you're comfortable sharing. If there's a few things in your Vision that you're not comfortable sharing with another person, omit those things, and just share what you're comfortable letting them know. Secondly, no disclaimers. So, what we mean by that is sometimes people are tempted to say things like, "I tried this last year and failed, it was a bust." Or, "This is probably never gonna happen." Or, "My Vision's really not very good and it's only a draft and I need to keep working on it." Just skip all those disclaimers - they really diminish your impact. We actually recommend eliminating disclaimers from your whole lexicon. Read your Vision slowly. Oftentimes, people are tempted to read really fast. When you are listening to your Buddy's Vision, just listen. No need to interject with questions or coaching, don't make it about you. The goal is to just have them feel heard. Let me give you some coaching on how to use your Vision so that you can get the most out of it. First, share your Vision with the people in your life that are important to you: your family, your coworkers, and your manager. Put it in your phone because your phone is always with you, so it's easy for you to review it. Look at it every month, so you can stay focused and inspired. Make a recurring calendar invite so you remember. Track it quarterly, do this with your Buddy and put these quarterly meetings in your calendar. Refine it as needed, sometimes once a year is enough, or if you've had some big life change go back and edit your Vision. Let's recap where we've been so far. Our first session was Manage Your Inner Critic, and remember, if you've been practicing some of the practices to Manage Your Inner Critic, keep going. Next, we just gave you direction on how to Declare a Bold Vision and Share It. In our next session, we are gonna give you a 90-Day Action Plan. The third Power Principle, is Plan the Work and Work the Plan, so that you can bring your Vision into reality. We can't wait to see you next time!