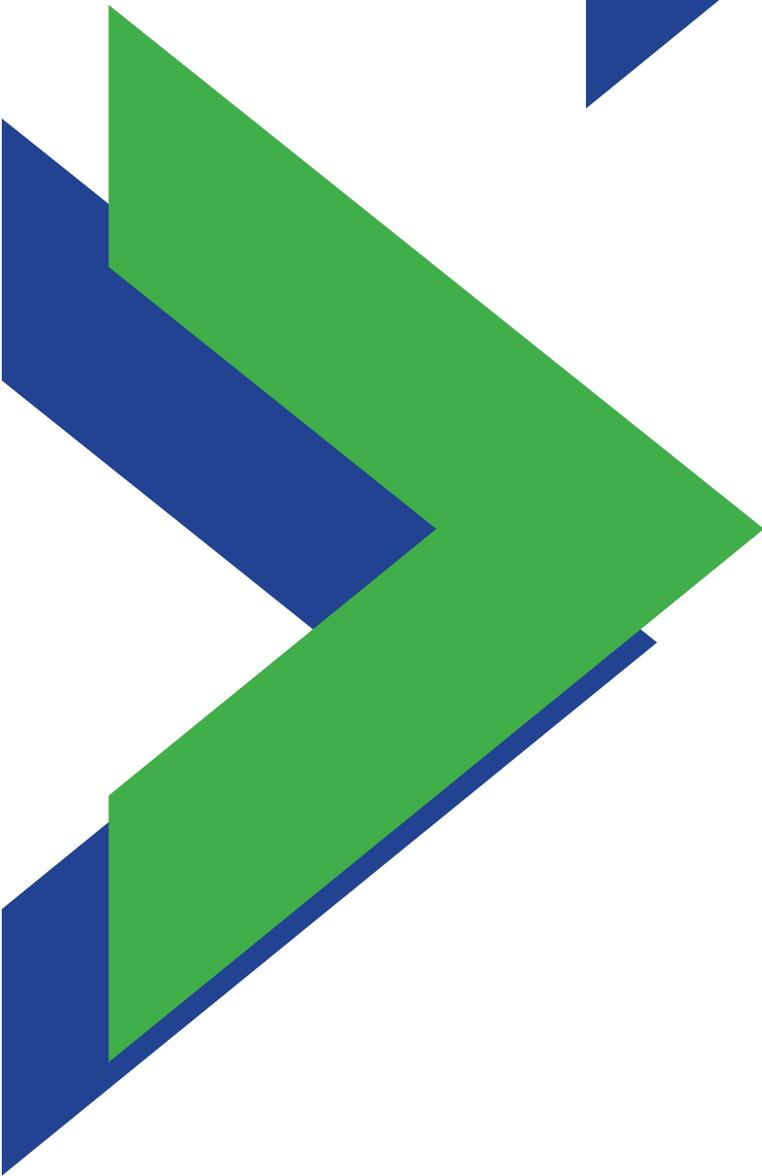
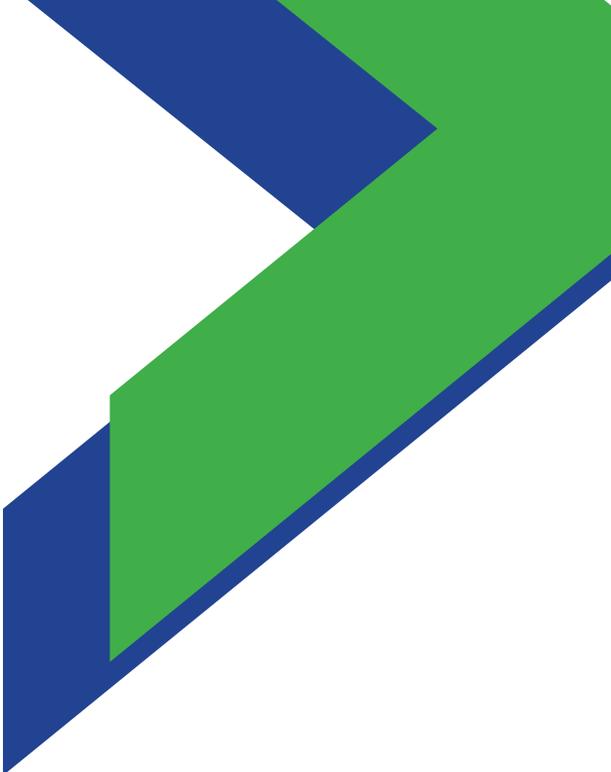


FAST FORWARD



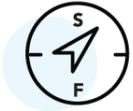
Declare a Bold Vision and Share It



Program Overview



SELF-PACED VIDEO COURSE



Power Principle #1
Manage Your Inner Critic

Power Principle #2
Declare a Bold Vision & Share It

Power Principle #3
Plan the Work & Work the Plan

Power Principle #4
Find Your Voice & Use It

- Fast Forward Buddy Meetings
- Fast Forward Group Coaching Calls
- Fast Forward Circles (JPMC Colleague-Led Discussions)

Power Principle #2: Declare a Bold Vision and Share It
Fast Forward to one year from today: what does extraordinary success look like if you could live without limits? Think big and take ownership of what's most important in work and life.

Reflection

SIX PRACTICES TO MANAGE YOUR INNER CRITIC:

1

Focus on your strengths

2

Choose a new story

3

Clear Power Outages -
Reset

4

Run your own race

5

Accept compliments

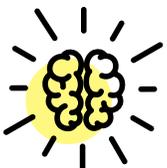
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Journal AM & PM

How has what you learned in module one made a difference in your work and life?



What is notable about JFK's language and delivery?

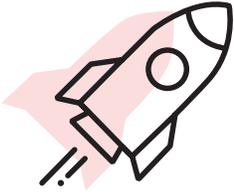


RESEARCH

We do not use the word "**declare**" because we do not like to fail! Humans will do more to avoid a failure than to acquire an equal gain. We will do more to **avoid losing** \$100 than we will to earn \$100.

Source: Nobel Prize winning psychologist Daniel Kahneman. An analysis of decision under risk. *Econometrica*, 1979.

Limiting Beliefs



POWER PRINCIPLE

#2: Declare a bold vision and share it

CONSIDER

We are often dragging these beliefs from the past around with us like a suitcase – into the present and future. They keep us playing small and limit what we see as possible.

What limiting belief do you have about yourself, other people or the circumstances?

EXAMPLES

About Yourself

- › Failure should be avoided
- › I'm not good with conflict
- › It's hard for me to focus/I get distracted
- › I am not comfortable with large groups
- › I am not a strong storyteller/presenter
- › I have to respond immediately
- › I'm not smart enough... funny... creative... strategic...
- › I'm a bad parent... son/daughter... friend... sibling...
- › I have no discipline
- › I am bad with details... disorganized

About Others

- › I can't count on people/it's easier to do it myself
- › People are selfish
- › My manager doesn't appreciate me
- › That team has no urgency

About the Circumstances

- › It's hard to be healthy with my job/travel
- › It's tough to be successful at work and at home
- › Moving up at my company requires sacrifice
- › That would never work here
- › There are not enough hours in the day
- › It's very political here

Limiting Beliefs

1

What is your limiting belief?

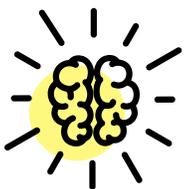
2

How does it limit you? What is the cost of having this belief?

Ex: productivity/results, peace, relationships, confidence, optimism

3

Fast Forward one year from today: you have let this belief go and do not have it anymore. What would be possible?



RESEARCH

Our minds have a well-documented negativity bias. Our brains are like **Teflon for the good** — it tends to bounce right off — and **Velcro for the bad** — it sticks. Evolutionary theorists say this bias evolved from our ancestors' need to spot threats and remember dangers. It's our body's way of keeping us safe, however, it does not help us thrive.

Source: Neuropsychologist Rick Hanson, *Hardwiring Happiness*. 2013.

Bold Vision Exercise



POWER PRINCIPLE

#2: Declare a bold vision and share it

KEY TOOL



KEY TERMS

un·pre·dict·a·ble

- › You don't know how
- › You could fail or have failed in the past
- › Involves factors/people not in your control
- › Requires radical change

VISION TIPS

- › Write as if it's already happened - past and present vs. future tense.
- › You do NOT need to know HOW to get there.

COACHING QUESTIONS

- › What about this outcome is important to you?
- › What is unpredictable about this outcome?
- › How will we know this has happened/is happening?

Fast Forward one year from today - what does extraordinary success look like?

1

What are you known for?

Ex: I am known as a manager who cares about people, I'm known for being present and patient, I'm known to be positive.

2

What were your business outcomes?

Use key metrics so you can track progress.

Ex: We increased revenue by 20%, we drove product adoption by 50%, I created a process to decrease delivery time by 6 days.

3

Describe the culture of your team/company.

Ex: People feel it's safe to make mistakes and fail, diverse perspectives are welcome, our team engagement score improved by 6 points to 87%.

4

What were your career/professional development outcomes?

Ex: I got promoted to director level, I expanded my role and am responsible for double the revenue, I got a new mentor/took on 2 mentees.

5

How did you grow and improve in your role?

Ex: I am delegating tasks to do only what I am uniquely qualified to do, I am making decisions without second guessing myself, I am resilient and bounce back quickly from setbacks.

6

What were your personal outcomes?

Ex: My finances are organized, I feel healthy and sleep 6-7 hours per night, I restarted a meaningful hobby.

7

What is your outlook on life?

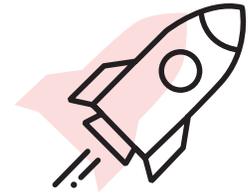
Ex: I am grateful, The best is yet to come, I am positive regardless of the circumstances, I am fearless.

8

Describe the quality of important relationships.

Ex: We reignited our relationship — we are connected and kind to each other, My brother and I are close and our families connect monthly, I give myself the benefit of the doubt.

Vision Reflections



POWER PRINCIPLE

#2: Declare a bold vision and share it

VISION IN ACTION

- › Keep it on your phone.
- › Share with your manager/team and people who are important to you.
- › Read monthly — this is your north star.
- › Track progress/gaps quarterly.
- › Refine as needed/ update annually.



RESEARCH

More than **70% of people** who wrote down their goal and held check-ins with an accountability partner reported success, compared to 35% of those who did not write down or share their goal.

Source: Dr. Gail Matthews, Clinical Psychologist from Dominican University of California