

100X
LEGACY

**BUILDING
PERSONAL
AND LASTING
CHANGE**

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THE ODDS ARE THAT YOU WILL FAIL AT BOTH CORPORATE AND PERSONAL CHANGE

A paper by Harvard Business Review ("Change Management Needs to Change", Ron Ashkenas: 2013) showed the **failure rate for corporate change is 60-70%**.

Think about it...

Most of our efforts to enact positive organisational change in our sphere of influence will fail.

This is despite that enormous investment in tools, training, experts, leadership support and countless books that have been written on the subject.

Sadly, it's not any better on a personal level.

- **80%** of new year's resolutions fail within the first month.
- Only an estimated **8%** see through on their intentions by the end of the year.

Why is it that so few of us change for the better?

WE'VE BEEN TAUGHT THE WRONG THING

The reality is that many of us want to see change in our lives.

Few of us want to show up, simply playing history on repeat.

But, consider this:

IF - we want a different outcome.

THEN – we must show up differently.

ANYTHING LESS = INSANITY

(Doing the same thing yet expecting a different result).

The adage "*If you at first don't succeed; try, try again*", is baloney.

Success doesn't happen when we "fail and try, try again."

Success happens when we "try, fail, adjust, try, fail, adjust" and repeat this process of continuous improvement until we achieve breakthrough.

**“PEOPLE DON’T CHANGE UNTIL THEY HURT ENOUGH THAT THEY HAVE TO,
OR THEY LEARN ENOUGH THAT THEY WANT TO.”**

THE 5 STAGES OF READINESS

WE ARE ALL AT DIFFERENT STAGES OF READINESS TO CHANGE.

Psychologically, there are 5x stages of readiness to change. In the examples below, I have used the example of committing to personal physical fitness.

1. **Pre-contemplation:** not even considering change (I’m not even thinking about joining a gym or changing my current state).
 2. **Contemplation:** I am considering positive change (Maybe I should think about making some personal health changes).
 3. **Preparing for change:** (I’ve bought the gym gear but haven’t started going to the gym.)
 4. **Implementing Change:** (I’ve started going to the gym).
 5. **Maintaining change:** (You are in a rhythm of change – simple, consistent, persistent!)
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REFLECTION AND EXERCISE

In our previous gathering we discussed completing the “Life-wheel” to help bring about clarity

- Areas included in the Life-wheel that may help prompt you:

GOD	ENERGY	HEALTH	GROWTH
WORK	FINANCES	FRIENDS	FAMILY

- Choose an area of your life where you want change.
- With this specific area of your life, which one of the 5x stages are you at?
- What would it take for you to progress to the next stage of readiness (or maintain if you are at Stage 5).
- How does the previous quotes “‘People don’t change until they hurt enough that they have to’, or ‘They learn enough that they want to.’” Apply to your stage of readiness?
- Discuss this with your group.

THE PROCESS OF CHANGE

1. What do you want to specifically achieve? Is this goal SMART:

- Specific.
- Measurable.
- Achievable.
- Results orientated.
- Time Based.
- Make the goal specific and lacking fluff and philosophy!

2. Why do I want to achieve this?

- Write down 5x reasons why you want to achieve this?
- Having the emotion connected to the change is a critical factor between starting a change process and seeing it through.
- Your reasons for change will be a combination of positive and negative motivation.

“NEGATIVE EMOTION IS WHAT GETS YOU TO THE STARTING LINE, BUT IT IS POSITIVE MOTIVATION THAT WILL GET YOU TO THE FINISH LINE.”

Most of us start due to negative emotion but we don't add enough positive motivation to see it through. In light of this:

- What is it that you are thankful for that you want more of and will help you fast track change?

VISUALISATION

Visualise yourself with the successful achievement of your goal. Where are you and what does this mean emotionally? Who is present? Visualise with all your five senses and linger in that image and moment for as long and as deep as possible.

Visualisation or visioning is often skipped over as non-essential. However, this is one of the reasons people don't see personal and lasting change.

The bible captures it, in the following passage:

WHERE THERE IS NO REVELATION, PEOPLE CAST OFF RESTRAINT.

Proverbs 29:18

NEUROSCIENCE

This ancient truth is backed by neuroscience. The fact is your brain cannot tell the difference between what is imagined and what is real.

You may scoff at this and say, *"I certainly know the difference between what is imagined and what is real" but your brain does not know the difference.*"

As an example, visualise yourself grabbing a lemon, cutting it in quarters, then taking a quarter and biting and sucking on this lemon.

Can you feel it? Right now there is a physiological response. Your saliva glands are reacting due to the brain signal being sent because of imagination.

Take notice of what is missing – we haven't talked about the "how".

WHEN THE GOAL AND THE MOTIVATION IS STRONG, THE "HOW" WILL TAKE CARE OF ITSELF.

WHO ARE YOUR FOUR?

You are the product of the four to six people that you allow to speak into your life. As the proverb says:

**IF YOU WANT TO GO FAST, GO ALONE.
IF YOU WANT TO GO FAR, GO TOGETHER.
IF YOU WANT TO GO FAST AND FAR, GO WITH KINDRED SPIRITS.**

REFLECTION AND EXERCISE

- Where's it been? Looking back on the last ten years, who are the people that have most influenced you? How are you different because of these people that spoke into your life?
 - Where's it at? Who are the people that you are consciously or subconsciously allowing to influence you?
 - Where's it going? Looking forward to the next ten years. Where do you want to be and who best represents where you want to be?
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100X STRENGTHS ASSESSMENT

Just like a GPS, you need two points to have a clear path.

1. Where you are going?
2. Where you are at?

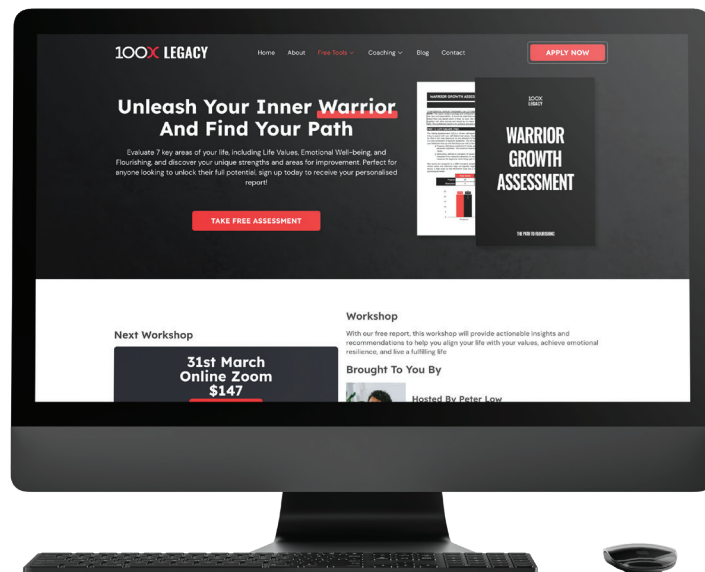
The 100X Warrior Assessment has been designed by Dr Robi for 100X Legacy and based on Clinical Psychology best practice.

Taking this free assessment will give you your personal baseline against seven key areas of your life including Life Values, Emotional Well-being, and Flourishing.

You will see discover your unique strengths and areas for improvement.

Take the free assessment at:

www.100x.com.au/warrior



QUESTIONS AND ACTIONS:

As a result of this workshop, share one thing:

1. That has inspired you.
2. That you are going to immediately implement as a result. (Record these as a group so you can reflect at your next gathering). **Here's to the 100X life, a life well lived!**