

Personal Success



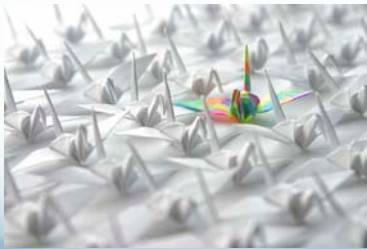
Les Wallace, Ph.D.
July 19, 2014

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Success is Personal

**No outsider can / should tell you what
success should mean to you.**



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Not Everyone Can...

- Can tell a joke, write poetry or the great American novel.
- Hypothesize a cure for cancer, research a cure for cancer.
- Fly a spaceship, run a marathon.
- Administer anesthesia.
- Be the model parent / child.

**But everyone can learn:
And there you have the foundation for success.**

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Success is Personal

- “Success” may be the second most studied psychological / sociological phenomenon other than leadership.
- Expectations for your own success will evolve as you move through your own lifecycle.
- Setbacks, plateaus, course corrections are all part of the journey.



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Investing in Yourself

- The average person spends a lot of time thinking about the future—as much as one hour out of every eight.
- Yet most do a poor job of acting to achieve the future we desire.
- Can you invest at least one hour every week thinking about “you?” What’s working well? What might you wish to change? What commitment will you make to change?

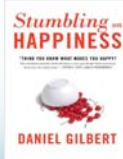


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Fighting Optimism

- Because the human brain is still “reptilian” in origin, we are part thoughtful person and part animal.
- We have to drag ourselves between the higher order brain and the lower order brain.
- The brain wants honest feedback and thoughtful reflection on the future—but the emotions aren’t always ready to handle it.

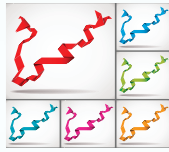


http://www.ted.com/talks/danielgilbert_you_are_always_changing

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Nobody gets to live a perfect life.



- Somewhere between childhood and adulthood many of us quash our natural inclinations to dream and do big.
- “We become scaredy-cat adults hampered by self-limiting beliefs that flatten our self-esteem, hurt productivity and dampen success.” Bruce Frankel: What Should I do with the rest of my life?
- How many artists are in the room?

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Everybody has Dreams



- Human beings are a work in progress—making today's assumptions we can mistakenly think we're finished.
- Contemplating the nature of the self—the person we will be 10-20-30 years out—is a challenging journey. We will be invariably different.

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Everybody has Dreams



- In general, we're overly optimistic about what's to come—we expect to stay healthy, have solid relationships, have a rewarding career.
- We all dream of victory celebrations.
- Few of us fantasize about practicing—and here's where the more successful differ from the average.
- What will you regret not having tried?

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Success Can Be Designed


How do the more successful people design their own success?



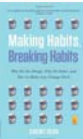
What do you think?

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Success Can Be Designed



- “We are repeatedly what we do.” Aristotle
- We are “walking bundles of habits.” William James
- Prevailing internet wisdom says it takes 21 days to form a new habit or routine



Jeremy Dean recently challenged the prevailing wisdom and concludes, on average, 66 days to form a new habit / routine. IF YOU'RE REALLY MOTIVATED!

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For Successful People:

Success is a Choice

Willpower:

“The ability to choose what matters most.”

The will to grow, improve and seek news levels of achievement sets the successful apart from those who muddle along in mediocrity.

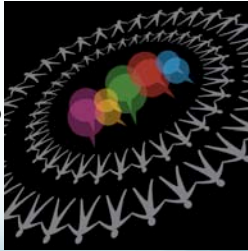


“Simple, intentional and regular choices meant to move a personal plan ahead.”

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For Successful People:
They Connect the Dots

A belief in personal and professional purpose is known to be a psychological booster to staying the course, overcoming barriers and driving change.

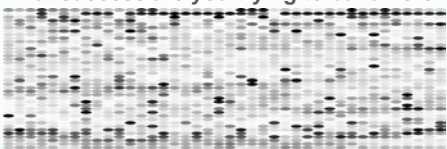


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For Successful People:
They Connect the Dots

What success are you trying to build here?



Goals without plans are rarely achieved.

What is the larger importance of your work and your energizing vision for your life?

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For Successful People:
They Connect the Dots

We all leave a trail of legacies!

What have been yours?

What will be your future legacies?

Legacy:

People, systems, planet better off because we made a positive contribution

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For Successful People:
It's about You!

Not about how you're treated.

Look at the history of successful people:
 They all had challenges, many serious.
 They all set goals, learned and changed.

We create our own reality.

Maybe you will have a strong partner who can help and support—but when it's all said and done...we each make individual choices to change.

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For Successful People:
It's all about Relationships!



We don't go through life alone.

Human social networks contribute to or challenge our success and wellbeing.

Interpersonal competence can be learned!


You don't have to like everybody but successful people navigate these diverse relationships.

Authentic relationships not simple networking!

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For Successful People:
It's about Continuous Transformation!



Constant change is our norm.

Try to be active rather than reactive.

Successful people pay attention to trends and changes and seek advice on what they mean.

Successful people tend to be more flexible and alert to the choices presented by change.

Major life changes are never easy because your instincts and the urgent matters of the day work against you—the reptilian brain.

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For Successful People

It's a focus on the Vital Few!


An overly ambitious busy set of priorities is a common mistake.

Successful people whittle big dreams down to a set of vital few priorities near term and longer term.

Your reinvention will likely require creating new positive and constructive habits to take you out of routines you've been following for years. *When you break down actions you can do everyday you'll integrate long-term goals into your present behavior.*

Pareto's Principle 80% / 20%.

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For Successful People

It's a focus on the Vital Few!


Pareto's Principle 80% / 20%.

Successful people review a

"Stop doing list" regularly!

You must say no to make your yes's count!

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For Successful People:

They help Others Succeed!

Contemporary research indicates our efforts to help others succeed pays some of the highest returns to our own success.

A **"virtuous circle of learning"** and success.

"Helping" is not directing.

"Coaching" is not bossing.

"Mentoring" is not about you.

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For Successful People:
"Life is a series of recoveries and so is success!"




This is the attitude of successful people.
 Successful people don't take setback as failure.
 They learn, adapt, adjust directions, and go again.
 Taking a time out to gather your wits, refresh your plan, & gird your loins is not failure—
it's the art of war for the successful!

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For Successful People



It all begins and ends with integrity.
 Beyond reproach.
 Short-term selfishness, spikes in achievement from hurting others or playing loose with the rules is not true success.
 Once you lose integrity it's difficult to get it back.

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Are there common behaviors that Derail the Less Successful?



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What we know about Personal and Professional Setback


Wrong fit!

When it's clear you're in the wrong position or relationship the ball's in your court.

Toughing it out and hoping it will get better is not your best option.

Hope is not a strategy.

Wrong fits can get in your head, demoralize your confidence, cause you to second guess your dreams and worse yet make you a miserable person to be around.




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What we know about Personal and Professional Setback

Self Destructive Behavior!



Chronically grumpy, negative and contentious people never gain credibility and therefore get fewer chances.

Such behavior invites bad things into your life.


Even short doses of negativism can set back success, push others away and dent your credibility.

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What we know about Personal and Professional Setback

Self Destructive Behavior!



Burning bridges counts here!

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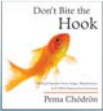
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What we know about Personal and Professional Setback


Self Destructive Behavior!

Try a dose of Albert Ellis:
refocus, get help, refresh your situation.

Rational, Emotive, Behavior, Therapy.



Or, Pema Chodron: **Don't Bite the Hook: Finding Freedom from Anger, Resentment, and other Destructive Emotions**



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What we know about Personal and Professional Setback

Blaming Bad Luck!

Bad things happen to good people.

Most of us are nimble and hardy enough to recover.

Luck: where preparation meets opportunity.

If all of your luck seems to be bad—reconsider your plan, your effort and your choices.

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What we know about Personal and Professional Setback

Lack of Focus!

Mamma ain't comin'!

"I'm not sure." "Don't think I can." "Too much on my plate."

Remember: no plan = no accomplishment.

If you need to go on a cleaning frenzy to come up for air so you can focus—then do so. That's action!

Rid yourself of trash—physical and psychological.

Get a coach who can help you focus.

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What we know about Personal and Professional Setback

Misuse of Time!

First things first. Maturity grows this commitment.

Do you have a clear idea of what's "first?"

Reflecting, planning, focus, acting on priorities gets results.

Why are you distracted?

Lack of confidence? No plan? Overwhelmed? Exhausted?

*You will never get time back—
make each investment count!*

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What we know about Personal and Professional Setback

Hanging On When You Should Move On!



Most of us learned this lesson in school as we moved between friends and groups knowing when change was in our interest.

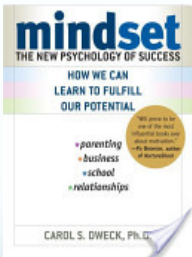
You may be strong but that doesn't make hanging onto a bad situation the right choice.

You always have options: What are yours?

Taking a step back to move forward can be smart.

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Two Mindsets



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Two Mindsets



Fixed Mindset	Growth Mindset
Intelligence is Static	Intelligence can be developed
Avoid challenges	Embrace challenges
Give up on obstacles easily	Persist in the face of setbacks
Effort is fruitless or worse	Effort is a path to success
Ignore useful negative feedback	Learn from criticism
Threatened by the success of others	Find lessons and inspiration in the success of other

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Two Mindsets

Fixed Mindset	Growth Mindset
Intelligence is Static	Intelligence can be developed
May plateau early and achieve less than their full potential which confirms for them a “deterministic” view of the world.	Reach even higher levels of achievement giving them a greater sense of free will.

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Translating to the Workplace



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Translating to the Workplace:

Success Producing Pressure Points

- Interpersonal competence
- Team collaboration
- Influencing upward
- Developing others



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Interpersonal Competence

- Interacting with others in a positive and productive manner.
- We used to call this people skills.
- Not the ability to be friendly in a social setting.
- Adapting to the multifaceted styles and personas in the workplace or the political arena.
- Staying clear, focused and appreciative.
- Interpersonal competence is a foundational competency to career and personal success.

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Interpersonal Competence

- Appreciative listening.
- Conflict management and negotiation.
- Facilitation skills.
- Assertiveness.
- Self disclosure.
- Initiating relationships.
- Giving feedback.

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Teamwork

- Not simply a “group of people doing what I say.”
- Not simply cooperation—we teach that to Kindergarteners.
- “Teamness” is an expected **interdependency that is supportive, focused and appreciative.**
- You want to improve teamwork in your team?

Have them define what they want it to be!

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Teamwork

- Shares information other team members need to be successful.
- Offers solutions and options rather than focusing on griping or criticism.
- Works with the ideas of others to find effective and efficient answers—ignores bullies and grumpiness.
- Takes personal initiative for working out problems with other team members.
- Stays cool despite different personalities and problems of team members.
- Willing to take on a variety of responsibilities within the team.
- Advocates for system changes to improve work and customer service.

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Influencing Upward

Today's workplace has four domains of performance engagement:

- ① Technical competence.
- ② Teamwork.
- ③ Customer / patient focus.
- ④ **Participation in workplace improvement.**

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Influencing Upward

- Workplace improvement requires:
 - Your active participation in problem solving.
 - Suggestions for quality & process improvement.
 - Engagement in workplace change and transformation.
- You don't have to wait to be asked for ideas.
 - Where do you see possibilities for improvement?
 - How might it save money, improve quality, provide a better patient / family experience?
 - What considerations of implementation need to be thought through?

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Developing Others

- “Mentoring” is helping people navigate careers and learning pathways to embed the lessons of leadership and make positive choices along the way.
- “Coaching” is about specific feedback and guidance around performance specific capabilities.
- Mentors and coaches tend to ask more reflective questions than make declarative statements.
- “Can I help?” “Would you mind a suggestion?”
- Explain. Demonstrate if possible. Watch and provide feedback. Show appreciation. Suggestion reflection.

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100 Days to Greater Success: Let's Act!



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100 Days to Greater Success

- You don't have to be failing to want to be better.
- While they think about it everyday, **the most successful folks "purposely reflect" on where they are and what they intend their journey to be on a quarterly basis.**
- Write out a clear and authentic vision for your life and refer to it often.



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100 Days to Greater Success

- **First 30 days:** so where are you?
- Sort it out don't try to solve it.
- Be honest, recognize trends, choices, things happening around you.
- Do your own "workup" of you, **the professional, you the person.**
- *Work up the diagnosis first—we'll get to the treatment plan soon!*
- If you're in a formal leadership position read "What to Ask the Person in the Mirror," **HBR** (Jan 2007).

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100 Days to Greater Success

- **Second 30 days:** Explore what you would like to be different. Near term. Longer term. Maybe think big and dream twenty years out.
- Don't limit yourself to one vision: dream in domains of life...**personal health and wellness, personal relationships, family, friends, desired work, new challenges, hobbies, volunteering, etc.**
- As you approach 60 days of reflection prioritize which visions are most appealing to you. **Don't worry about time frame—simply be selfish about the visions that catch your energy.**

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100 Days to Greater Success



- **Final 30 days:** for the top three or four visions that captured your energy, develop a...
"I would need to do this" list.
- Keep it rough don't worry about correct, difficult or easy, money or time.
- Keep noodling this list for the remaining 30 days.
- Toward the end of the time ask a coach, good friend, mentor, significant person in your life to weight in on your thoughts: **the vision of course, but most importantly your idea of a plan of action.**

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100 Days to Greater Success

- Consistently, studies have shown that writing down a goal increases the likelihood of accomplishing it.
- We have to modify our identities as we go through life (Mills Study, UC Berkeley) it's never too late to reinvent yourself. Even a old as 60-70 the Mills studies find people can reinvent themselves.
- For you younger folks—don't become complacent about success always coming your way. Dream/plan.
- For you older folks—don't accept anything less than what you want for success. It ain't over until the big dirt nap!

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The Person You Are Now is Not the Person You Will be in 2020



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Dear Past:

Thank you for your lessons.



Dear Future:

I am ready!

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Dr. Wallace is recognized for tracking business environment and workplace trends and their impact upon business and government. His publications have appeared in *Leadership Excellence*, *Personnel Journal*, *Credit Union Management*, *Public Management*, and *Nation's Business* as well as numerous research and conference proceedings. His book, co-authored with Dr. Jim Trinka, *A Legacy of 21st Century Leadership*, outlines the leadership organizations need in a global, fast moving business environment. His book, *Principles of 21st Century Governance* (2013) is already being used by many boards to design governance development approaches. His newest book *Personal Success in a Team Environment* helps you become CEO of your own career.

Les is a frequent consultant and speaker on issues of organizational transformation and leadership, employee engagement, strategic thinking and board of directors development and governance. His clients include Fortune 100 businesses, Government agencies, and not-for-profit organizations world-wide. Dr. Wallace is also the host resource on the *9Minute Mentor*, a series short video tutorials governance.

Les has served on the Board of Security First Bank and currently serves on the international Boards of the World Future Society and Counterpart International. He is a member of the National Association of Corporate Directors. Les writes an on-line column for CUES Center for Credit Union Board Education.

Preview his video series on governance: www.signatureresources.com "Dr. Wallace on Camera."

<https://twitter.com/9MinuteMentor>

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