

*My vision of success for this journey is...*

**This booklet belongs to**

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### 3D Sculpting

The practice of 3D sculpting allows for a 360 view of current reality and its underlying future potential. The purpose is to gain insight on the current situation from multiple perspectives, to sense and surface the inherent possibilities that are present, and to begin to activate them. The practice uses simple materials which represent in symbolic form the forces at play, arranged according to one's sense of their relationship and proportion, spatial proximity or distance. This format enables us to see concrete elements as well as intangible essences or dimensions.

The practice uses four quadrants, or archetypes:

- \* East - The Lover - Embodied emotional intelligence - Feeling & relationships
- \* South - The Warrior - Practicality - Action - Truth
- \* West - The Magician - Perspective and insight - Reflection and learning
- \* North - The Sovereign - Vision - Purpose - Understanding

These represent universal aspects of the human psyche, each identifiable in the myths and stories of all time and all cultures. Here, they help us look at our reality through different lenses.

Steps:

- Form a model or sculpture that represents your current situation and the emerging future possibilities of your work and life. Use any of the available materials or any other items to hand.
  
- East: Explore your sculpture from the perspective of The Lover, from the perspective of *feelings*. What do you love? What ignites your best energies? What other emotions come up? If this emotion could talk, what would it say?
- South: Explore your sculpture from the perspective of The Warrior, from the perspective of *truth & action*. What are the key conflicts and hard truths that you are facing going forward?
- West: Explore your sculpture from the perspective of The Magician, from the perspective of *...perspective*. What is ending in this situation, and what is wanting to emerge? What is wanting to die, and what is wanting to be born?
- North: Explore your sculpture from the perspective of The Sovereign, from the perspective of *purpose*. If this situation were designed for you to learn, what might it be trying to teach you? What is the spark of the future: What is the deeper purpose or call of the future that you feel?
  
- Adjust or change your sculpture such that it better represents the emerging future that you are perceiving. Capture in writing the essential points that have come clear to you throughout this process.
- What would you need to do to give life to this emerging future?
- Find a partner, share your process and your insights.

*Adapted from: Presencing Institute Foundation Program, Collective Leadership for Profound Innovation and Change.*

## The five attitudes of visioning

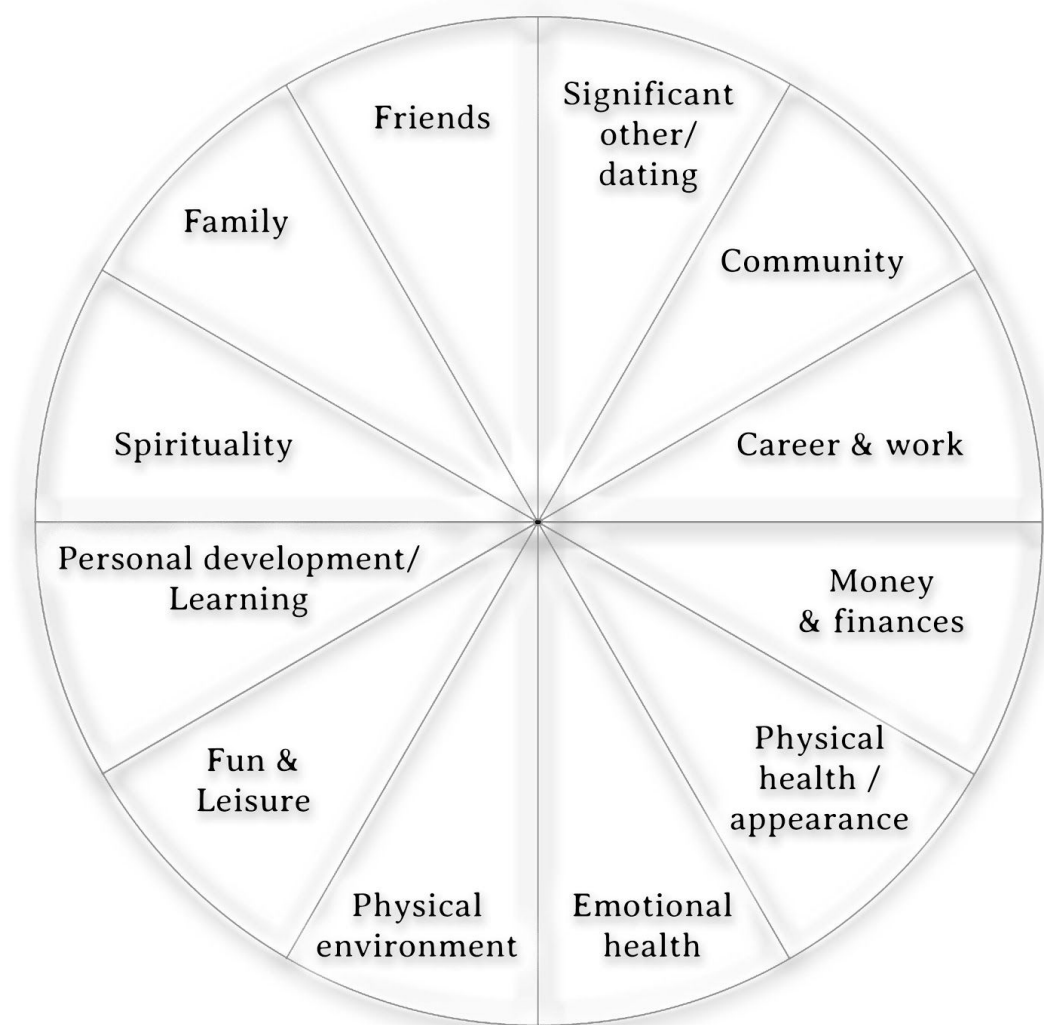
- ✿ *Willingness* is about being patient with ourselves during the visioning process until that “aha” moment when the vision comes to us. Willingness is about sitting with ourselves long enough to hear the voice. Willingness is about bringing all what we have to that vision and letting go of the outcome. Willingness is taking the time to understand the motivation behind our intention. When our intention to surrender is sincere and there is no attachment to the outcome, obstacles move aside and we come into attunement with our vision. Where there is willfulness, or willpower, there is a wall. Where there is willingness, there is a way.
- ✿ *Receptivity* is an open, spacious mind and heart that tills the soil of consciousness into a fertile ground of “yes”. It clears the way for deeper knowing below the surface mind, softening the hard-held attachments and points of view, paving the way to a more expansive perspective of the limitless possibilities for your life. When you are receptive, your consciousness become pliable, flexible, teachable, and this gives entry to new visions seeking to emerge in your life. It is like returning to our childlike innocence, open and receptive to limitless possibilities.
- ✿ *Gratitude* is the feeling that arises when we realize the immense gift, the preciousness, that is Life. Gratitude softens the heart, opens the mind, causing even seemingly ordinary things to become sacred. We see and experience life’s magic: the fact that we can laugh, dance, sing, love, eat, create, celebrate, heal, transform, and that we have been fully equipped to become self-realizing beings. Gratitude opens our inner sight to the fact that we already have been provided all the gifts of Existence.
- ✿ *Discipline* is being open to the influx of inner guidance and putting it into action. Discipline is the willingness to do what it takes to wake up because enlightened, conscious living is our priority in life. Discipline is what enables us to step beyond our comfort zone, and requires us to do so, so that we can develop in ways we previously resisted or hadn’t considered. Discipline is what keeps us in our seat when we want to look away or even run away from what is being revealed to us during visioning. Discipline is the doorway to freedom. Discipline, ultimately, becomes “blissipline”.
- ✿ *Surrender* is an expression of trust. Surrender is a way of saying: “I am available to what wants to emerge through me. I give my consent to it”. It is a recognition that we are cradled by Existence and are ultimately safe and secure, regardless of what enters our experience. Even during times of deep uncertainty, by not resisting the unique gifts it offers us we give ourselves the opportunity to realize that we are preparing to give birth to a deeper dimension of ourselves.

## Some ideas for spontaneous practices to nourish the visioning process

- ✿ Pause, take a breath, and offer gratitude for something that is happening right in this moment
- ✿ Surrender to something that you encounter, however unpleasant, realizing it is all part of your spiritual practice
- ✿ Practice discipline in an area of your choice
- ✿ Be awake to stop and notice that someone may benefit from your assistance, perhaps in the smallest of ways such as offering a smile
- ✿ Place reminders, gratitude notes, discipline notes, surrender notes all around your environment
- ✿ Instead of taking people for granted, recognize Source operating in them and as them
- ✿ Get creative, make it fun, make it a constant exploration

*Adapted from: Beckwith, M. B. (2012). Life Visioning: A Transformative Process for Activating Your Unique Gifts and Highest Potential. Sounds True.*

## Wheel of life



### Some ideas for creatively explore your vision

- \* Meditate
- \* Draw
- \* Doodle
- \* Write, draw or doodle with your non-dominant hand
- \* Browse interesting pictures (magazines, web)
- \* Move & stretch
- \* Use 3D sculpting materials
- \* Have a nap
- \* Give yourself or receive a massage
- \* Go outside for a short walk

## Goal brainstorming

For the various areas in the wheel of life, formulate one goal that I want to achieve by \_\_\_\_\_ (suggestion: March 23rd).

These goals should be achievable and at the same time make you excited. They should describe something that is a bit of a stretch and that would come with amazing rewards.

You can begin with the dimension that speaks to you the most, and then move to the other dimensions in whatever order makes sense to you.

Do not overthink or over analyze, don't focus too much on the exact wording of the goal, for now.

Focus more on excitement!

Domain	My goal is:
Family	
Friends	
Significant other / dating	
Community	
Career & work	
Money & finances	
Physical health / appearance	
Emotional health	
Physical environment	
Fun & Leisure	
Personal development / learning	
Spirituality	

## Goal refinement: SMART-EC

The following prompts may help you refine your goals and make them more easy to achieve:

- **Specific** and stated in positive terms: What do you want, exactly? Move beyond generalizations, descriptions that are too vague, or descriptions of what you don't want. Pinpoint the outcome or state you want.
- **Measurable**: The outcome or desired state must be testable and demonstrable in sensory experience. How will you know when you have achieved it?
- **Achievable**: Your goal should stretch your abilities but still remain possible. It needs to be realistic and attainable.
- **Relevant** to you: Your goal matters deeply to you, it aligns with other relevant goals, is in synch with your intuition
- **Time bound**: What is the target date? My suggestion is March 23 (that is, 12 weeks starting on Monday Dec 30th).
- **Ecologically sound**: Who and what else could reaching this goal affect? What conversations need to happen so that you can reach this goal?
- **Conscious of competing commitments** that may get in the way:
  - In what ways you may undermine the accomplishment of your goals?
  - What is the need served by this competing behavior?
  - How can you take this need into account while progressing toward your goal?

## Ecocycle planning

The ecocycle planning is a tool to look strategically at the full portfolio of activities or relationships that you have at a given time. It enables to see the big picture as well as the stage of development of each individual activity. This can be useful to identify obstacles and opportunities for progress.

Steps:

- Make a numbered list of all the activities that currently occupy your time.
- Place the number corresponding to every activity on the Ecocycle, depending on the stage of that activity in its life cycle
- When you completed the placement: step back and look at the big picture
- Some questions to ponder:
  - What do I notice?
  - Are there interesting patterns?
  - How do my two goals fit into this picture?
  - What activities do I need to creatively destroy or stop, to move forward with my goals? What activities I need to expand or start?

*The Ecocycle Planning and Critical Uncertainties are adapted from: <http://www.liberatingstructures.com/ls/>*

Gestation/Birth/Sowing  
Stance: Innovator

Maturity/Harvesting/Optimization  
Stance: Manager



Poverty trap:  
Not investing

Rigidity trap:  
Not letting go

Prototyping/Tending/Growing  
Stance: Entrepreneur

Creative destruction/Pruning/Stopping  
Stance: Heretic

## Tactics development

Tactics are the specific actions you are going to take to achieve your goal. Tactics are the part of your goal that is directly under your control.

To generate your list of tactics:

1. **Brainstorm.** Begin with a brainstorm of all the things that you could do to achieve your goal. Suggestion: use a mind-mapping approach, write your goal at the center of the page and then branch out, create clusters, get more and more specific. At this stage, go wild, no limits! Put down anything that you think may be helpful to achieve your goal.
2. **Select.** Now identify the tactics that are going to have the greatest impact. Select the minimum number of tactics that will enable to reach the goal. At this stage, less is more. You can highlight them on the map you just created.
3. **Consider costs.** Look at the tactics you have highlighted. Most likely, doing these things is going to have some cost for you, for example in terms of giving up something else. What are the costs implied by these actions? For which of these tactics are you willing to pay the price?
4. **Identify support.** What support or assistance do you need from others to increase your chances of success. Who can be an ally for you in this process?
5. **Timeline.** Which tactics will be executed when? Some will probably happen every week. Others will only kick in at a certain point. Draw a first sketch of a timeline for the execution of the various tactics (you can use the table on the next page).

Criteria for well-formed tactic:

- Specific and stated in positive terms
- Start with an action verb and written as a complete sentence
- Can be executed as written, in the week that it is due, without significant prework
- Specify frequency, amount and due dates



Goal 1: \_\_\_\_\_

Week	Tactics
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	

Goal 2: \_\_\_\_\_

Week	Tactics
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	

## Creating a recurring weekly schedule

- Monday morning (30 min): review of prior week and plan for current week
- Daily planning (10 min): review what needs to happen today, strategically decide order of things
- Tactic execution block: 2 hours, at least 1/week/goal: Complete tactics from your 12 week plan
- Strategic block, 3 hours, 1/week:
  - Reconnecting with vision (5 min): Review your vision and assess your progress. Are you advancing, are you making progress, is there still an emotional connection? What does your intuition say?
  - 12 week review (10-15 min): Review your metrics. Look at your results against your goals. Inspect your weekly execution score and your lead and lag indicators. Are you executing at a high level and is it producing? If not, what can you do this week to improve?
  - Assess performance breakdown (10-15 min): Is there a breakdown? If so, what is the root cause? Do you need to adjust your plan, or just execute better?
  - Work on plan tactics: Complete tactics from your 12 week plan
  - Invest any remaining time in learning (reading, doing online courses, listening to podcasts, etc).
- Buffer block, 1 hr, 1 or 2/day
  - Review and respond to email
  - Listen to voicemail and respond as needed
  - Make important outbound calls
  - Follow up on to-do list items
  - Take quick meetings with staff to answer questions or to plan follow up
  - Organize and file work in process and completed items
  - Identify any new to-do list items and record
- Breakout block, 3 hrs, 1/week: time during the work schedule to explore new things, be curious, or rest and recharge.
- Other predictable activities such as: invoicing, budgeting, prospects appointments, marketing and sales activities, administrative tasks, etc (specifics depends on the individual and type of work).

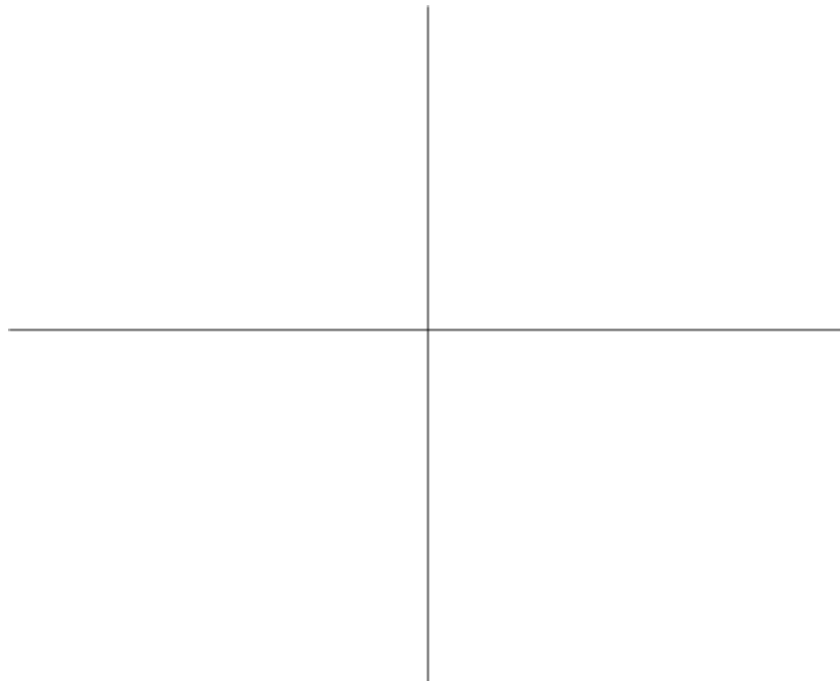
Adapted from: Moran, B. P., & Lennington, M. (2013). *The 12 week year: get more done in 12 weeks than others do in 12 months*. John Wiley & Sons.

## Critical uncertainties

This practice is useful to build the capacity to respond to things going unexpectedly. By envisioning different possible scenarios, we can be better prepared to absorb disruptions and deal with surprises from a place of resilience.

### Steps:

- Make a list of the factors that are impossible or hard to predict in your situation
- Circle the 2 factors that are the most critical for your success in achieving your goals
- Create a grid with two axes—X & Y—with a “more of <— —> less of” continuum for the factor to be represented on each axis.
- Creatively give a name to each quadrant.
- One after the other, put yourself in each quadrant, imagine being in that scenario. What approach will help you make the most out of the situation? Brainstorm ideas, strategies, people, and “plan B”.



## Ideas for weekly support teams

- Recommended team size is 3: not too many people, meeting is brief; not too few, at least 2 people are likely to be there.
- Opt-out formula: the weekly meeting is on, at the same day and time of the week, if you can't make it, you let the others know and just not show up; there is no rescheduling conversation unless for structural impediment.
- Flow of the meeting: 5 min per person: report what you did this week, what results you achieved, what's working, where are you struggling, what you haven't followed through with. Group offer challenges, feedback, encouragement.