

- 0:00 [MUSIC] Welcome back, envisioning is the first tool I'm going to introduce to you. Envisioning has been critical to my own transformation and to the transformation of my teams. Envisioning allows us to design our end goal by answering three critical questions. What, why, and by when? Every transformation begins with an goal in mind, strategy supersedes tactics or in other words the how.
- 0:31 Before, you design your action plan, you must become absolutely or what you want your personal relationship with change to look like. Reflect on your past experiences, especially the ones did not feel good and cause you emotional pain.
- 0:43 Now describe how you would like to behave and feel in fast changing environments. How would you want to feel when you don't have a choice and control over the change? What kind of person and leader are you when you reach this ideal relationship with change? Pause the video, grab your word book, set the timer for three minutes and continue to write as long as the timer is going. How do you want to feel about uncertainty? What would you like your confidence level around change to be?
- 1:13 Describe your emotional and physical state, what would your energy level be in this future state? What about your posture and voice? I hope you completed the exercise in your workbook, if you haven't pause the video and do it now. There is no one else who can do this work for you and the only way you can transform is by taking action. Now, let's talk about the why. Why do you have to make this change?
- 1:41 Why must you make this change happen? Did you notice that I use the words have to and must? You have to find a very strong reason for making this change. That's the only way you will actually commit to seeing your transformation through. Think of a time you experienced emotional pain when you go in through change. Would you want to live through this experience again, why not?
- 2:04 Pause the video, set your timer for two minutes and write why you have to change. After the two minutes select your top three most powerful words.
- 2:14 Now commit to the time for achieving this new relationship with change, is it three months, is it a year? Setting a realistic goal you're ready to commit to. What do I mean by commit? I mean that by setting this deadline you will take continuous consistent action to get to your goal.
- 2:34 By the end of this exercise, you should have your complete mission and vision statement. You know where you're going, you know why you're going there, and you also know when you will make this transformation happen if you take action. I'll see you in the next video.