

McCombs Career Webinar

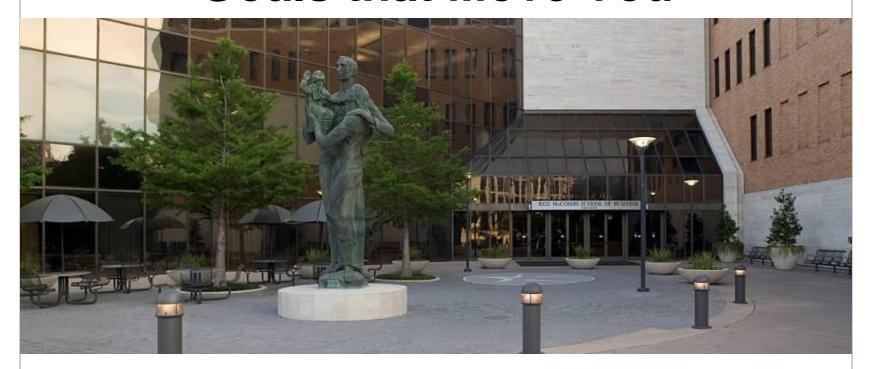


Thursday, September 15





The Power of Clarity: Creating Goals that Move You



by Janis Cline
Thinking Blocks Coaching Services





Clarity Creates Movement

- Have you ever had so many ideas you didn't know where to start? Ever felt "stuck in a rut?"
 - Career transitions
 - New business ventures
- Too many ideas held in the mind creates an experience of being stuck
 - What is next?
 - Which one is most important?
- Clarity Creating goals that move you
 - Externalizing and building a clear picture
 - Focused and meaningful attention





What's the Problem?

- Being in a problem-based frame creates a stuck or confused state of mind:
 - Confusion from competing ideas
 - "Holding" many ideas (cluttered room)
 - Identify with having a problem
 - Lost in the fog
 - Actions taken may not support goal





What's in a Question?

Problem-based

How long have you had this problem?

Who caused it?

Why did it happen?

How do you feel about it?





What's in a Question?

Outcome-based

What is it you want?

How will you know you have it?

What support do you already have?

What stops you from having it?





Problem vs. Outcome

- Problem-based frame focuses on what's wrong
 - Focus on having a problem creates paralysis
 - Overwhelm makes it hard to see beyond the moment
 - Past-orientation (hopeless or defeated)
 - Feeling stuck
- Outcome-based frame focuses on what could be
 - Questions geared toward identifying resources
 - Easier to identify specificity, measurement, time and results
 - Future-orientation (optimistic and possibility)
 - Moving towards the goal



Moving Towards a Goal

- Outcome-based frame focuses on what could be
 - Level of clarity
 - Roadblocks (perceived and actual)
 - Evidence of having (how will you know?)
 - Resources available
 - Additional resources
 - Strength in desire

In addition to clarifying goals, outcome-based questions help move you into a positive frame of mind thus supporting the actions/steps needed to achieve a goal.



Creating Clarity

Using outcome-based questions helps you create clear goals.

- Let's explore. Choose something you've been thinking about but haven't taken action
- Here are some ideas:
 - Career transition
 - Business opportunity
 - Long held dream or desire
 - Explore a new idea
 - Do something different



What Is It You Want?

- State in the positive
 - I want to make a lot of money vs. I don't want debt
 - I want to build a successful business vs. I don't want to fail

- If it is easier, start with the negative
- What will happen when you get it?
 - "System" check
 - Prepares for next question (experiential)



When, Where and Who Else?

- This question further designs the picture for accomplishing the goal
 - Specific, time bound and measurable
 - Checks for other issues that need to be addressed:
 - Impact on Others
 - Level of Change
 - Past History





How Will You Know You Have It?

- This question asks
 - What is the evidence?
 - How will you know you are done?
 - What will you 'see' when you have accomplished the goal?

The power of this question lies in the "picture" or clarity it creates. Clarity gives us a powerful place to start from, as we begin to see through a "possibility filter."

We seem to notice more opportunities and resources as they come our way.



What Support Do You Have Already?

- Possibility Filter
 - Helps us realize support we already have
 - Identifies actionable steps
 - Creates a stronger sense of possibility
 - Future-based perspective
 - Appropriate change level





What Stops You?

- This question identifies underlying issues:
 - Limiting beliefs
 - Value misalignment
 - Too big of a change



- Strategies for creating roadblocks
- Fear-based behaviors



This is very powerful as it enables awareness around concerns and/or limitations gives you an opportunity to address.



What's Your Clarity Factor?

- Increase your clarity factor to support achieving your goal.
 - Using the outcome-based questions helps shift from the problem mindset to one of possibility
 - Shifting your perspective allows you to become clear about what you want
 - Knowing what holds you back from achieving your goal creates opportunity to break free from the 'problem cycle'



What's Your Clarity Factor?

- Increase your clarity factor to support achieving your goal (cont'd).
- Creating a clear picture of your goal helps you identify resources and actions (possibility filter)
- Knowing what actions are required promotes commitment, discernment and focused efforts

Achieve your goals by allowing yourself to "play in the zone!" (It is a lot more fun.)



Want More Information?

If you'd like learn more about the full set of outcome-based questions, limiting beliefs or value-based goals contact me:

Janis Cline, Performance Coach Thinking Blocks Coaching Services

info@janiscline.com

Making Goals Real...One Thinking Block at a Time





Thank You!

 The recording of today's presentation, along with the PowerPoint slides, will be available on our Career Resources web page by next week:

http://new.mccombs.utexas.edu/Alumni/Career.aspx