“A vision is not just a picture of what could be; it is an appeal to our better selves, a call to become something more.” **Rosabeth Moss Kanter**

Creating a vision for your ideal future is an effective way of creating motivation in your entire body (motivation is a feeling as well as an emotion). The more detail you can imagine for your ideal future, the more likely you are to connect with the feeling of motivation related to wanting to achieve the success you imagine.

Activity

This exercise can be completed in-person and virtually. It is best completed in pairs. Allocate person A and B at the start. Person A takes the role of coach first, with B answering the questions. A takes B’s copy of this exercise and writes down exactly what B answers. To help with note taking, I recommend you create more spaces in between each question and answer and print off this form.

This exercise works best when you are accessing your Highest Potential Self. For more on this read ‘Super Neuro You’. To help you achieve this try ‘The Grounding Exercise’ with each other. This can also be found in the resources section of Super Neuro You at leadersaremad.com.

Person A

“Close your eyes and imagine walking forward through time to a point in the future when you feel you are achieving all you wish for. When you get to this place, say ‘I am here now”

Person B

“I am here, now”

Person A

“What do you see and hear in the organisation?” …..B responds

“Tell me, what does it feel like to be standing there?” …..B responds

“What positive impact has the journey to here had on you?” …..B responds

“What positive impact has the journey to here had on your family and those close to you?” …..B responds

“What positive impact did it have on your colleagues and other employees?” …..B responds

“What positive impact did it have on customers/clients/service users?” …..B responds

“What are you skilled at that you were not in (Today’s date)?” …..B responds

“I want you to imagine you turn and look back at yourself as you are today. (Pause) As you look back to the present, what were the important changes you personally had to make in order to get to this point in the future?” …..B responds

“What did you have to let go of?” …..B responds

“What could have derailed you?” …..B responds

“Now I want you to imagine walking back to the present and turning around to face the future. Let me know when you are there” …. B responds

“What actions do you need to take, that you are not taking now, to make this Vision of the future a reality?” …..B responds

“Which of these actions can you take immediately?” …..B responds

“What help will you need?”….. B responds

“Who can help you?’…..B responds

At this point A asks B to open their eyes and spend some time reflecting on their answers identifying further insight and actions.

Consult not your fears but your hopes and your dreams. Think not about your frustrations, but about your unfulfilled potential. Concern yourself not with what you tried and failed in, but with what it is still possible for you to do. **Pope John XXIII**

This exercise is most effective when applied by a skilled coach. For more information on coaching available contact claire@leadersaremad.co.uk.