# Make the next 12 months Your Gold-Medal Year! (Yes, you really can!)

 Congrats on still being a leader in Seniors Care in the midst of the last few years. Ugh. You are brave, kind, and generous. Thank you. And yes, it’s true there’s so much in your current world that’s of your control. And yet, I’ve seen it time and again pre-COVID and in our post-March 2020 world that successful leaders in Seniors Care possess a sense of clarity—either a clear vision or an inner sense of purpose—about where they want to go.

“If you don't know where you are going, you'll end up someplace else.”

~ Yogi Berra

**What’s so magical about clarity?**

* It focuses your attention, makes it easy to prioritize, helps you create a road map to your destination, and gives you a target to aim for when the world around you is in chaos.
* It helps you notice hidden opportunities, attract the means to achieve your goals, and distinguish between useful detours and unproductive distractions.
* It keeps you working toward *your* goals, not someone else’s. Because if you’re not really clear about what you want to accomplish, you may spend your life achieving the goals of those who are.

**Setting clear goals isn’t a passive act. It doesn't just “happen”**.

**If you’d like a little help realizing your vision**...

* Check out the [5-minute visualization](http://conduitcoaching.com/register/?file=The-Past-is-Prologue.mp3&title=Download%20your%20FREE%20recording%20:%20The%20Past%20is%20Prologue&list=The%20Past%20is%20Prologue&landing=download) to turn off your analytical brain and let intuition–and new insights–surface for where you want to go in the next 12 months.
* Download the inspiring and thorough 55 minute [Gold-Medal call](http://conduitcoaching.com/register/?file=Gold-Medal-Call.mp3&landing=gold-medal-game-plan&list=Gold-Medal%20Call&title=Download%20your%20FREE%202020%20Gold-Medal%20Game%20Plan%20Teleforum) and we’ll work through the Game Plan's five steps together. Listen for the bonus tips sprinkled through-out the recording.

It’s about taking direct intentional action to identify and realize your goals. Try this lovely tool—I call it the Gold-Medal Game Plan—to gain clarity on where you want to go in the next 12 months and draft a plan for getting there.

**Start by setting the stage to bring out your creativity**.

* Set aside a time when you won’t feel rushed. (No more than 90 minutes, though, to avoid diminishing returns.) Or do it in a few smaller chunks (that’s my preferred strategy).
* Put on some music—the Spa Channel, your Spotify playlist, white noise, whatever floats your boat.
* Get ready for adventure. Who knows where your completed Game Plan may take you?

**Follow the case study** in the right column as a sample for clarity and inspiration. (It’s a compilation of the actual experiences of leaders I’ve coached.)

Barb is a Seniors Care leader, and also a wife, parent, and dutiful daughter to her aging parents who live close-by. In other words, the last few years have been over-full and stressful.

She was just promoted to a bigger leadership role and she’s excited about the challenge. She knows her greatest strength is getting stuff done, usually by influencing and inspiring others, sometimes through sheer effort. But self-doubt & anxiety are popping up–her team is tired and cranky, families and residents aren’t always so kind, and she doesn’t want to burn herself out or be less available to her family.

She’d really like to compassionately and confidently steer her staff and colleagues through this climate of uncertainty. She’s just not sure how to do that or even what it means.

**Dig into the Game Plan, taking it step by step** and focusing on the questions in the middle column. Refer to the images on the left to see how your results fit together, and write over the case study to create your own plan.

**Build a structure of support and accountability.** Doing this with an accountability partner and committing to a completion date puts you in the game. Part of ***my*** Gold-Medal Vision is supporting individuals willing to take action on their dreams. Send me your completed Game Plan and we’ll do a complimentary coaching session to get you on track for the podium.

Enjoy the process and enjoy all that it brings you. My wish is that the next 12 months really are your Gold-Medal Year
XO .. Mary Ellen (ME)

| **Big-picture overview** | **Suggestions for working through this step** | **Sample story to replace with your own notes** |
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| **Step 1: What one thing would make the next 12 months a Gold-Medal Year for you?** |
|  | 1. Think about what you achieved in the last 12 months. There’s probly a lot.
* What do you want more (or less) of?
* What was missing that you’re now ready for?
1. Any obvious area of focus for the next 12 months … having a baby, better habits (for work or life), starting a business, etc.?
2. Working from your answers so far, identify a specific vision that’s inspiring, achievable, maybe even a little scary. Adding the dimension of measurability will bring it a step closer to reality.

**Envision one or more areas of your life that would make the next 12 months a Gold-Medal Year for you.**  | Barb says: I want ...* More calm. (Less anxiety and stress.)
* More order. (Less chaos.)
* More financial security. (Less risk.)
* More fun. More time to reflect.
* More confidence in my decisions & abilities.
* More skill at productively handling conflict.
* More compassion and patience with families, colleagues, staff.
1. Areas of focus: career; personal growth.
2. Specific vision: In stressful situations, I make logical and creative decisions. I am calm with staff when they’re anxious, with my kids when they’re making lousy decisions, with my partner when they’re reading politics newsfeeds. I sleep well at night.

**On or before** [insert Date 12 months from now]**, I’ve developed a habit of being calm, regardless of what’s going on around me.** |
| **Step 2: Who you will *be* when you realize your vision?** |
|  | 1. Imagine the moment when you have realized your vision.
	* What are you feeling?
	* What are you seeing around you?
	* What are you telling yourself?
	* What are you hearing others say?
2. Building on this sense of what it will be like to achieve your vision, what personal qualities do you notice in yourself?
3. Now back up a bit to a point before you realized your vision, while you’re taking action to achieve it. What personal qualities are obvious now?
4. From this information, identify two inner attitudes you will experience when you fulfill your vision. You will be cultivating these qualities throughout the year. (Bonus: Look back at other parts of your vision identified in Step 1; will these same two attitudes enhance your ability to fulfill those elements?)

**Now, describe the person you will *be* when you achieve your vision.** | Barb says: 1. When I realize my vision: I feel “in the zone.” I feel proud of my behavior at work and with my family. I see people around me relaxing even in the midst of chaos. I see my daily to-do lists completed. I see myself recognizing when I’m struggling and being kind to myself. I notice all the times I’ve handled adversity. I hear others tell me they appreciate how solid I am in the midst of uncertainty.
2. Personal qualities I notice: I am clear, confident, kind, grounded, joyful and adventurous.
3. While taking action on my vision: I’m curious, compassionate and patient.
4. Two attitudes I’ll experience when I realize my vision: compassionate and confident.

**When I realize my vision, I will be a compassionate and confident leader.**  |
| **Step 3 – Create your Gold-Medal vision.** |
|  | 1. Consider the two attributes or attitudes (in coaching parlance, “your ways of ***being***”) from Step 2.
2. Re-state your vision from Step 1.
3. Put it all together in the present tense to create your Gold-Medal vision.

**Nicely done. What a gift you’ve given yourself. Celebrate and linger over your vision. Really sink into it, experience it, see yourself achieving it, and repeat it to yourself over and over. This is who you are becoming.**  | Barb says:1. When I realize my vision, I will be a compassionate and confident leader.
2. On or before [insert Date 12 months from now], I’ve developed a habit of being calm, regardless of what’s going on around me.
3. **I am a compassionate and clear leader with a habit of being calm, regardless of what’s going on around me.**
 |
| **Step 4: What will you need to *do* to realize your Gold-Medal vision? Who will you *be* as you take action?** |
|  | **Identify milestones for achieving your vision.**1. Now you know what you’re aiming for. What signposts would indicate you’re on the right path?
2. What needs to happen for you to reach those signposts?
3. Identify one signpost within your control that is most likely to help you realize your Gold-Medal vision.
4. Identify two SMART goals within your control that will support you in reaching this signpost.

(SMART: short and simple, measureable, achievable, relevant to your vision, time-limited.)How will you know you’ve achieved these goals? Think in terms of external measurable indicators. By what date do you want to have achieved these goals?1. To supercharge your SMART goals, incorporate your “ways of being” from Step 2.
 | Barb says: 1. Signposts:
* I feel more calm more often, especially at times when I used to feel anxious, like when staff call in, tough conversations with my staff and residents’ families, or listening to my kids when they’re upset.
* I feel on top of things & more in control of my time.
* In stressful situations, I am logical and creative, and draw on the best of myself & my team.
* I sleep well at night even when there’s difficulty at work or a lot going on at home.
1. What needs to happen:
* Identify what triggers my stressed feelings.
* Identify and practice one or more strategies that help me feel calm.
* Practice those strategies in different circumstances (work, family).
* Measure progress and celebrate.
1. Key signpost: Identify and practice one or more strategies that helps me feel calm, even when there’s lots happening.
2. Goal #1: On or before 5 p.m. [insert Date 8 days from now], I have identified one strategy that helps me feel calm, even when there’s lots happening.

Goal#2: On or before 5 p.m. [insert Date 2 weeks from now], I’ve practiced my strategy for feeling calm one or more times.1. Supercharged Goal #1: On or before 5 p.m., [insert Date 8 days from now], I appreciate how compassionately and confidently I’ve identified one strategy that helps me feel calm.

Supercharged Goal #2: On or before 5 p.m. [insert Date 2 weeks from now], I’ve compassionately and confidently practiced my strategy for feeling calm one or more times. |
| **Step 5 – What will you *do* and who will you *be* to turn barriers into bridges and achieve your Gold-Medal vision?** |
|  | **Identify a challenge or barrier likely to come up and a strategy for addressing it.**1. Identify one challenge you are fairly certain will crop up as you take action toward realizing your goals and vision. (Examples: fear, procrastination, etc.)
2. What part of this challenge is within your control?
3. Going back to your sense of realizing your vision (Step 2), what attitude(s) will you be able to say supported you in overcoming or transforming this challenge?
4. Identify a strategy for transforming this challenge or barrier into a bridge.

**Identify what you will *do* and who you will *be* to turn barriers into bridges and realize your Gold-Medal vision for the next 12 months.** | Barb says:1. **Challenge**: A tendency to be a perfectionist, which makes me impatient or frustrated when I don’t progress as quickly as I think I should.
2. **What is within my control**: My expectations for my progress. My reaction to my perceived lack of progress and how I measure progress.
3. **Supporting attitudes**: Being compassionate and curious; having “beginner’s mind.”
4. **Strategy to turn barrier into a bridge**: When I feel impatient or frustrated with my lack of progress, take a deep breath (or 3) and ask myself, “What’s important right now?”

**When I feel impatient with my lack of progress, I’ll take a deep breath (or 3), and ask myself, “What will help me take my next step with calm and clarity?”** |
| **Wow! Look at you.*** You’ve created a powerful and inspiring Gold-Medal vision for the next 12 months.
* You’ve set two SMART goals aligned with realizing that vision.
* And you’ve identified a powerful strategy for overcoming a challenge likely to come up as you take action to reach your goals and fulfill your vision.
 | **Congratulations** on taking these important steps toward making the next 12 months a Gold-Medal Year for you! |

If you’ve come this far it’s pretty clear you’re serious about putting your vision into action. Yay!

And you don’t have to do this on your own.

**Send Mary Ellen (ME)** **your completed game plan for a Complimentary COACHING SESSION** to help launch your Gold-Medal vision.

It would be a delight and honor to support you making progress on what’s important to you.