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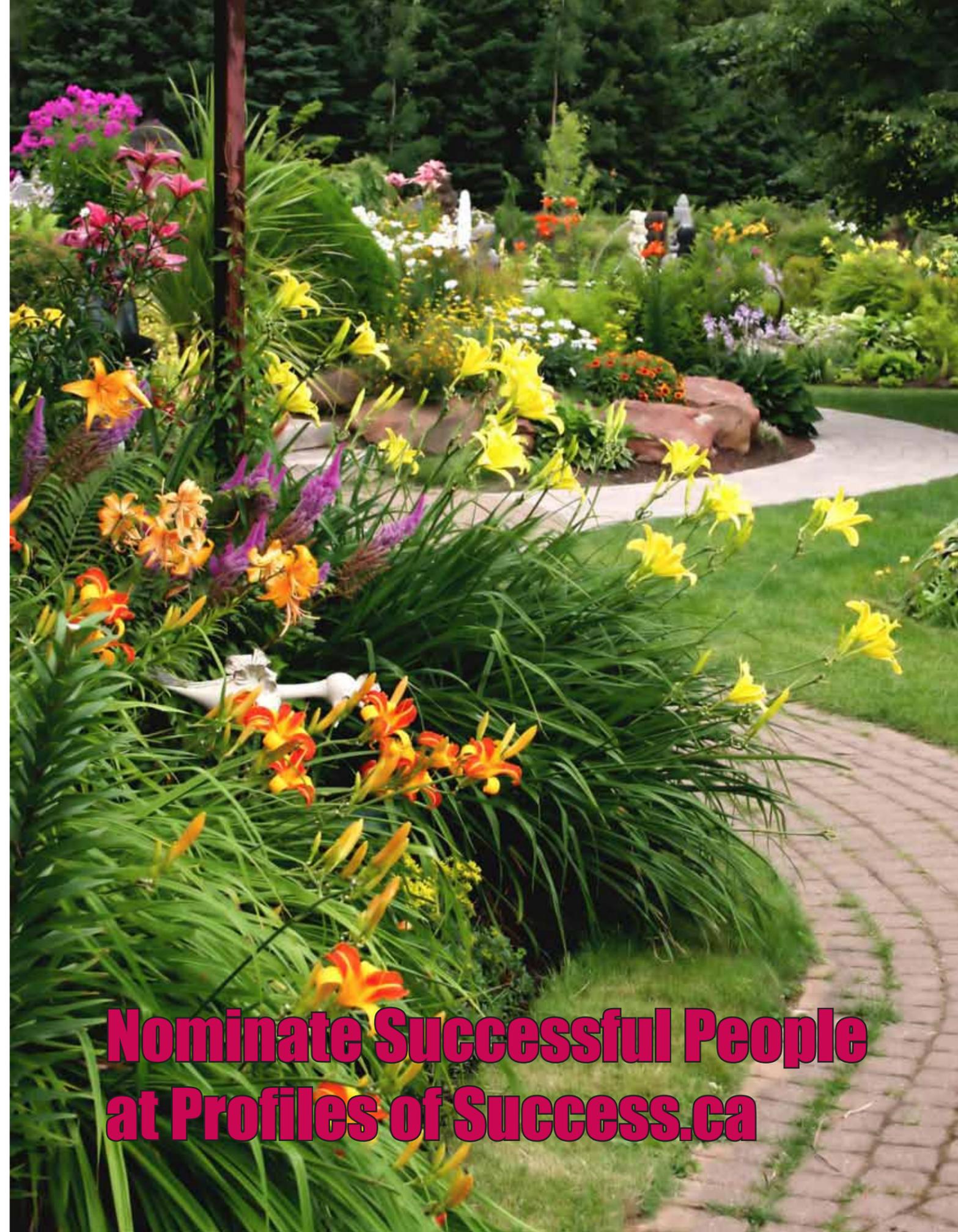
**For Success
You Need
Growth**



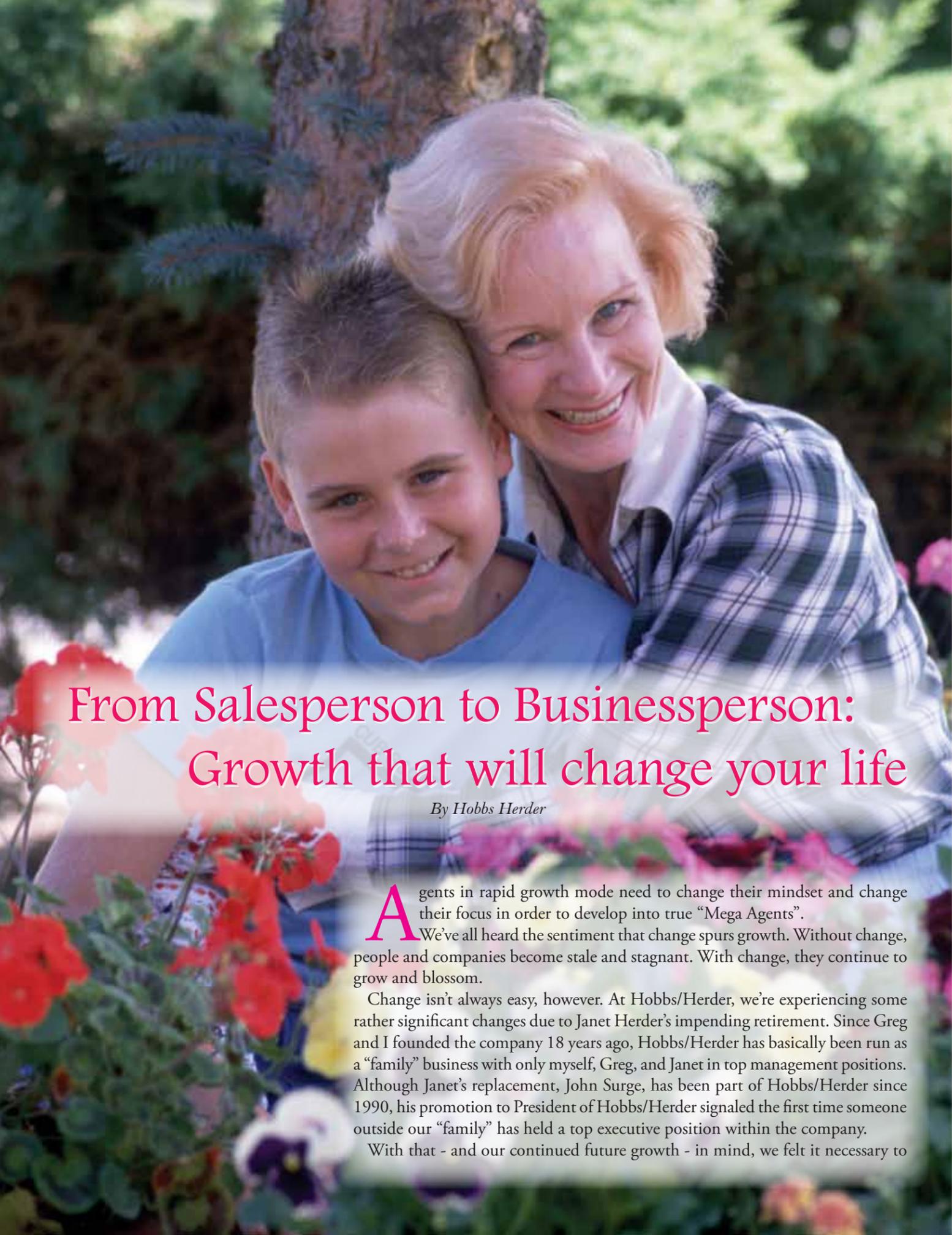
For Success You Need Growth

We've all heard the phrase "If you're not growing, you're dying. And similarly, if you are not growing, you are not SUCCESSFUL. There is all kinds of key growth areas that affect SUCCESS; learning, thinking, making goals, handling change, managing time, etc. Are you growing like a weed? Or have the turmoils of life doused you with weed killer. Time to wash yourself off, get back in the grove and head for the sun. Yes, Its time for another growth spurt in your life and business.

- From Salesperson to Businessperson ... Grow
- Tips for Growth
- Grow Your Time
- You'll Face Change
- Difficulties in Growth
- Keys to Growth
- Agenda for Growth
- Risk Growth
- Questions for Growth



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From Salesperson to Businessperson: Growth that will change your life

By Hobbs Herder

Agents in rapid growth mode need to change their mindset and change their focus in order to develop into true “Mega Agents”. We’ve all heard the sentiment that change spurs growth. Without change, people and companies become stale and stagnant. With change, they continue to grow and blossom.

Change isn’t always easy, however. At Hobbs/Herder, we’re experiencing some rather significant changes due to Janet Herder’s impending retirement. Since Greg and I founded the company 18 years ago, Hobbs/Herder has basically been run as a “family” business with only myself, Greg, and Janet in top management positions. Although Janet’s replacement, John Surge, has been part of Hobbs/Herder since 1990, his promotion to President of Hobbs/Herder signaled the first time someone outside our “family” has held a top executive position within the company.

With that - and our continued future growth - in mind, we felt it necessary to

transition from an entrepreneurial-run business into one that operates from a more typically corporate mindset. Fortunately, Janet found a great book, *Growing Pains* by Eric G. Flamholtz and Yvonne Randle, that is helping guide our transition.

Not Just Bigger, But Different

Basically, what we’re learning is that the same things that made our business work on a smaller scale will not and do not necessarily continue to work as well as we continue to grow. We now need more structure, more delegation, and more organization. If we wish for a more lucrative future, we can no longer operate as if we’re a small, family business.

As I’ve been reading this book, I’ve recognized many parallels to real estate agents who begin to experience success. I encounter agents all the time who run their businesses by the seat of their pants. They have a few deals going, they keep everything in their heads, and they never know where the next deal is coming from. But when business gets really good, they don’t know how to handle it.

The Limitations of the Entrepreneurial Mindset

Here’s the challenge: Many people get into real estate because they can work for themselves and operate without the constraints of corporate America. As they get more successful, however, they cannot continue to operate in this fashion. Anyone truly interested in becoming a Mega Agent needs more structure, delegation, and organization in their day-to-day business. If they resist that change, they will inhibit the growth of their business. If they embrace change and commit to building a business rather than just doing a job, meaningful growth is possible.

Delegate Your Responsibilities

To make the transition from salesperson

to businessperson, the first thing you need to do is stop thinking of yourself as a salesperson or an entrepreneur. Instead, start thinking of yourself as the owner or CEO of your organization. Too many real estate agents don’t consider themselves to be working when they are just thinking or planning. But those are the things you should be doing. You are now the big cheese - the person who dictates the direction of your company and what needs to be done to reach your destination. You are no longer the “do-it-all” person who handles everything from listing presentations to putting stamps on envelopes.

The Solution: Systems

What all of this means is that you need to develop a systematic approach to business. Systems need to be put in place to handle your personal marketing consistently. You can also systematize your service on listings by using a proven plan such as our Listing Service Program included in the materials given to all Hobbs/Herder Gateway seminar attendees.

Once your systems are in place and you’ve delegated the tasks required to operate your systems, you will have achieved the freedom to work on your business, not in it. You can now develop a long-term plan for your business instead of simply taking what comes along and adjusting your schedule accordingly. You can now schedule time to sit and think - something you would probably never have dreamt of before you started reading this article.

A Shining Example

I recently spoke with Dayton, Ohio, Mega Agent Phil Herman. As anyone who has attended our Gateway seminar knows, Phil does not chase business. Business comes to him, the result of years of powerful personal marketing. But now, he’s taken it a step further.

Dayton residents want to work with Phil so badly, he rarely leaves his office to take a listing anymore. He said in more than 80 percent of the listings he takes (and he takes more than 400 each year), the homeowner comes to his office. He says what used to require eight hours for four listings now takes a total of two hours, since he doesn’t have to leave his office.

Now do you think Phil got to that point by thinking small and handling everything himself? Of course not. To reach that level of success, Phil has spent many years developing and honing his systems and delegating the tasks that keep his business growing. In the meantime, he has given himself the ability to focus on those things that are most important to the long-term success of his business.

Make the Change

I know change isn’t easy. We’re learning firsthand that changing how you do business isn’t something that happens overnight. But we recognize that it is essential to the continued growth of our company, and you need to do the same thing. If you are content with mediocrity and minimal year-to-year increases in production, don’t worry about it. But if you are serious about success and ready to become a Mega Agent, it’s time to take a long, hard look at your entire business and make the changes necessary to turn yourself from a salesperson to a businessperson.

Are you ready?

Which one are you? Are you a salesperson or a businessperson? I want to know. Send me your answers, along with any comments or questions regarding this article. I would love to hear from everyone who reads this. Send your answers, along with any comments or questions, to me at Don.Hobbs@HobbsHerder.com.



Top 5 Ways to Grow Into Success

by Robert Gerrish

Ever noticed how some people just seem to attract success? There's you, bashing away at your business, doing everything the manuals tell you to do, and yet the person next door, doing seemingly very little, has a constant queue at the door. How is this possible? What's the secret? One solution can be to master the power of attraction. Becoming attractive in business may sound a little "new age" but, if you're big enough to embrace the concept, you're likely to be pleasantly surprised.

Irresistible attraction is created when someone is being totally authentic in their work and their life. Huh? Ok, here's a real life example: put a toddler in a room full of people where only one is proficient and confident in dealing with children, and see where the child is drawn. You guessed it!

Irresistible attraction comes from being so totally, absolutely committed to what

you do and confident in your ability to do it, that people (and opportunities) are drawn to you.

So, put your current thinking on hold for a few minutes and contemplate these five steps to becoming irresistibly attractive.

Practice being 'Triple O' - Organized, Open, and Optimistic

Organized may translate into how quickly you respond to things, how effectively you follow-through on your promises, doing what you say you're going to do, or behaving as you would like others to behave.

Optimistic is the ability to see opportunity where others see problems; to clearly empathize with a client who has concerns and create a picture of how things will look once you've performed your magic. Optimists avoid gossip; they challenge beliefs; they see a bright

future and look beyond business cycles and talk of gloom.

Be generous

Being generous with your time and generous with your advice doesn't mean you're doing stuff for nothing; rather, it's an avoidance of being hurried or incomplete in your support. If a business opportunity comes your way that appears not to suit you, think before being dismissive. Be generous enough to take in what's being said and try to find a solution, even if it gives work to others. You'll be remembered for your generosity, and generosity has a habit of getting repaid.

Shut up and listen

Like many of us mere men, I suspect, it was something of a revelation when I

grasped the concept that women like to be listened to. Often just that - listened to. We're not expected to find a solution; indeed, in many cases, a solution is not what is required. The same can be true in business.

Listening to our clients and customers is something we do all too rarely. Next time you're in a conversation and you feel yourself jumping to finish sentences or come up with solutions: STOP, SHUT UP, and LISTEN!

Try reflecting back what you've heard, make sure you've listened intently, and ask questions to take the conversation further. You may feel you have the answers (and indeed you may) but, by listening more deeply, you'll be giving your clients much more, and you'll be forging a deeper relationship.

Develop the brand 'you'

I think it was in the movie Wild at Heart when Nicholas Cage, after being asked why he wore a snakeskin jacket, responded, "I wear this jacket as a sign of my individuality and my belief in personal freedom." Ok, I'm not suggesting we all wear silly jackets, but we need to be clear on what our identity is; we need to feel comfortable in our own skin.

If you feel a sense of 'disconnection' anywhere in your business, you'll not be comfortable. You may hate gambling, yet be working for a gambling client; dislike junk food, yet undertake work for a fast food outlet. In the long term it won't serve you well, because it's stopping you being you, and others will pick it up. Get clear on the brand 'you', and be faithful to it.

Be a model

Best of all in the pursuit of the attraction principle is to be a model business person to those around you. Don't accept second best. Avoid unsightly confrontations at all costs. Treat all with respect and humility. Never think of yourself as infallible. Don't view yourself as a star, and don't kid yourself that you know it all. None of us do.

So what do you think ... are you prepared to give it a go?

This article was written by Robert Gerrish who supports business owners on a path to loving their work. His website is brimming with resources for those going it alone in business. A great example is his FREE report featuring 101 practical tips direct from business owners. Get this and more at www.flyingsolo.org



Grow Your Time and Your Success

Identify How You Really Spend Your Time

How to Use Tool:

Activity logs help you to analyze how you actually spend your time. The first time you use an activity log, you may be shocked to see the amount of time that you waste! Memory is a very poor guide when it comes to this, as it can be too easy to forget time spent reading junk mail, talking to colleagues, making coffee, eating lunch, etc.

You may also be unaware that your energy levels may vary through the day. In fact, most people function at different levels of effectiveness at different times. Your effectiveness may vary depending on the amount of sugar in your blood, the length of time since you last took a break, routine distractions, stress, discomfort, or a range of other factors. There is also some good evidence that you have daily rhythms of alertness and energy.

Keeping an Activity Log

Keeping an activity log for several days helps you to understand how you spend your time, and when you perform at your best. Without modifying your behavior any further than you have to, note down the things you do as you do them. Every time you change activities, whether opening mail, working, making coffee, gossiping with colleagues, or whatever, note down the time of the change.

As well as recording activities, note how you feel, whether alert, flat, tired, energetic, etc. Do this periodically throughout the day. You may decide to

integrate your activity log with a stress diary.

Learning from Your Log

Once you have logged your time for a few days, analyze the log. You may be alarmed to see the length of time you spend doing low value jobs!

You may also see that you are energetic in some parts of the day, and flat in other parts. A lot of this can depend on the rest breaks you take, the times and amounts you eat, and quality of your nutrition. The activity log gives you some basis for

experimenting with these variables. Key points

Activity logs are useful tools for auditing the way you use your time. They can also help you to track changes in your energy, alertness, and effectiveness throughout the day.

By analyzing your activity log, you will be able to identify and eliminate time-wasting or low-yield jobs. You will also know the times of day at which you are most effective, so that you can carry out your most important tasks during these times.

*“You cannot acquire
experience by making
experiments.*

*You cannot create experience.
You must undergo it.”*

—Albert Camus

Growth, like Change is Necessary for Success

by Mark Sanborn, CSP, CPAE

“Change is the law of life. And those who look only to the past or present are certain to miss the future.”

— John F. Kennedy

Change is inevitable in all facets of life. To stay on the leading edge requires the skills of mastering change. I focus on just that: helping you develop the paradigms and skills to become a change master in your personal and professional life.

First, let us discuss how to think about change. Thought determines action; correct thought determines correct action. The very nature of change has undergone both subtle and dramatic changes. Let's look, then, at the realities of change.

The World at Large isn't the same as the World of One

It's been 25 years since Alvin Toffler published *Future Shock*, a book based on the dread that most people felt about the future. Peter Schwartz interviewed Toffler for *Wired* magazine, and asked what big things he didn't anticipate. Toffler said that one central error of *Future Shock* is that it wasn't radical enough. He went on to relate the following:

I once had a class of 15-year-old highschool kids; I gave them index cards and said, "Write down seven things that will happen in the future." They said there would be revolutions and presidents would be assassinated, and we would all drown in ecological

sludge. A very dramatic series of events. But I noticed that, of the 198 items that they handed in, only six used the word "I." So I gave them another set of cards and said, "Now I want you to write down seven things that are going to happen to you." Back came, "I will be married when I'm 21", "I will live in the same neighborhood", and "I will have a dog." And the disjunction between the world that they were seeing out there and their own presuppositions was amazing! We thought about this and concluded, on the basis of just guesswork, that the image of reality that they're getting from the media is one of high-speed rapid change, and the image that they're getting in their classroom is one of no change at all.

Change is normal but not natural

At a biological level, change and adaptation are normal and natural. The biological process of life is one of continual change. But at an intellectual level, it seems that change is anything but natural. Most deny or resist it; few embrace it.

The natural world offers some useful metaphors for dealing with change. Consider how trees deal with strong winds. The tree is incapable of controlling the strength of the wind

any better than we can control the world we live in. Rather than resist and break, the tree bends and sways. It moves with the forces of nature in such a way that it survives and prospers.

We aren't taught how to be change adept

Dealing with change is a crucial skill, and yet we aren't taught how to do it. It is assumed that the basic skills taught in the classroom will somehow "add up" to make us "change adept". I doubt that they ever did.

Events are redefining "stability." It is foolish to look for external sources of stability. The only real stability in times of change is based on internal resilience. Our own values and beliefs are our gyroscope in a wild, careening world.

Change is painful

If corporate America has been guilty of ignoring an important aspect of change, it is this.

Writing for *Fortune* magazine ("How Will We Live With The Tumult," 12/13/93), Stratford Sherman points out, "The era of revolutionary corporate change still just beginning promises enormous economic improvements at an exceptionally high cost in human pain."

In the same issue, the cover story reported that GE, Ameritech, Tenneco, and Allied Signal have shed nearly 250,000 jobs under their present leaders while creating \$104 billion in new wealth. This is one of the dismaying paradoxes of business today: the simultaneous creation of wealth at the cost of great pain.

It is easy to become insensitive to the human cost of change. Even when it is necessary for organizational survival, real people suffer, and jobs are lost. Men and women like ourselves agonize over decisions about their career and relationships. Don't downplay or discount the pain of change, for yourself or others.

Leading Edge Lesson

The first step to

mastering change is to view it positively but realistically. Do you agree with the laws of change as I've described them? Why or why not? Does your thinking need to change for your future success in becoming change-adept? Answering these questions will assist you in moving towards growth and a successful future.

It will never be "back to normal," but rather "forward to normal" "Nothing endures but change," noted Heraclitus, a Greek philosopher.

We can't rationally look forward to things getting back to normal. They never will be the same again. No amount of wishing, hoping, or waiting will make them so. Change-adept leaders look forward to determine what "normal" will be.

Change is relative

Some people and/or industries are being rocked more severely by change than others. I recently spoke at a public utility that was experiencing layoffs for the first time in their 107-year history. As you might expect, they were traumatized much more than those industries where downsizing has been going on for the past five or ten years.

Your present change-resilience will be determined in part by how much change you've been accustomed to in the past. Because of their employment background and experience some people, even within the same department or family, will be more change adept than others.

The skills and beliefs necessary for dealing with change are transferable

When it comes to change, the world is your classroom: whether at work or at home, with a spouse or a colleague, we have plenty of change to learn.

Context and circumstances change, but truth is truth. That's why it is important to learn the fundamentals of change.

We are not in control of many of the changes that affect us

Some changes are initiated by us; others are imposed by others or circumstance. We can't count on being "proactive" to determine which changes will impact us. We must be

as capable of dealing with imposed changes as we are in dealing with change by choice.

Change itself has changed

Jean Paul Valery said, "The trouble with the future is that it is not what it used to be."

I don't agree with those who say, "We've always had change like this..." Change is substantively different. So what specifically has changed about change?

In the past, most change was evolutionary: we modified our organizations. Today change is revolutionary. A revolution, by definition, makes things radically different.

In the case of re-engineering, everything is being abandoned and management is starting from scratch. Organizations and lives aren't being modified or adjusted, they are literally being transformed. We've gone from "new and improved" to "unimagined and radical." The speed of telecommunication has accelerated business, social, and political change around the globe. We watch world events as they occur in the comfort of our own living rooms.

And change today is more complex. We live in an interconnected and interdependent world. Change touches many and, as such, requires their input and/or cooperation to address.

Since change is different, more dramatic, complex, and voluminous, we are confronted by a new reality: the past is incapable of explaining much of the present and most of the future. We can't always use old patterns to solve new problems.

Mark Sanborn is a professional speaker and author published in the areas of leadership, customer service, mastering change and teambuilding.

Grow Yourself Into Success

by Pat Weber

It's interesting how we intellectually know that tomorrow will be different from yesterday, or even different from today. We know this based on experience. Wasn't it only yesterday computers started appearing on people's office desks? And now today, some of those people who cursed the wretched new things, rage when theirs or anyone else's computer is down! Tomorrow will not be the same as yesterday. We know it. And yet, many of us go through change and feel battle fatigue, look worn out, or whine loudly.

As part of this intellectualizing, let's challenge some myths of change. Let's take charge of our thinking about living with change. After all, within these myths are the thorns that cause some of our uncomfortableness with the change process.

One myth, that people resist change, is almost a rally cry in corporations and organizations. It even echoes in families. People don't resist change as much as we fear uncertainty and the unknown. People don't resist change but shriek, "Just don't try to change me!" Most of us WANT change. We want to change from being stressed to feeling more relaxed. We want to free ourselves from limited choices and have a greater number of options. If we get sick, we do whatever we can to get ourselves feeling well. Many of us get stuck in yesterday and yet daily we live with change.

A favorite myth of mine is, "This is a bad thing!" You can use anything you want to replace the word "this." Even

out of what begins as a tragic change, there usually is a pot of gold at the end. I have a friend whose husband was a tugboat operator for 25 years. One evening, rather than delegating the task of going into town to buy groceries, for whatever reason he went in himself. Apparently, putting together clues at the site, he must have slipped, lost his balance, or somehow fell off the docks. He hit his head and snapped his neck, dead in that instant. A tragic, needless accident. An unsettling, life-changing event. Yet nearly a year later, my friend has lost 50 pounds, and is having more success than ever in her work, and very recently there have been some new men in her life.

Most of us go through the process of change similar to experiences we have in grieving the death of someone we love. We are, after all, human. For a while, we grasp on to the way things "were" yesterday. In our own time, in our own way, we stay stuck until we are ready to let go of yesterday. Then when this release frees us, we move forward. We move on, go new directions, and meet new challenges.

Finally, there's the myth that change is an event. Change is constant. Change always is, it never isn't! What we do live with are life-changing events. Getting married, having a baby, open heart surgery, a fatal accident, a different job. Maybe snapshots of life similar to these give us the view that change is an event. The image of change is more like a continually playing movie or video. Like with a video system, some events in our life seem to move fast forward,

while at other times it maybe on pause. The reality is that changes abound.

Still, after all intellectualizing, many of us will continue struggle with change. Many of us prefer the comfortableness of being uncomfortable.

My son is surfer. He's been surfing since he was 12 years old. Now after years of me believing he was learning from me, I am learning from him. At 24, he uses lessons learned in surfing; some surfers "read" the wave; some just "feel" it. It's hard to tell who has the better style; if it works, it just works - you can't say one is better unless you personally like it that way. There is always fear following you, especially when you're dropping in on a 25 or 30 or even 50-foot wave! Some people get scared on little waves - 6 foot or so. When you've hesitated with a thought or action, fear will never get to come out, and the fear grows stronger from that ... since its intention is to overcome you. Anyway, no two waves are the same, ever. You can't predict what will happen or try to

have some plan for what you will do when the next wave comes, because it will almost never be exactly as you planned. You just have to get in good position, stay calm, and hope that a good one is coming just for you. When it does, you can't question if it is the one or not. You just have to go with it or go past it, and don't look back or be turned to stone (or fear).

Get in a good position, challenge the myths, ride the wave. Ride the good ones that come your way. Put yourself in charge of change.

Pat is available for keynotes and workshops, with ideas and insights to transform customer relationships. You can also contact her as a coaching resource to bolster your customer service and to achieve more results in selling!

Questions to Grow Your Success Start by asking yourself some specific questions. Keep a record of your answers in a notebook or journal.

Here are 10 questions to begin your journey and remember: YOU will always be a WORK IN PROGRESS.

1. If you could do anything you want to tomorrow, what would it be?

The answer should not be something that is an escape from what you ordinarily would be doing, but in more positive terms of a true dream.

2. What are your core values?

Core values became yours in childhood, and you would not be you if you did not respect those. Make a list and then pare it down to the five that speak to you most strongly.

3. What are your special talents?
4. What do you do better than most people you know?

5. What were your dreams as a child?

If you have trouble remembering, go back and look at early photographs. Notice details to jog your memory.

6. What is the thing you are most proud of accomplishing in your life so far?

If you are tempted to answer "getting into college" or "passing the bar", ask yourself something more personal and unique. For example, ask yourself if "getting into college" would have been the choice you made if it hadn't been expected of you. Would you have preferred to learn a trade had it been an acceptable choice? What moments of triumph did you have as a child?

7. What will you regret not doing in your life if you continue as you are now?

8. What do you want people to say about you after you are no longer living? What is your legacy?

9. What do you want to do when you retire?

10. Outside of parents who influenced your life more than anyone else, who had an impact on your life, and what was it about that person that meant something to you?

Dorene Lehavi, Ph.D. is principal of Next Level Business and Professional Coaching. She coaches professionals and business partners and teaches teleclasses on techniques to break through barriers to the next level. Find more information at www.coachingforyournextlevel.com



The Major Key to Successful Growth is You

by Jim Rohn



Of all the things that can have an effect on your future, I believe personal growth is the greatest. We can talk about sales growth, profit growth, or asset growth, but all of this probably will not happen without personal growth. It's really the open door to it all. In fact, I'd like to have you memorize a most important phrase. Here it is: "The major key to your better future is YOU."

Let me repeat that. "The major key to your better future is YOU." Put that someplace you can see it everyday: in the bathroom, in the kitchen, at the office - anywhere where you can see it everyday. The major key to your better future is YOU. Try to remember that every day you live and think about it. The major key is YOU.

Now, there are many things that will help your better future. If you belong to a strong, dynamic, and progressive company, that would help. If the company has good products, or good services that you are proud of, that would certainly help. If there were good sales aids, that would help; good training would certainly help. If there is strong leadership, that will certainly help. All of these things will help, and of course, if it doesn't storm, that will help. If your car doesn't break down, that will help. If the kids don't get sick, that will help. If the neighbors stay half-way civil, that will help. If your relatives don't bug you, that will help. If it isn't too cold, if it isn't too hot, all those things will help your better future. And if prices don't go much higher and if taxes don't get much heavier, that will help. And if the economy stays stable, those things will all help. We could go on and on with

the list, but remember this: the list of things that I've just covered and many more - all put together - play a minor role in your better future.

The major key to your better future is you. Lock your mind onto that. This is a super important point to remember. The major key is you. Mr. Shoaff always answered when asked, "How do you develop an above-average income?" by saying, "Simple, become an above average person. Work on you." Mr. Shoaff would say, "Develop an above-average handshake." He

"The major key to your better future is YOU."

would say, "A lot of people want to be successful, and they don't even work on their handshake. As easy as that would be to start, they let it slide. They don't understand." Mr. Shoaff would say, "Develop an above-average smile. Develop an above-average excitement. Develop an above-average dedication. Develop an above-average interest in other people." He would say, "To have more, become more." Remember: work harder on yourself than you do on your job. For a long time in my life, I didn't have this figured out.

Strangely enough, with two different people in the same company, one may earn an extra \$100 a month, and the other may earn an extra \$1,000. What could possibly be the difference? If the products were the same, if the training was the same, if they both had the same literature, the same tools, if they both had the same teacher, the same compensation plan, if they both attended the same meetings, why would one person earn the \$100 per month and the other person earn the \$1,000? Remember: here is the difference ... the difference is personal, inside, not outside, inside.

You see, the real difference is inside you. In fact, the difference IS you. Someone once said, "The magic is not in the products. The magic is not in the literature. The magic is not in the film. There isn't a magic meeting, but the magic that makes things better is inside you, and personal growth makes this magic work for you.

The magic is in believing. The magic is in daring. The magic is in trying. The real magic is in persevering. The magic is in accepting. It's in working. The magic is in thinking. There is magic in a handshake. There is magic in a smile. There is magic in

excitement and determination. There is real magic in compassion and caring and sharing. There is unusual magic in strong feeling and you see, all that comes from inside, not outside. So, the difference is inside you. The real difference is you. You are the major key to your better future.

Jim Rohn, Motivational Speaker, Businessman and Self-Help Author, and one of America's foremost business and self-help leaders. He is a millionaire, entrepreneur, businessman, author, and motivational speaker.



Risk Taking and Successful Growth

by Peter Urs Bender

Taking risks -- and making progress in life -- are like parent and child. You cannot have one without the other.

Every advancement of human history required taking risks: from the exploration of the seas to flights to the moon; from the invention of the wheel (think what it would be like to drive on squares!) to the development of the computer.

It took a risk to create this country, and for you, your family, or your ancestors to come here. It took courage to create our social programs that help the unemployed, the elderly, and the sick.

And where would YOU be if you had not taken risks: to read and write, to date someone, to go out and get that first job? Each and every step in our progress requires a risk; a willingness to try something new.

Here are a few of my favourite risk-takers in history.

Columbus

Think what it would have been like: Columbus sets off from Spain with three ships, having told the Queen he is going to reach the new world -- but he doesn't know for sure it even exists! He's not sure which direction to go in, and has no high technology to guide him. And most people, including his crew, believe he is going to fall off the face of the earth. (Does any of this sound familiar to you?) The rest, as they say, is history.

Children

Children take the most risks -- walking, talking, climbing trees, riding bicycles, jumping off cliffs into water, and going to school. Kids take more risks per day than anybody else I know. Considering the size and number of risks, it does not look like it would be an easy life. So why do kids have so much fun?

Walt Disney

He was born into a struggling farming family. His father disapproved when

Walt told him that he wanted to do "what he loved" and become an artist. His first business venture failed but, at 21, he left for Hollywood to draw for the movies.

Even before he had much success in films, Walt had another idea: to build a new kind of amusement park. For the next 20 years, he dreamed and worked on his vision for Disneyland, a fantasyland for families, complete with a castle, rides of tomorrow, and mechanical animals.

Most thought he was crazy. Few were willing to invest. But Walt persisted and finally the park opened. It is now one of the world's most beloved amusement parks, and a great financial success story.

Are there some risks, even small ones, that you have wanted to take? Isn't it about time you got started?

"If you want your life to be a magnificent story, then begin by realizing that you are the author and everyday you have the opportunity to write a new page"
— Mark Houlahan

by Dorene Lehari, Ph.D

Ask Yourself Questions To Grow Your Success

Start by asking yourself some specific questions. Keep a record of your answers in a notebook or journal.

Here are 10 questions to begin your journey and remember: YOU will always be a WORK IN PROGRESS.

1. If you could do anything you want to tomorrow, what would it be? The answer should not be something that is an escape from what you ordinarily would be doing, but in more positive terms of a true dream.
2. What are your core values? Core values became yours in childhood, and you would not be you if you did not respect those. Make a list and then pare it down to the five that speak to you most strongly.
3. What are your special talents?
4. What do you do better than most people you know?
5. What were your dreams as a child? If you have trouble remembering, go back and look at early photographs. Notice details to jog your memory.
6. What is the thing you are most proud of accomplishing in your life so far? If you are tempted to answer “getting into college” or “passing

the bar”, ask yourself something more personal and unique. For example, ask yourself if “getting into college” would have been the choice you made if it hadn’t been expected of you. Would you have preferred to learn a trade had it been an acceptable choice? What moments of triumph did you have as a child?

7. What will you regret not doing in your life if you continue as you are now?
8. What do you want people to say about you after you are no longer living? What is your legacy?
9. What do you want to do when you retire?
10. Outside of parents who influenced your life more than anyone else, who had an impact on your life, and what was it about that person that meant something to you?

Dorene Lehari, Ph.D. is principal of Next Level Business and Professional Coaching. She coaches professionals and business partners and teaches teleclasses on techniques to break through barriers to the next level. Find more information at www.coachingforyournextlevel.com



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who exemplify these traits of
SUCCESS can be found on our
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