

## Every great organization has a compelling vision.

### YOUR PERSONAL COMPELLING VISION

Before you can have a compelling vision for your organization, it helps if you create a compelling vision for yourself: your personal purpose statement (who you are), your picture of the future (where you are going), and your values (what will guide your journey). Here's how!

#### *Creating Your Personal Purpose Statement*

Let's start by creating your personal purpose statement, which describes who you are. (Susan Fowler developed this process for Blanchard's Self Leadership program.)

1. List some personal characteristics you feel good about. These will be nouns. Here are some examples:

charm	computer expertise	creativity
energy	enthusiasm	good looks
happiness	mechanical aptitude	patience
people skills	physical strength	sales ability

2. List ways you successfully interact with people. These will be verbs. Here are some examples:

act	educate	encourage
help	lead	love
manage	motivate	plan
produce	study	teach

3. Visualize what your perfect world looks like. What are the people doing and saying? Write a description of this perfect world. For example, “My perfect world is a place where people know their destinations and are enjoying their life journeys.”
  
4. Combine two of your nouns, two of your verbs, and your definition of your perfect world to come up with your purpose statement. For example, “My life purpose is to use my energy and my people skills to teach and motivate people to know their destinations and enjoy their life journeys.”

### ***Determining Your Personal Picture of the Future***

Now, let's work on visualizing where you are going. (Margie Blanchard developed this fantasy Friday experience for Blanchard.) Write a paragraph about your “fantasy Friday” ten years from now. This fantasy Friday is still a workday, but it also leads into the weekend. Answer these questions:

1. Where are you living?
2. With whom?
3. What are you doing throughout the day, hour by hour?
4. What are you feeling throughout the day—socially, emotionally, physically, spiritually?

## ***Values Exercise Part A: Determining Your Personal Values***

To start the process of determining the values that will guide your journey, select ten values from the list below that mean the most to you personally. Feel free to add your own values that are not on this list.

Accountability	Fulfillment	Peace
Achievement	Fun	Persistence
Adaptability	Generosity	Play
Authenticity	Growth	Power
Belonging	Happiness	Productivity
Caring	Hard work	Profitability
Clarity	Harmony	Prosperity
Collaboration	Honesty	Quality
Commitment	Hope	Recognition
Community	Hospitality	Relationships
Compassion	Humor	Resourcefulness
Competitiveness	Independence	Respect
Control	Influence	Responsibility
Creativity	Initiative	Security
Curiosity	Innovation	Service
Dependability	Integrity	Simplicity
Discipline	Intelligence	Sincerity
Duty	Involvement	Success
Efficiency	Joy	Synergy
Empathy	Justice	Teamwork
Equality	Learning	Trust
Excellence	Loyalty	Wisdom
Excitement	Obedience	
Expressiveness	Openness	
Fairness	Originality	
Flexibility	Passion	
Friendship	Patience	

### Values Exercise Part B: Determining Your Top Five Values

The next step is to narrow down your top values.

1. Select the ten values that you chose from the previous exercise and write each of them next to a number below.

- |    |     |
|----|-----|
| 1. | 6.  |
| 2. | 7.  |
| 3. | 8.  |
| 4. | 9.  |
| 5. | 10. |

2. One by one, compare the numbered value to all others, selecting which one you value more from the pair.

1	2																				
1	3	2	3																		
1	4	2	4	3	4																
1	5	2	5	3	5	4	5														
1	6	2	6	3	6	4	6	5	6												
1	7	2	7	3	7	4	7	5	7	6	7										
1	8	2	8	3	8	4	8	5	8	6	8	7	8								
1	9	2	9	3	9	4	9	5	9	6	9	7	9	8	9						
1	10	2	10	3	10	4	10	5	10	6	10	7	10	8	10	9	10				

Total the number of selections chosen for each value, and write that total below.

Totals:

1      2      3      4      5      6      7      8      9      10

3. Now, rank your top five values beginning with the value with the highest total.

- 1.
- 2.
- 3.
- 4.
- 5.

**Values Exercise Part C: Defining Your Values**

Finally, write a sentence that reflects how your behaviors are congruent with each of your values. For example: "I value joy and know I am living by this value anytime I let my playful inner child express himself."

I value \_\_\_\_\_ and know I am living by this value

I value \_\_\_\_\_ and know I am living by this value

I value \_\_\_\_\_ and know I am living by this value

I value \_\_\_\_\_ and know I am living by this value

I value \_\_\_\_\_ and know I am living by this value