



The Wellbeing Toolkit: 2) Plugging into Purpose

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*Highly resilient people tend to be 'outcome' focussed,
utilising the past but looking to the future.
They have a sense of purpose and
every knock-back is another way not to get to where they want to be!*

Plugging into Your Job

Your job, by definition, has an impact, a ripple effect. Consider for a moment... what would happen if your job stopped and no-one replaced doing the things you do?

- I do what I do in order to?
- I do what I do for whom? And how does that help them?

Indeed, everything you do and the way you do it will have an impact of some kind. Think beyond the actions you take...

ACTIONS >>> RESULTS >>> IMPACT

Plugging into Your Values

What is important to you in your work?	Why is that important? What does it give you?

Plugging into Your Career

Here, we introduce the PROMPT model (which can help you to determine your current career focus). Where are you now?



Problem Focus...

With problem focus, a person tends to feel a victim to life/the system/their organisation. They act as if at they are at the mercy of their current situation. They may talk about how awful their current job is and how terrible their managers are. They will often appear quite 'down' or depressed about their lot in life and forget the good things they do have. They use phrases like: "the problem is..." or "the trouble with this place/my job is...". If you offer them suggestions, they may reply: "the difficulty with that would be...".

What is it that I do not want anymore?

Remedy Focus

With remedy focus, the person realises that they are not happy with where they are and what is happening around them. They start saying: "I do not like this. I do not want this. This is not satisfying me anymore. This is not okay. I do not want to be here. There must be more to life than this." They have reached a level of dissatisfaction but have at least understood and acknowledged it. They have progressed from Problem State but are still unable to figure out what they want.

*When I'm not 'here' (problem state), where will I be?
What is it that I want instead?*

Outcome Focus:

With outcome focus, you realise what it is that you *do* want. You have a goal, a direction, a 'due north'. This is the point where you get in the driving seat, make some decisions and choose your destination. Here, you might say: "This is what I want in my life and my career..."

*Who else has got to where I want to be?
How did they achieve that?*

Model Focus:

With model focus, you begin to identify who else has achieved what you want to achieve. You then look at how they have achieved it and what you could learn from that.

*How could I get from here to where I want to be?
What are some of my options?*

Process Focus:

In process focus, you know what you want and you have plans in place to make it happen. You know where you want to get to and you have a route mapped out. You also have a sense of things that could get in the way... and how you might overcome them. You plan for the worst but hope for the best!

Test Focus

In test focus, you are taking action. You are being proactive... getting out there... doing and reviewing as you go!

Plugging into Your Goals

What do you say to yourself when you have a goal in mind?

Some phrases we use don't give us enough 'oomph' to tip us into taking action or making things happen. Other phrases can give us the internal boost we need.

Think of something that you are mildly interested in having or making happen. What do you say to yourself about this goal? Then think of something you are hugely passionate about... where nothing can stop you! What do you say to yourself about this goal?

Think of a goal you have now and then run through the following phrases, adding your goal to the end of the phrase. Notice the difference each of these statements has on you psychologically and physiologically:

- ❖ I **wish** I could...
- ❖ I'd **like** to...
- ❖ I **could**...
- ❖ I **want** to...
- ❖ I **need** to...
- ❖ I **have** to...
- ❖ I **must**...
- ❖ I **can**...
- ❖ I **will**...
- ❖ I'm **going to**...
- ❖ I'm... [add 'ing' to the verb]
- ❖ I **am**... [add 'ing' to the verb]

For example, if 'write a book' is your goal:

- ❖ I **wish** I could write a book.
- ❖ I'd **like** to write a book.
- ❖ I **could** write a book.
- ❖ I **want** to write a book.
- ❖ I **need** to write a book.
- ❖ I **have** to write a book.
- ❖ I **must** write a book.
- ❖ I **can** write a book.
- ❖ I **will** write a book.
- ❖ I'm **going to** write a book.
- ❖ I'm writing a book.
- ❖ I **am** writing a book.

Which of these feel the least and most powerful to you? Which seem wishy-washy and which give you 'oomph'? Now go and oomph it... and enjoy achieving your goal!

Plugging into Your Life!

No matter where you are in your life and your career, there will always be places to go and things to do!

Do you have a 'bucket list'? Planet Earth is an amazing place and this life we have is an extraordinary gift! What dreams do you have... of things you would like to have happen?

In a reflective moment, consider the following questions (at different times, some questions may resonate more than others):

- *What would you like to do?*
- *Where would you like to go?*
- *What would you like to have?*
- *What would you like to make?*
- *What do you want to give?*
- *How would you like to contribute?*

And for the answers to each question, consider:

What would doing/going/having (etc) that give you?

This second set of answers will tell you more about *why* you want what you want and hence what is *really important* to you in achieving your goals.

On your journey, sometimes it is the unexplored sideroads and the unexpected adventures that make the story of your life even more interesting!

Will you be the person who looks back on their life and is glad they took action towards making their existence as extraordinary as possible?

Remember that today... right here, right now... you are at the beginning of the next step of what could be a life full of wonder!

WHO STOLE MY PIE?



How to manage priorities, boundaries and expectations

Joe Cheal

Driving Your Destiny



Taking Control of Your Career and Living Goals

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SOLVING IMPOSSIBLE PROBLEMS
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the **MODEL presenter**

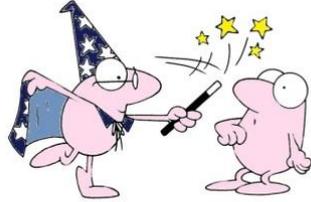


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Joe Cheal & Melody Cheal

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Becoming Happy!
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Melody Cheal

Imaginarium?

An imaginarium is a place of wonder... a safe place to learn...
to test out and develop practical ideas for application 'back in the real world'.

Imaginarium Learning & Development is a consultancy that specialises in inspiring the imagination and potential of organisations, leadership, management and individuals through OD, L&D and Executive Coaching.

Since 1993, we have worked with a wonderful collection of companies, always seeking to work in partnership... enhancing the profile of leadership, learning, training and development in our client's organisation. As well as leading the market in our specialist fields, we are serious about continuous improvement and ongoing learning, keeping up to date with leadership, management and HR issues. Each key trainer has over 20 years training experience and has worked with over 10,000 people from a range of industries and cultures.

Our aim is to provide flexible, high quality training and learning solutions to all of our clients. Our mission is to oil the wheels of development... making life easier for people in a time of ever-increasing complexity... engaging and empowering people to be the best they can be...

Courses

Imaginarium Learning & Development offers a range of L&D consultancy services including needs assessment, design and provision of training courses. Courses can be adapted from a half-day to two-days in length and some topics can be presented as short 'spotlight' sessions.

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- Coping with Change
- Dealing with Pressure
- Positive Mental Health Toolkit
- Resilience: Developing the 'Bounce Back' Factor
- Staying Positively Happy
- Stress Management
- Wellbeing: Staying Psychologically Healthy

LEADERSHIP DEVELOPMENT

- Change Leadership
- The Complete Leader: Inspirational & Practical
- Delegate!
- Feedback for Effectiveness
- Developing People: Leader as Coach
- Having tough conversations
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- Managing People Successfully
- Making Meetings Work
- Motivate!
- Project Leadership
- The Supportive Manager
- Team Building and Development

PERSONAL IMPACT

- Career & Profile Development
- Innovation: Getting Creative
- Making Your Life Work 4U: Confidence
- Networking Skills
- Personal Power
- Time Management
- Understanding/Managing Unconscious Bias

IN FRONT OF THE AUDIENCE

- Advanced Presentation Skills
- The Essential Presenter
- Persuasive Presentations
- Train the Trainer

EXECUTIVE DEVELOPMENT

- Advanced Negotiation Skills
- Becoming a Mentor
- Strategic Change Management
- Making NLP Work
- Organisational Development
- Organisational Politics
- Troubleshooting: Problem Resolution
- Working with Transactional Analysis

RESULTS AND RELATIONSHIPS

- Assertiveness: Clarity and Focus
- Building Partnerships
- Conflict Resolution
- Customer Care
- Dealing with Difficult People
- Delivering the Message: Communication
- Handling Conflict in Meetings
- Influence and Persuasion
- Magic of Mediation
- Negotiation Skills
- Understanding Personalities

HR SKILLS FOR MANAGERS

- Appraisal
- Capability & Disciplinary
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- Dealing with Bullying and Harassment
- Introduction to Counselling
- Interviewing Skills

CERTIFICATIONS

- Coaching Diploma
- NLP Business Diploma
- NLP Practitioner
- NLP Master Practitioner
- NLP Trainer's Training



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