

LEADERSHIP – COACHING AND MENTORING PACK

October 2018

(Established 2006)

Welcome to this month's edition:

Damian Piper from Effective Challenge (<http://effectivechallenge.com>) has written another excellent piece especially for our Leadership Pack community called, "finding your bearings to move forward - what conversation do you need?" Thanks Damian, I especially liked your description of 'projects'.

I am constantly learning and (hopefully) developing as a person and a leader. I am convinced this is because of the people I surround myself with - my work colleagues and my family. Two of those people are my daughters and they celebrated their birthdays this month, so I took the opportunity of including two new blog posts in this month's leadership pack. What I have learnt from Jennifer about being a Role Model and, as part of my series of BEING BETTINA'S DAD: 'Enchanting by being fascinating and delightful.'

I think you will find this month's edition crammed with top tips, hints, guides and presentations that will help you on your leadership journey. I especially wanted to highlight the following articles for:

- Tasha Eurich 'Increase your self awareness with one simple fix'
- https://www.ted.com/talks/tasha_eurich_increase_your_self_awareness_with_one_simple_fix
- '3 questions to ask in 3 awkward situations' from David Taylor
- '5 Times to Trust Your Gut' from Margie Warrell
- 'Being Successful Is a Personal Choice' from Jim Rohn

Each article meets my original aim, set out in the first edition of the Leadership Pack in 2006, which is designed to:

- Complement your reading and learning
- be thought provoking
- be light-hearted
- be a quick read for busy managers and supervisors
- be a checklist
- check that your thinking is on the right track
- be supportive

<p>This month's quotes have been taken from my wife's @JoyceRaw1 and @livelikearaw Twitter feeds – thanks Joyce. I am also on Twitter @DoshLtd sharing leadership thoughts at 7am, 7 days a week. We welcome new followers!</p>

Steve Raw FinstLM, FCMI, GCGI

Email: steve.raw@dosh.org

Blog: www.leadershipintheraw.org

It's not about how good you are,

It's how good you want to be

Finding your bearings to move forward - what conversation do you need?



When challenges come at us quicker than we are able to process, we can find that we get knocked off course. When working with a team or individual to improve resilience, we will explore what we can do in advance of this situation occurring - it's almost inevitable that it will happen at some point. One area we will explore is the clarity people have about what they want to achieve. Depending on the circumstances, we will have a conversation that can range from the here and now to as far out as people want to go. My experience of this would suggest that this breaks down into one of five conversations. The conversations support and are dependent on each other to bring clarity and calm about where to focus effort and energy.

So what are the conversations?

- Conversation about Values, purpose and meaning
- Conversation about Vision
- Conversation about Goals
- Conversation about Projects
- Conversation about Specific actions

Values, purpose and meaning

Really understanding your values, purpose and meaning will provide direction for the bigger questions you might face in life. Perhaps a new job opportunity arises or you need to leave an existing job because of its impact on your health or family. Proactively thinking about our values can also help decode situations or help us appreciate why something might impact us. This last point is equally important to the big and small situations that we might face.

Vision

Vision provides the bigger picture context of what you are looking to achieve. A stated ambition to move you from today's position to a desired future state. The time horizon for your vision is personal and dependent on what you want to achieve. In this context, the vision is typically the bigger things with a three to five-year horizon. Going further out can help shift our thinking away from current constraints and limitations you find yourself in.

Goals

This conversation breaks down your vision into aiming points. As a rule of thumb, goals will help with your thinking one to three years out. With this sort of time horizon, they are still relatively high-level yet more tangible in detail than the vision. With goals, you can begin to break things down into chunks to actually organise how you spend your time and resources.

Projects

Some people can be put off by the term project, getting in the mind-set that projects are something you need specialist skills to deliver and there are situations where this might be the case. However, what I mean is groups of actions working toward a particular outcome. Don't get hung up on fancy terminology associated with many of the project management methodologies. Some of the best project managers are working parents who need to get out of the door in the morning. A project will help deliver outcomes which when brought together will help you achieve a goal.

Specific Actions

This conversation is the most tangible in terms of what to do next. Write the report, complete the training session, call a client, this is the stuff of day-to-day activity. For some, this can be overwhelming. Not knowing where to start, can hold you in a position of inaction. For others, they can find themselves trapped at the action stage, running around being busy but not achieving a great deal to progress the bigger things they'd like to achieve. Asking which of the actions we are facing, so that the others become either easier or irrelevant, can be a useful first step along the road of knowing what to do next. The simplicity of this can show up some interesting results that give you the bearing you are looking for.

For some people reading this, the concept of this hierarchy of conversations will provide a feeling of comfort. For others, it will make them feel constrained or intimidated - 'how could I possibly know what I want three years from now'. There will also be others who agonise over the detail of what goes into what conversation - 'I'm not sure, if this is a project or goal?' My take, is that the approach as described is a means to an end, not an end in itself. The conversations can help us navigate our worlds and bring shape to our thinking which in turn will change our feelings. So experiment, explore and test, to see if something like what's being described can help you achieve a greater sense of calm to your world and as a result, ensure you are focusing on the things that matter most.

Which conversation would have the biggest impact for you at this moment in time?

As always, I'm interested in any thoughts which give you a result.

damian@effectivechallenge.com

Damian Piper

Performance coach and consultant

To live is the rarest thing in the world. Most people just exist - Oscar Wilde
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My colleague Meike Beckford shared this presentation from her MBA.

'How to Help Every Child Fulfil their Potential'

Ever wondered why kids say they're bored at school, or why they stop trying, when the work gets harder? Educationalist Carol Dweck explains how the wrong kind of praise actually

harms young people

<https://www.youtube.com/watch?v=YI9TVbAal5s&feature=youtu.be>

My top 3 picks from Ted.com

Each month, I search for inspiring and insightful presentations on Ted.com, so you don't have to. Here are my top 3 picks for this month:

https://www.ted.com/talks/ingrid_fetell_lee_where_joy_hides_and_how_to_find_it?referrer=playlist-how_to_notice_and_build_joy_into_your_life

Cherry blossoms and rainbows, bubbles and googly eyes: Why do some things seem to create such universal joy? In this captivating talk, Ingrid Fetell Lee reveals the surprisingly tangible roots of joy and shows how we can all find -- and create -- more of it in the world around us.

https://www.ted.com/talks/tasha_eurich_increase_your_self_awareness_with_one_simple_fix

We'd all like to believe we're self-aware but in reality, the facts point to a more sobering truth. Organisational Psychologist Tasha Eurich has spent the last 4 years researching what it truly means to be self-aware, and in the process, has made a surprising discovery about human perception. In this illuminating talk, Eurich dissects common misbeliefs about introspective thinking and provides a simple way we can get to know ourselves just a little bit better.

https://www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work

We believe we should work hard in order to be happy but could we be thinking about things backwards? In this fast-moving and very funny talk, psychologist Shawn Achor argues that, actually, happiness inspires us to be more productive.

Do not take anything for granted – not one smile or one person or one rainbow or one breath or one night in your cosy bed - Terry Guillemets

Being Bettina's Dad: A role model for Bettina

Climbing out of my snow hole, I received a letter from home. No mean feat as I was somewhere in the Arctic Circle and a month into a winter deployment with 3 Commando Brigade. It was the news I had dreamed of from Joyce – we were going to have a baby! I never doubted for one moment we were going to have a daughter. After all, in our Squadron the other guys wives had daughters and I read a scientific reason, too detailed to go into, that runners fathered girls and as we were all athletes, we were all happy with that reasoning!

We had dreamed of having a daughter and that she would be confident; kind; have strong and independent opinions/views on her world; be humorous; positive; creative and talented. Jennifer is all that and more. What we hadn't considered and talked about was that she would be a role model.

I am not sure Jennifer ever consciously decided to be a role model for her younger sister Bettina. I suppose none of us set out to be a model for others but it is a role that Jennifer has assumed from an early age. By her very nature Jennifer has always been a leader for Bettina, who is very vulnerable (as you would expect for someone who copes with a learning disabilities and autism). Jennifer is Bettina's hero, she adores her and watches everything she does, as she looks for clues in how to manoeuvre through life's mazes.

As leaders, whether we realise it or not, we are role models for others. As leaders, I believe we must live our lives role modelling our behaviour. As Jennifer is the perfect role model for Bettina, I thought I would use her model as an example.

What does a Role Model look like?

Jennifer's Model in 10:

1. There are no days off from being a role model. You are being observed constantly!
2. As Jennifer doesn't take a day off, she doesn't expect you to.
3. From being a young girl, Jennifer has always looked out for the under dog
4. Jennifer is always respectful to others – it doesn't matter to her whether they can do anything for her or not
5. Jennifer has empathy – she tries to see the world through your eyes
6. Jennifer has a strong work ethic and does everything with passion and enthusiasm
7. Jennifer's verbal communication is considered and she always strikes the right tone
8. Random acts of kindness are a regular thing from Jennifer
9. Jennifer constantly seeks to grow as a person and as a role model and because of this those around her do too (not just Bettina but also her Dad!)
10. Jennifer has an unconditional love for Bettina

Leadership stuff I have learned from Jennifer in 10:

- She prioritises other people's needs before her own
- She is an Advocate for Bettina – she speaks up on her behalf and represents her wishes when Bettina cannot
- Jennifer has her own code of conduct and values which are individual to her. She is always consistent with her code.
- Jennifer takes her role seriously – her image and how people see her has always been important to her.
- Jennifer is courageous. She feels the fear and does it anyway and it is because of this that Bettina acts with courage too. (I am constantly amazed at the new things Bettina will attempt because she has seen her role model do them first).
- When you are in a position of responsibility you are a role model. Your example will always have an impact, so it is important to choose well and be consistent.
- Jennifer's work commitment and ethic. For Jennifer it is not about getting to the next stage in her career, it is about doing the very best for those she comes into contact with - her family, friends and her work colleagues.
- Jennifer gives her loyalty to you first.
- Jennifer never follows the crowd, current trends or the latest vogue, rather she sets them.
- She does not impose her views or opinions on you. (And I wouldn't dare impose mine on her!).

This morning, as Bettina collected her bag and put on her coat to leave with her Personal Assistant to work at the local Garden Centre, she looked for Jennifer who was in kitchen, and rushed towards her for a hug and a kiss. It is often the last thing she does before she leaves home and it is always a must for her. Why? Because in Bettina's eyes, Jennifer is her world.

Source: Steve Raw www.leadershipintheraw.org

3 questions to ask in 3 awkward situations

Time to read: 44 seconds

Dear Steve

1. How to understand what someone means by a word they use.

e.g. "We need to improve communications."

Your question: "What kind of communications?"

Using the words 'kind of' is clear, gentle and always gets a definition in response.

2. How to stop someone dumping their 'stuff' on you.

You see him or her approaching - their single outcome being for you to own their problem.

Listen to them and during a pause look them in the eyes say "Thank you, and what are you going to do about it?"

This makes it clear the ownership is theirs and not yours and moves the focus away from whether they are going to do something, to what they are doing to do.

3. How to turn an "I don't know" into "actually, I do."

You: "What do you think we should do?"

Other person: "I don't know."

You: "If you did know, what would you say?"

This tricks the subconscious into believing that someone does actually know and they are very likely to answer accordingly.

Please do let me know how you get on – I am always keen to learn.

With my love and best wishes

David

(David Taylor – author of the Naked Leader series of books)

Breathe in the air of opportunity then do something with it

(From Isabel Harper who is one of our subscribers)
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5 Times to Trust your Gut

November 10, 2017/Margie Warrell

Have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary - Steve Jobs

A quirky urge. A queasy feeling in your gut. A subtle sense of foreboding or a quiet whisper, "This feels right." I'm sure you've had those intuitive whispers before. The question is, how often have you trusted them?

Beyond our conscious awareness, our intuition is informed by minuscule untaught signals that point us to pay attention to something or someone. Uninhibited by our biases, and wired only to perception, our intuition can guide us to predictions we later marvel at.

My own intuition has served me countless times over the years. None more than when, at 21, I set off for a year to travel around the world with little more than a backpack and sense of adventure. Along the way, I met a rich diversity of people and developed a keen sixth sense about those whom I could trust, and those whom it was better to steer clear. I remember getting a lift with a man I met on an Amtrak train. Upon learning that Miami's Amtrak station was miles from the South Beach hostel where I was meeting up with my friend, and that the public bus schedule on Sundays was very limited, he offered to give me a ride. Not only would it save me a hefty cab fare, but many hours on public buses. While I'm sure most parents would have been mortified knowing their daughter was jumping in a car with a "stranger," I just knew this man was genuinely trying to help. My intuition proved correct.

In the months ahead as I continued traveling through Europe, Africa and Asia, I continued to extend trust to numerous other equally generous and genuine people, all the while guided by my gut feeling. I also met a few that I didn't feel were so well intentioned and always gave them wide berth. Not once did my intuition let me down. Nor has it done so in the years since, as I've built my business around the world.

Of course, I am not encouraging young women to accept rides from strange men. We know too well many do not have their best interest in mind. But too often today, I meet people, young and old alike, who have been conditioned by their environment (and yes, their well-intentioned but overly protective parents) to be so fearful of every stranger and every unfamiliar situation that they are no longer able to discern between genuine threats to their safety and those merely in their imagination.

Given that the headlines are dominated by news meant to incite fear, it's little wonder that so many people today live in a constant state of low-grade anxiety, walking through life on high alert for danger—killer viruses, catastrophes, predatory people. They have little capacity left to pick up the subtle signals their intuition may be feeding them about their environment. Of course, the sad irony is that their constant fear doesn't make them safer; it makes them less so.

As chronic fear diminishes our capacity to tune into our intuition, it limits our ability to accurately assess risk, develop our business acumen and judgment, tune into our physical well-being (or lack thereof), seize opportunities, help those around us, and perform at our peak. Needless to say, it takes courage to listen to your intuition, but the more often you do, the better you get at it. Don't put it off any longer because, as Gary Klein wrote, "The longer we wait to defend our intuitions, the less we will have to defend."

To help you on your way, here are five gut instincts to pay particular attention to.

1. I can do it

If I had a dime for every time an incredibly capable person balked the moment they needed to take a bold leap forward for fear of not having what it takes, I'd have a lot of dimes! So if you know deep down you have what it takes to do something, be careful you don't let head

(and fear) hijack your heart. If you've prepared yourself for it, park the doubt, trust your gut and go for it.

2. Something's amiss in my body

Your body is a powerful intuitive communicator. Most gut instincts are accompanied by some kind of physical sensation—from goose bumps to tightness in our chest. Sometimes it gives you early warning signs that something is amiss in our body that you need to attend to. Never ignore it. EVER.

3. I'm in danger

We have unconscious radars that can alert us to people and places that could put our safety in danger. Other times we can find ourselves getting an "off" feeling in the company of someone who is just not good for us, whether they've got bad intentions or otherwise. Either way, if you have a sense you should steer clear, do so.

4. It just feels right!

It's counterintuitive, but the less you analyse the pros and cons when it comes to the big decisions in life, the more likely you will make a decision you are happy with in the long term. Studies have found that the longer people mull over big decisions, the less satisfied they are afterward that had they spent less time deciding and simply "gone with their gut."

"The longer we wait to defend our intuitions, the less we will have to defend."

When it comes to big and often complex decisions—buying property, changing careers, getting married—our cautious rational mind can lead us to overthink, overanalyse and make poorer decisions than if we just follow our intuition and do what "feels right." Indeed, fear of making a wrong decision can keep you from making a right one!

5. They need help

While gut instincts have evolved to help us avoid danger, we human beings have an equally powerful capacity to sense when others need our help. Compassion, like fear, is one of our most primal emotions, giving us the ability to read faces and pick up unspoken emotional cues. So if you sense someone needs your help in some way, don't hold back for fear of looking foolish. Too often people do.

I invite you to take two minutes right now to close your eyes, follow your breath and just sit with the question: What does my intuition want me to know right now? Perhaps it's a decision you've been struggling with. Perhaps it's how best to approach a person you sense may need something from you, or you from them. Perhaps it's just a prod to do something you've been wavering about. Just stop what you're doing and tune in. If you don't get any clear cue right away, that's just fine. By tuning into your intuition, you will find that you're more open to a cue it may send you later today, or tomorrow. All that matters is you're open to hearing it and have the courage to act on it.

(I recommend Margie's short you tube presentation which supports this article <https://youtu.be/daxGTx5bSHM?t=32>) Steve)

Source: USA's Success Magazine

Everything is a choice

BEING BETTINA'S DAD: Enchanting by being fascinating and delightful

Driving home from a family get together in Manchester this weekend, I reflected on how Bettina has, once again, enchanted everyone and I am reminded, yet again, how much she inspires her family.

Bettina's wider family have followed her progress since she came into our world over 30 years ago. A person who was at odds with her world, caused by her 'severe' autism and learning disability. With all her might and the love and belief of her family, she fought her demons and won. With each visit they comment on her progress and delight in her achievements.

This afternoon, my thoughts turned towards the week ahead, which includes presentations to a Local Advocacy company and a training event for managers, the following day, in another part of the country. I want to influence those I meet about how my company www.dosh.org, feels about supporting people with learning disabilities to be more independent and have more control over their money.

I want to inspire and capture their imagination but ultimately enchant them. Thinking about Bettina's charm helps me to prepare:

How Bettina enchants people:

- Her calmness casts a magic spell that soothes away your stress and anxiety.
- Bettina knows how to look and feel every moment of her life with an innocence and vulnerability.
- With her authenticity <https://leadershipintheraw.org/2018/03/29/being-bettinas-dad-be-your-authentic-self/> every decision Bettina makes says something about her
- Bettina fills those she meets and engages with, with great delight and...
- by choosing her words very carefully, so each word she speaks is in accordance with your own way of communicating
- By being enigmatic – Bettina attracts your attention without really trying (by just being herself). We can be sitting at the dinner table and, without realising it, find ourselves looking at Bettina wondering what she is going to do next.

She was put here on earth to make sense of its wild enchantments - Boris Pasternak

Bettina's six lessons of enchantment:

1. You have the other person's best interests at heart
2. With your passion you change people's hearts, minds and actions
3. Use influence as you can see a better solution
4. By being passionate and loving what you do, you will find enchantment and enchant others
5. Engage with eye contact and a smile when speaking and do not allow yourself to be distracted
6. Have something significant to communicate

A quote that could have been written for Bettina:

Only those who truly love and who are truly strong can sustain their lives as a dream. You dwell in your own enchantment. Life throws stones at you, but your love and your dream change those stones into the flowers of discovery. Even if you lose, or are defeated by things, your triumph will always be exemplary. And if no one knows it, then there are places

*that do. People like you enrich the dreams of the worlds, and it is dreams that create history.
People like you are unknowing transformers of things, protected by your own fairy-tale, by
love.*

Ben Okri

As I finish this blog post I hear knocking at the door. It is Bettina and her Personal Assistant, and once again they have managed to fit a huge amount into their day together.

“Hi Bettina” “Hello Dad, Steve boy” (sometimes just Dad, sometimes Steve and sometimes my full title, but at 62, to be still called ‘boy’, that’s enchantment for me).

Having spent the whole weekend with Bettina it is always a bit of an anti-climax when she leaves to start her busy day, but she is now back once again to enchant her family.

So who are you going to enchant today?

*To the one who knows how to look and feel, every moment of this free wandering life is an
enchantment.*

Alexandra David-Neel

Source: Steve Raw www.leadershipintheraw.org

The world is filled with nice people, if you can't find one. Be one. Go on be that person.
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Many of us reach the end of our lives and feel a blend of equal parts regret, shame and guilt. For in having the gift of life, we render it insignificant by not honouring it. Sadly, a large percentage of our lives are spent idling, floating around, getting by or working.

You don't have to be that person. Contemplate what you want to accomplish, who you want to be, where you want to go.

Here are some tips to accelerate your potential for growth along each curve in your individual journey to success.

1. Shake it off

Life is sometimes out of our control. The only thing you can control is the extent to which it affects you. Think of something that's been bothering you and pick today to move on from it.

2. Ease up

Give someone a break today. Don't demand perfection from those around you. Maybe tomorrow you'll realise they were on the right track all along.

3. Travel

Pick somewhere you've never been to and plan your next trip. It can be difficult to seek out inspiration in the same old places.

4. Teach what you learn

Have you learned something useful or interesting this week? Pass that knowledge on to someone else. Sharing information is the best way to remember it.

5. Have faith

Trust your instincts and do something you've been hesitating over. No one is always right, but if you don't trust yourself now, you're likely to regret it later.

To your Success (and Growth),

The SUCCESS Team

Source: USA's Success Magazine

Any fool can know. The point is to understand

Albert Einstein

Dear Steve

The very first words I wrote for 'The Naked Leader' – Chapter 23 – Recapture the Magic.

With global economic uncertainty, they seem even more apt today – 16 years on. So, after you've read them, the question for you as a leader is this – what are you doing each and every day to recreate more of the first, and less of the second?...

Go into any new company, one that is just starting out. Witness the enthusiasm, energy and excitement as the founders discuss their dreams, shape their future and make their plans a positive reality. Feel the culture of a new project at its launch – a new team comes together for the first time, full of hope and expectation at the success ahead of them. Experience a company as it grows fast; see the ideas, instinct and imagination flow through everyone involved, like a collective heartbeat of inspiration. It is a healing process, providing an atmosphere of certainty in the destiny that is being shaped by constructive forces.

Go into any large company, one that has been established for a while. Introduce a management initiative, call it total quality anything, or continuous improvement, or worse still, business process reengineering, then stand back and watch. The blame starts slowly at first, then grows, fast. It eats its way through an organisation, freezing new ideas, initiative and action in its wake. It is like a virus of negativity. War breaks out as everyone focuses on saving costs, avoiding failure, and rooting out anyone who dares to make a mistake. It is a harming process, providing an atmosphere of inevitability in the disaster that is being shaped by destructive forces.

With my love and best wishes

David

(David Taylor, Broadcaster and publisher of the Naked Leader Board)

Knowing yourself is the beginning of all wisdom

Aristotle

Being successful is a personal choice

by Jim Rohn | Oct 15, 2018 |

Success is not a stereotype. Success is not an automobile. It's not a house. It's not a plan. It's not money in the bank. That's not success. Success is the continual unfolding of the

design of our life and pulling it off. That's what success is. Being successful in whatever you want to do that makes sense to you, for you and your family. Take on responsibilities or refuse them, it's all up to you. We've been given the power of choice.

Every life form except human beings operates by instinct in the genetic code. It has no multiple choices. Only humans have multiple choices. In the winter, the goose flies south. Why? Because he's a goose. He couldn't fly west. If you said to the goose it'd be better to go west this year, he'd ignore that advice. He'd keep on flying south. Why? He has no alternative. He has no other way. He is only driven, as all life forms are driven, by instinct in the genetic code.

Except human beings. Now why not human beings? Because we've been given the dignity of choice. We're not like a robot. We're not stuck like a tree, using up all the nourishment and, with nothing left, you die because you can't change locations. Not true. Humans can go north, south, east, west. Humans can change and do anything they want to do. We've been given the dignity.

But here's what's interesting about all life forms except humans: Every life form except humans strives to be at the max of its potential. How tall will a tree grow? As tall as it possibly can. You've never heard of a tree growing half as high as it could. No, that is impossible. A tree grows as high as it can, drives down every root it can, produces every leaf it can, extends itself as far as it possibly can. Every life form extends to the max, except human beings. Now why not human beings? Because we're not robots. We've been given the dignity of choice.

Do It All or Don't

Be part of or all of what you have the potential to be. You've got the choice. Do a little to make yourself comfortable and forget the rest, or do it all. There's nobody here to dictate you've got to do it all. That's nonsense. You've got to be rich because we live in a rich country. That's nonsense. You don't have to be rich. You don't have to do it all. You can do a little, do some, do some more. Take advice, but don't take orders. Take information, training, teaching, but don't take orders from anyone who tells you how you need to live and what you need to own and what you need to do. Somebody says, "Well, you need to be successful." That's a personal choice, being successful. What we teach is the possibilities, and everybody chooses. Take a little, take a lot, do something, do nothing or ignore the subject.

Abraham Lincoln said, "As I would not be a slave, so I would not be a master." Excellent philosophy. A guy says, "Hey, I'm soon cashing it in and I'm heading for the mountains. I'm going to live in a little cabin, live off the land and feed the squirrels." If he goes and does that, guess what—he's a smashing success. Why? He's doing what he designed to do and pulled it off. You can't say, "No, no, that's not successful." That is the epitome of success—giving a design to your life and pulling it off to make progress in the direction that satisfies you. If it doesn't satisfy you, make alternatives and change. If you get some better ideas, sure, you might follow someone's suggestions and ideas, but not orders.

Design your life

Design your own life the way you want it. Now if you can take on some responsibilities, you've got to consider those. Yes, you can ignore your responsibilities, but you won't feel good about that. Here's what the old prophet said: "Some things that taste good now in the mouth turn bitter later in the belly." So you don't want to sacrifice.

We all must suffer one of two pains: the pain of discipline or the pain of regret. What we suggest to everybody is to consider the disciplines because disciplines weigh ounces;

regrets weigh tons. You don't want to substitute a discipline for a regret. In our opinion that would be a poor choice. Now you can do it, but some things are poor trade-offs. The old prophet said, "What if you gain the whole world but it costs you your soul?" Would that be worth it? With a bit of intelligence, we say no, that doesn't seem worth it even if you've got the whole world if you traded your soul. That experience would be so bitter and awful and so devastating, it wouldn't be worth it.

What if you got some gain by greed instead of legitimate ambition? I'm telling you, it might taste good up front, but it's going to turn bitter in the belly. And a bit of that advice saves some people from devastation. Say, "Well you're right. I'd better think twice about that." So we must confront all laws. Spiritual laws, agricultural laws, basic laws, fundamental laws. We must confront all of those. But you still now can design your own life. A little or a lot. Go east, north or south.

<https://www.jimrohn.com/success-is-a-personal-choice/>

Adapted from The Jim Rohn Guide to Time Management

Your children will follow your example not your advice

@Millionaire_Mentor

Something I have learned to include in all my projects and also is included in my Project Management Training. Concurrent Activity.....

CONCURRENT ACTIVITY

Essentially once you work out what a task is that needs to be done, you then work out all that can be done at the same time to achieve it. So that you don't waste time, in military parlance you would be given a mission and then you know a whole lot of tasks need to be done and you have this in outline, so you give a warning order and then issue instructions about a number of tasks that need to be done, weapon cleaning, last meal, camouflage taken down, ammo issued and all this before you have given any thought to how you will actually achieve the mission. A civilian example would be please write a paper on x. You know you will need information for it, so you can task a number of departments to start finding and sending info on relevant subjects you feel you might need, you can ask your PA to set up a number of meetings to discuss the paper, you can warn the graphics dept. that you need some assistance etc., all this before you have even set pen to paper, just because there are a number of things that can be done to assist you that can be done concurrently.

Alan Bristow, Chairman of Dosh Ltd.

Alan was a former Colonel and one of my bosses in my first career that lived this activity

And finally this month.....

Eleanor Roosevelt said, "One's philosophy is not best expressed in words, it is expressed in the choices one makes.... In the long run, we shape our lives and we shape ourselves. The process never ends until we die and the choices we make are ultimately our own responsibility."

If you want to reach your potential and become the person you were created to be, you must go out of your way to seize growth opportunities as if your future depends on it. Why? Because it does. Growth doesn't just happen – not for me, not for you, not for anybody. You have to go after it!