



Creating Your Dream Practice

5 Antidotes for Getting Unstuck

Confab – October 23-25, 2005

“Be Ready for What’s Next”



Deb Colden Executive Coaching
accelerating leadership in real time

By the end of the workshop you will have:

- A breakthrough goal you can't wait to go after
- A creative plan to overcome perceived and real barriers
- A networking plan to support your goals that is easy, fun and do-able, even if you are not good at “networking” or hate asking for help
- The ability to diagnose when & why you may get stuck and a tool kit of antidotes to overcome “stuckness”



Agenda

A 3 part model for creating breakthroughs

Overview 5 antidotes for getting unstuck

Learn the tools for each antidote

Examples & demonstration

Practice

Toolkit



Offers & Requests

Offers

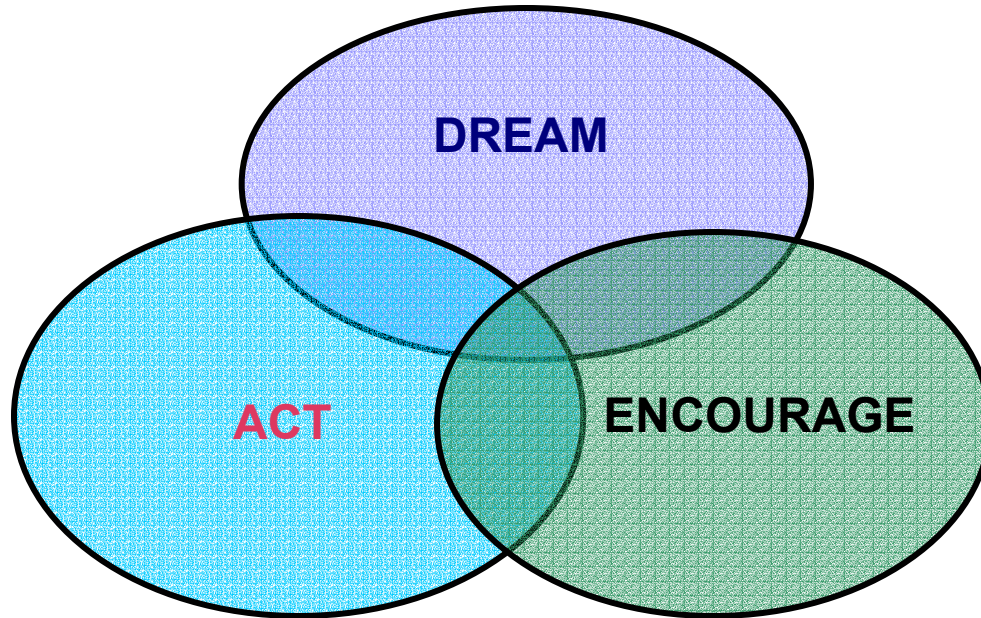
- Practical
- Work/Life: use the whole playing field

Requests

- Action learning
- Participate when comfortable
- Supportive, safe environment. Confidentiality
- Use the tools wherever



The “Dream-Act-Encourage” Model



- Where breakthroughs come from
- Where we can get stuck

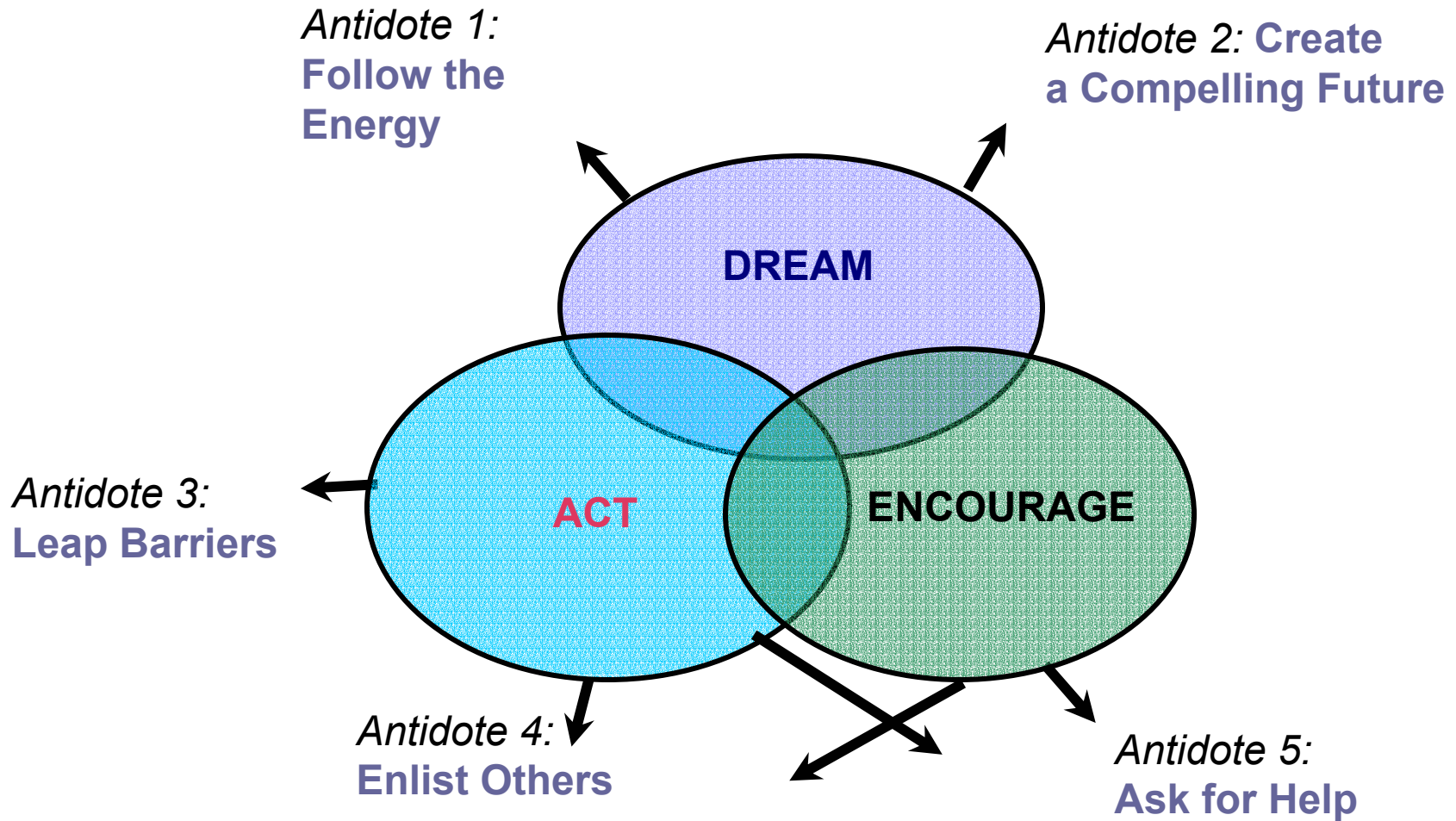


Five Antidotes For Getting *Unstuck*

1. Follow the energy
2. Create a compelling future
3. Leap barriers
4. Enlist others
5. Ask for help



Five Antidotes For Getting Unstuck



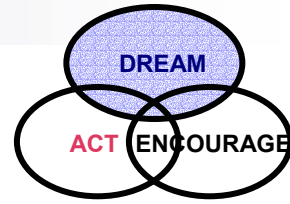
Stuck Scenario #1: Dream

“Passion Schmassion. I’d be happy to follow my bliss if I only knew what it was...”



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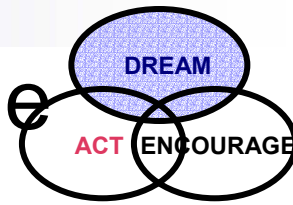
Antidote 1: Follow The Energy



- ***Breakthrough Goals*** – create more energy
 - “I would just be tickled if...”
- **Tolerations** – drain energy



Antidote 1: Follow The Energy - Example



- **Breakthrough Goals** – create more energy

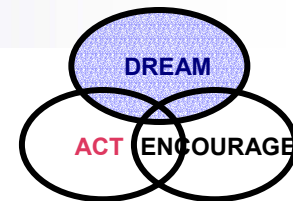
I would just be tickled if...

“I could have access to people with great ideas for how to grow my practice”

- **Tolerations** – drain energy

“I’m so tired of having to figure out everything myself.”





Antidote 1: Follow The Energy

Conduct an *Energy Audit* & look for clues

What “energizes” you? (**Breakthrough Goals**)

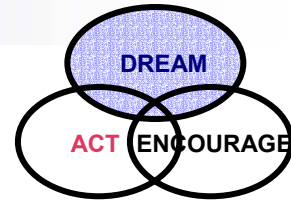
- a future goal
- a past experience
- the best summer job I ever had...

■ What “drains” you? (**Tolerations**)

- everything gets acknowledged (dumb stuff too)
- you don’t have to solve it
- “Deb’s crunched car”



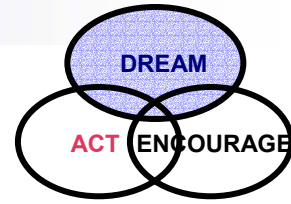
Exercise Time!



- Write two *Breakthrough* goals
- Write two tolerations

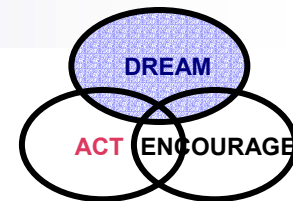


Antidote 2: Create a Compelling Future



- A Desired Future State
- Dreams Made Real
- Builds upon Breakthrough Goals and Tolerations



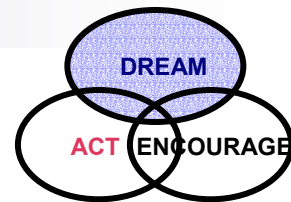


Demonstration – Tolerations into Inspirations & A New Year's Party

- Volunteer
- Toleration?
- What would it look like if it were different?
 - Describe it as if it is already happened
 - Use positive voice
- Scribes: capture key words



Demonstration – New Year’s Eve Party



- It is the dawn of a new year. You have exceeded your delightful goal. You are experiencing success beyond your wildest dreams...

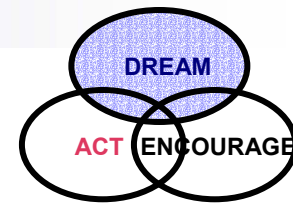
It has
already
Happened!

Celebrate!

Live it!



Demonstration – New Year’s Eve Party



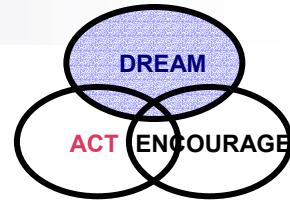
- What occurred?
- What is the best thing about this?
- What surprised you?
- What is a day in your life like now? What do you do? Who do you see? Where to you go?

It has
already
Happened!

Celebrate!

Live it!

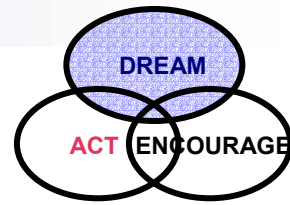




My Brilliant Career – Questions

- Physical Surroundings
- How do you spend your time (all of it!)
- Customers
- Partners
- Boss
- Rewards
- Known as...

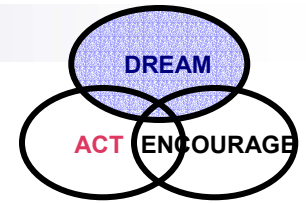




My Brilliant Career

- Imagine the future
- Highlight areas to maintain
- Highlight the gaps and what you want
- Make it fun
- You are already there!





Exercise! Defining Minimums

- **Musts (not shoulds)**
 - Financial
 - Responsibilities
 - Status

- **What are my absolute minimums at this time?**

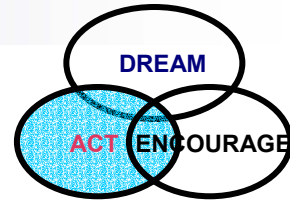


Stuck Scenario #2 : Act

“Yea, but, how the heck do I get there?”



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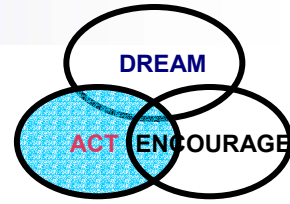


Antidote 3: Leap Barriers

- Start with your goal
- Envision the Future
- Acknowledge Barriers
- Leap: *Forwards or Backwards*
- Start with something easy

You don't need to have the whole plan at one time. JUST START!





Example – Acknowledge Barriers

“I want to be a coach”

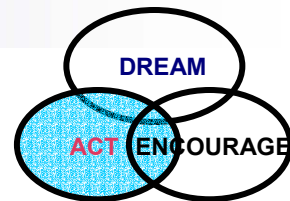
Barrier

- I have no experience as a coach
- I lack confidence
- I can't possibly make a living as a coach

Action

You don't need to have the whole plan at one time. JUST START!





Antidote 3: Leap Barriers Two Ways

■ Forwards

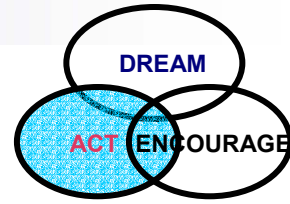
- Envision the future and then identify the barriers *you will need to overcome* to get there.

■ Backwards

- Envision the future and then describe the barriers *you would have had to overcome* to get there.

You don't need to have the whole plan at one time. JUST START!





Example – Leap Barriers Forward

Acknowledge Barriers & Start with Something Easy

“I want to be a coach”

Barrier

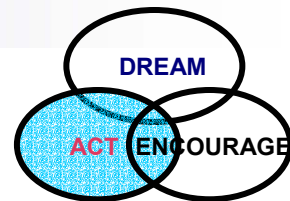
- I have no experience as a coach
- I lack confidence
- I can't possibly make a living as a coach

Action

- I could take a class
- I could coach for free
- I could keep my day job and do this in my spare time

You don't need to have the whole plan at one time. JUST START!



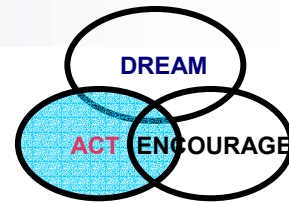


Demonstration! *Leap Barriers Backwards*

- What were the two most daunting obstacles you thought you'd face?
- What were the *first* steps you took to overcome them?



More on Leaping Barriers Backwards



Who did you talk to first?

What did you do first?

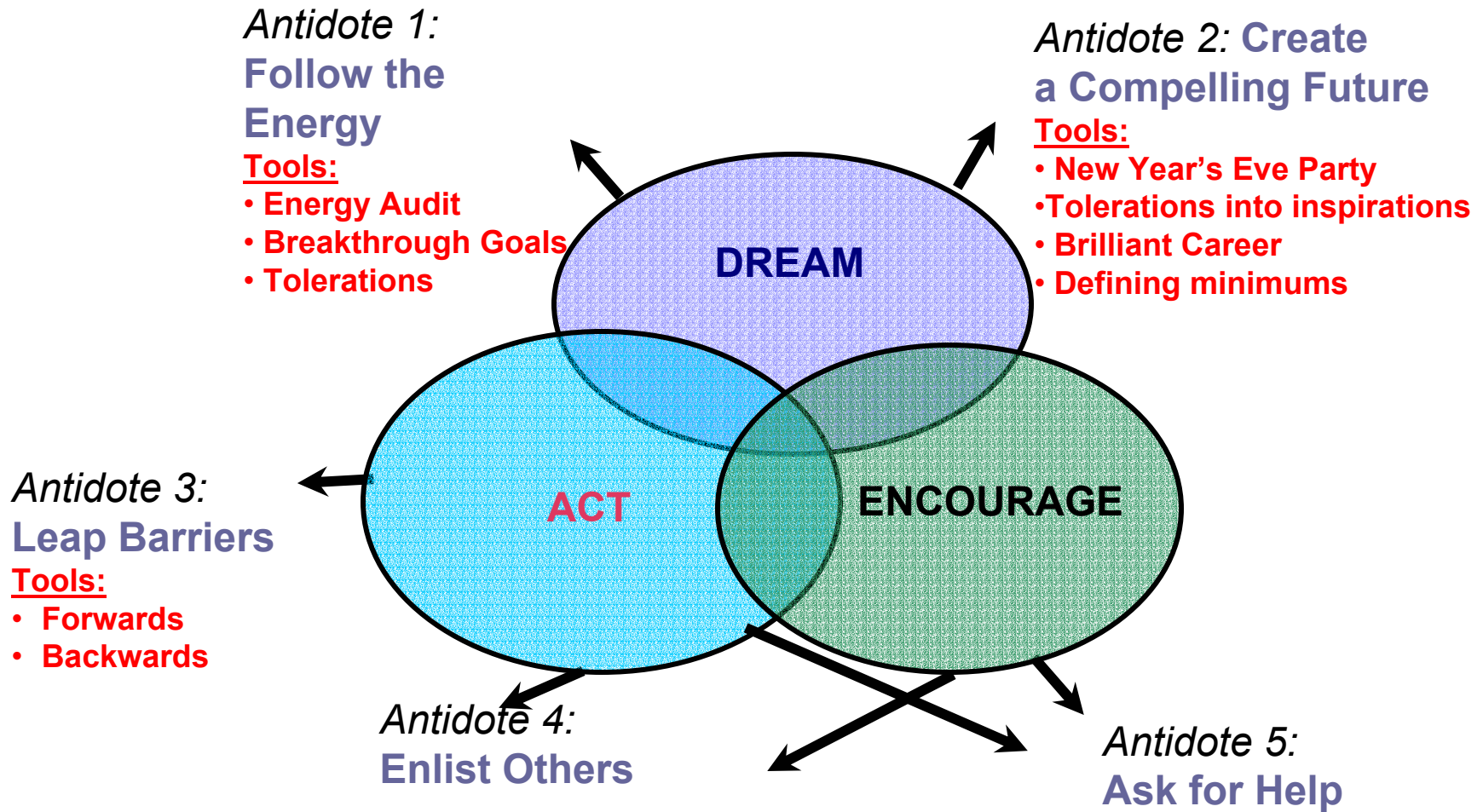
What baby steps did you take?

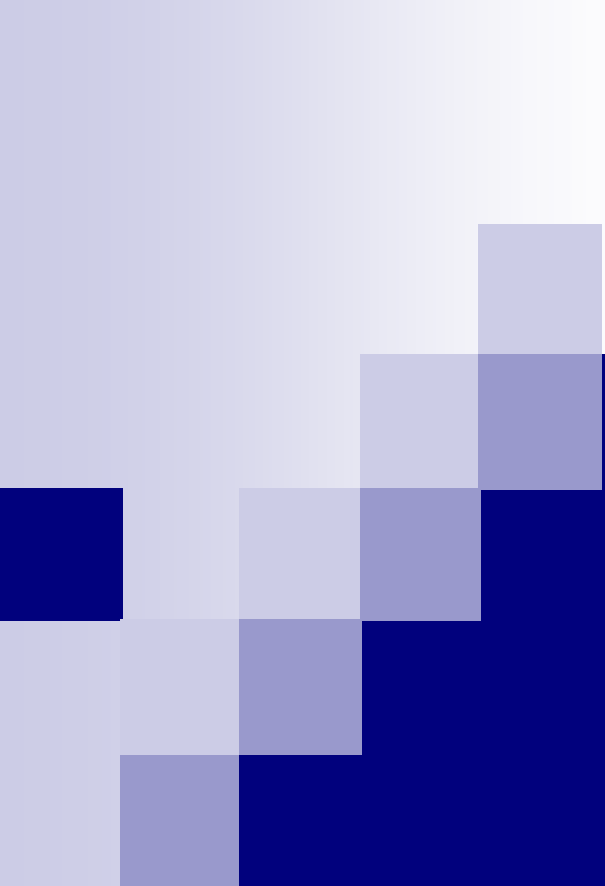
What or who surprised you by coming to your aid?

What resources or help were available to help you take action?



DEA Model with stuckness antidotes





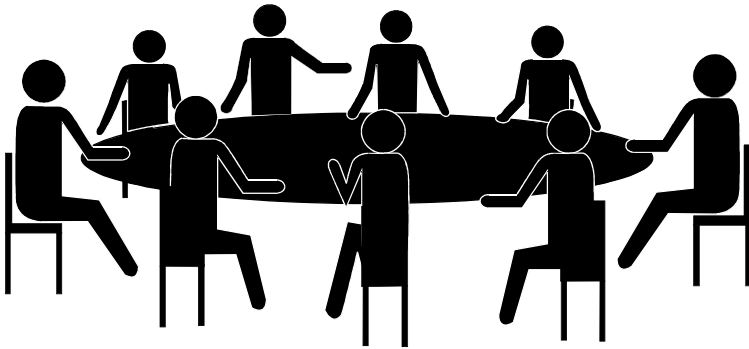
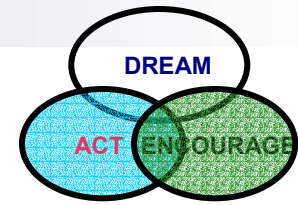
Stuck Scenario #3: Act & Encourage

“But I HATE asking for help!”



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Antidote 4: Enlist others



Circle of the Task

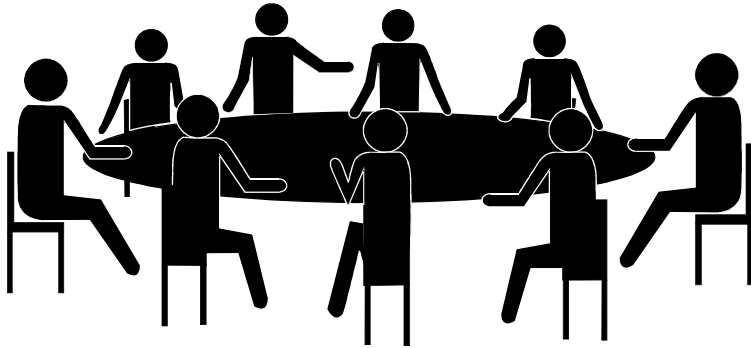
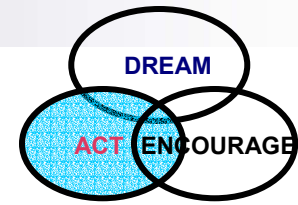
“Most likely to ACT”

Board of Directors

“Most likely to ENCOURAGE”



Circle of the Task

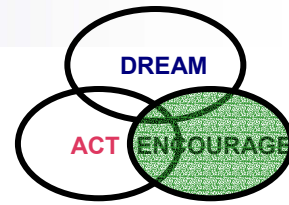


- **Who can help?**
- **Name them**
- Who gains from this?
- Who knows the right person?
- What do they get?
- Why important?
- **Who's easiest?**

You can do this backwards too!



Board of Directors



- Who just wants me to be successful?
- Who will encourage me?
- Who will talk straight talk that I can hear?

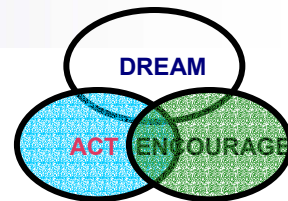
You can do this backwards too!



Demonstration! – Circle of the Task and Board of Directors

- Tell me about a goal or a big action you want to undertake

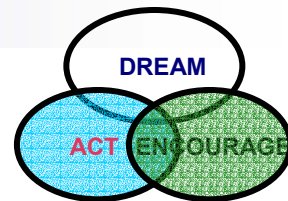




Antidote 5: Ask for Help

- Request
 - Offer or invitation
- “Oh, and who else should I talk to about this?”

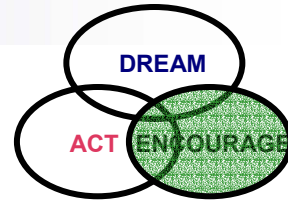




Requests & Offers

- Return to your Circle of the Task & your Board of Directors
- Create a request for each, create an offer
- Who is easiest to start with?
- By when will you contact this person?





Exercise Time! Community Bazaar: Learning About Requests and Offers

- Something I need
- Something I am willing to offer



Summary - We can get stuck anywhere along the way!

Start with what is easy!

Breakthroughs are Fueled Here	Five Antidotes to Stuckness	Tools in your Toolkit
Dream	Follow the Energy	Energy Audit Breakthrough Goals Tolerations
	Create a Compelling Future	New Year's Eve Party Tolerations > Inspirations My Brilliant Career Defining Minimums
Act	Leap Barriers	Backwards Forwards
Encourage	Enlist Others	Circle of the Task Board of Directors
	Ask for Help	Requests, Offers Who Else Can I Ask?



Fitting the Antidotes to the DAE Model

Antidote 1:
Follow the Energy

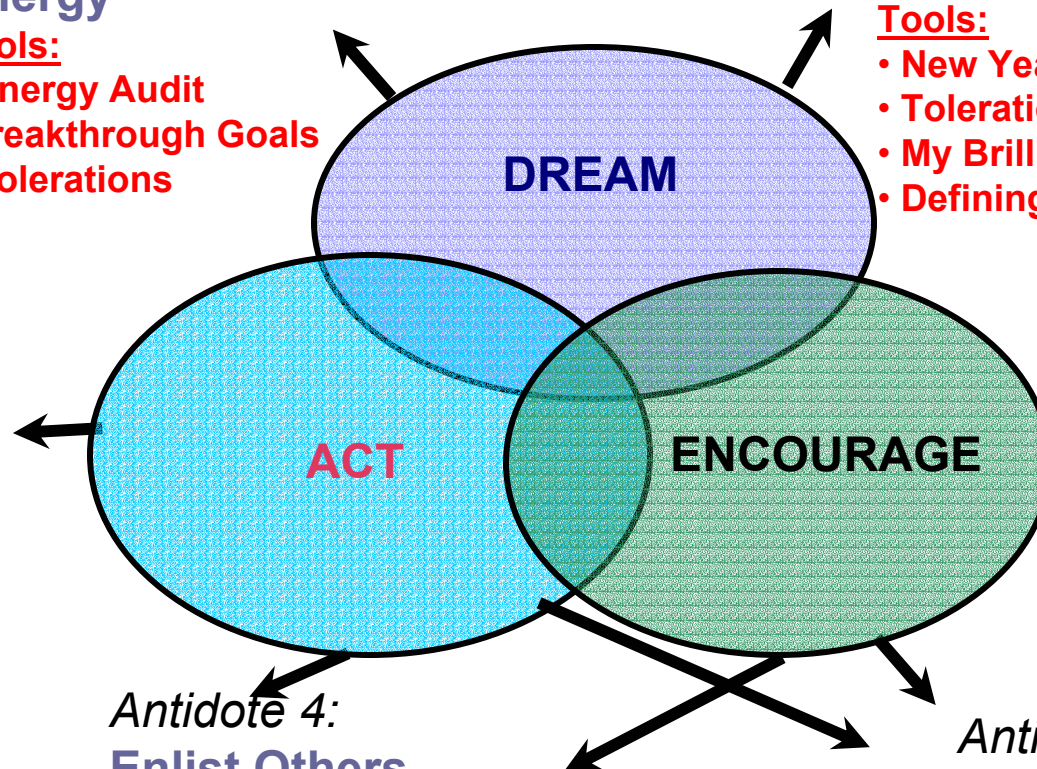
Tools:

- Energy Audit
- Breakthrough Goals
- Tolerations

Antidote 2: Create a Compelling Future

Tools:

- New Year's Eve Party
- Tolerations into inspirations
- My Brilliant Career
- Defining minimums



Antidote 3:
Leap Barriers

Tools:

- Forwards
- Backwards

Antidote 4:
Enlist Others

Tools:

- Circle of the Task
- Board of Directors

Antidote 5:
Ask for Help

Tools:

- Requests, Offers
- Who Else Can I Ask?

