

# **Beyond Networking - STL**

**February 23, 2016**

## **The Any Person Mindset**

*Understand & Improve Your Assets  
for Significance*

and

*Leverage Purpose-Fueled Imagination*

## **Action Guide**

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Any person can make a significant difference.  
No one is born with the traits necessary to make a significant difference.  
These are learned thinking traits.

**Opening Question:**

What is one thing you want to improve or achieve for yourself within 100 days, and why do you want that to happen?

**Action #1**

***Understand and improve your assets for significance.***

What doesn't matter when you want to make a significant difference?

Your title, income, position on the org chart, tenure, gender, race, height, weight, personality type, looks, car, house, life savings, and family standing in the community don't matter.

Those are not the things you can use to try to make a meaningful impact.

**Your Assets for Significance**

Character strengths (who you are today)

Passions (what drives you to action)

Talents (what you do well)

Confidence (what you believe you can do well)

Behaviors (how you do things)

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**Character Strengths**

“Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are.”

- *John Wooden, UCLA, head basketball coach*

**Character Strength #1: Integrity**

Integrity means doing what you think is the right thing to do.

Words associated with integrity are honesty, courage, true to your beliefs, sincerity, duty, and common sense.

**Character Strength #2: Resilience**

Resilience means persevering through pain, difficulty, and long-term challenges in order to pursue your desired outcome.

Words associated with resilience are determination, perseverance, focus, courage, stick-to-itiveness, and discipline.

**Character Strength #3: Caring**

Caring means that you focus on the quality of your relationships and the quality of your work.

Words associated with caring are fairness, empathy, kindness, details, and performance.

**Character Strength #4: Collaboration**

Collaboration means to share your ideas on a topic, listen to another person's ideas, and work together to arrive at the best possible solution to fix the need versus focusing on who came up with the idea.

Words associated with collaboration are open-mindedness, teamwork, learning from others, discussions, enhancing, and brainstorming.

**Character Strength #5: Poise**

Poise means to maintain calmness even when the chaos and drama in the room are rising.

Words associated with poise are calmness, confidence, relaxed, self-control, patience, and flexibility.

**Exercise on Character Strengths**

What is one of your strongest character strengths, and how can you leverage it more often to achieve what you want?

Which character strength do you want to improve in yourself and how will you improve it?

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**Passions**

Your passions are what sustain you. They fuel you and energize you. You're not going to consistently make a significant difference without having something that motivates you.

However, what drives one person to significance is far different than for another person. The keys are for you to understand your greatest passions and put them into your work every day.

**Here are seven examples of passions:**

Results	Creating Something Extraordinary
Rewards,	Purpose
Team Involvement	Cause-Driven
Having Fun	

**Exercise**

What are your strongest passions?

How can you put your passions into action more often?

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**Talents**

Your talents for making a significant difference are the skills you are able to do better than anything else you do that will matter toward making an impact.

Your talents don't have to be world-class. They just have to be the best of what you can do toward making a significant difference.

Talent #1: Paint a clear vision with a sensible plan to achieve it and guide the process to completion.

People with this talent have really developed a variety of other talents. These include:

- Translating data into actionable strategic insights
- Orchestrating the flow of meetings with the appropriate people at the right time
- Organizing and delegating
- Guiding a group
- Having individual conversations
- Solving problems
- Making painful decisions

Talent #2: Impact how people think and perform by articulating a message about what's possible for them to achieve and how they can make it happen.

People with this talent spur people to greater performances in a variety of ways. These include:

- Having an inspiring persona
- Public speaking
- Writing
- Teaching
- Coaching.

**Exercise**

What are your strongest talents?

How can you use your talents to make a significant difference?

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**Confidence**

Self-confidence is the degree to which a person believes he or she will be successful in an upcoming situation.

**Review a Success**

1. What was the goal you were trying to achieve?
2. What obstacles stood in the way of achieving the goal?
3. How were you able to persevere long enough to achieve the goal?
4. What did it feel like for you when you achieved the goal?
5. What lessons did you learn or relearn from that experience that you can use today to help you achieve what you want to achieve?

**Preview a Success**

1. What goal do you want to achieve?
  
2. Why is it important to achieve this goal? What are all the benefits you can think of for yourself and for other people if you can achieve that goal?
  
3. Why do you believe that you will achieve the goal? What do you have going for you in terms of talents, knowledge, and experience that will help you to achieve the goal?

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## **Behaviors**

Behaviors are what you actually do. Sometimes your behaviors are assets toward making the difference you want to make, and sometimes your behaviors take you way off track. Consequently, you need a tracking device. You need to set aside some time on a regular basis to think about your behaviors and determine whether they are leading you toward.

Here are the steps.

1. Think about the past day (or week) and write down what you did in a specific situation.
  
2. Think about each of your behaviors.  
Which ones did you feel were effective in helping you to achieve your desired goal?

Which ones did you feel were not effective?

(You may want to periodically ask people for feedback on what they felt you did that was effective and what they felt you did that was not effective. Consider their input, but don't accept it as factual. It's their opinion.)

3. Decide on one behavior you want to keep doing and one you want to stop doing and write down your answers.
  
4. Decide if there is one new behavior you want to add.  
If there is, write it down and start to use it.

## **Three Types of Performers**

Decliners – allow their assets to steadily weaken

Status Quoers – are satisfied with their assets and just want to maintain them

Incline people – continually work to improve their assets

All of your assets are intangible and can all be improved through deliberate practice.

(Book Recommendation: *Peak* by Anders Ericsson and Robert Pool)

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**Steps to Improve an Asset**

1. Select an asset to improve and describe why you want to improve it.
2. Identify a role model who you think demonstrated that asset at a very high level, and what made this person exceptionally good at this asset.
3. Picture in your mind what this asset would be like if you had it exactly the way you wanted it to be. You can use this mental picture to guide you to make adjustments as you move forward.
4. Define your short-term goal or standard that you want to reach for this asset that is just beyond your current standards.
5. Find someone (a coach, teacher, family member, friend, co-worker, etc.) who is strong in this area and can give you feedback on how you're doing.
6. Design practices for outside of your comfort zone that will help you to improve this asset.  
*What will you do to improve this asset?*
7. When you practice this asset, give it your full attention.
8. Apply time-spaced learning.  
Do something to try to improve this asset, then step back and reflect on what you've done, and then move back into action.

*The Continually Raise Your Performance Bar Process*

- i. What was your goal and what did you actually achieve?*
- ii. What did you do to try to achieve the goal that worked well and why did it work well, and what did you do to try to achieve the goal that didn't work well and why didn't it work well?*  
(Answer through your own discernment and through feedback from people you respect regarding this asset)
- iii. What lessons did you learn or relearn as you pursued this goal?*
- iv. In order to achieve your goal, what will you do the same and what will you do differently going forward?*



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**Action #2**  
***Leverage Purpose-Fueled Imagination***

**Life's Dream List**

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**My Three Successes for This Month**

Success #1:

Success #2:

Success #3:

**My Four Major Achievements in the Next Six Months**

**Area of My Life:**

My purpose:

My Six-month Major Achievement:

**Area of My Life:**

My purpose:

My Six-month Major Achievement:

**Area of My Life:**

My purpose:

My Six-month Major Achievement:

**Area of My Life:**

My purpose:

My Six-month Major Achievement:

**Playing for My Own Personal National Championship.**

My personal national championship is: