Three Keys to Self-Direction and Leadership

@ChristopherAver
leadership is innate

Leaders make themselves by being pulled toward compelling challenges.

Anyone who takes responsibility for a situation, problem, or opportunity, and mobilizes resources is a leader. (Noel Tichy)

and situational
Think of times when...

1. You felt compelled to step up to a situation, problem, or opportunity that required others to join you. And you did. And you grew.

2. You did not feel compelled to step up to a situation, problem, or opportunity. So you didn’t. And you cruised.

What was different?
“People need leadership” (so last millenia)

When on purpose and free, people lead themselves quite well.

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Self-Efficacy

With high self-efficacy, you:

- see challenges as opportunities to gain new mastery
- engage more deeply in activities
- bounce back more rapidly from setbacks

With low self-efficacy, you:

- avoid challenges
- emphasize your personal failings
- have little confidence in your abilities
### Developing Self-Efficacy

<table>
<thead>
<tr>
<th>Mastery Experiences</th>
<th>Social Modeling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always be mastering something.</td>
<td>Engulf yourself with models. Be a model.</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>Social Persuasion</th>
<th>Physiological and Psychological Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encourage. Release discouragement and invalidation.</td>
<td>Maintain physical and mental fitness.</td>
</tr>
</tbody>
</table>
What are the 3 keys?

- INTENTION
- AWARENESS
- CONFRONT

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Intention

- WANT + BELIEF + EXPECTATION
- WISH + DENY + REJECTION
Will

Ella Wheeler Wilcox
(1850-1919)

You will be what you will to be;
Let failure find its false content
In that poor word "environment,"
But spirit scorns it, and is free,
It masters time, it conquers space,
It cows that boastful trickster Chance,
And bids the tyrant Circumstance
Uncrown and fill a servant's place.
The human Will, that force unseen,
The offspring of a deathless Soul,
Can hew the way to any goal,
Though walls of granite intervene.
Be not impatient in delay,
But wait as one who understands;
When spirit rises and commands,
The gods are ready to obey.
The river seeking for the sea
Confronts the dam and precipice,
Yet knows it cannot fail or miss;
You will be what you will to be!
Some ways to master Intention

Allow yourself to want

Focus on wants, not needs

List wants frequently
  ▪ Include Be, Do, Have
  ▪ I prefer x to y
  ▪ I believe/value

Let go of shoulds

When upset or uncertain, ask “What do I/we want?”

Practice segment intending

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Claim Wins

A win is an intention met.

Size does not matter!
Size does not matter!
Size does not matter!
Awareness
The Responsibility Process®

Responsibility
Obligation
Shame
Justify
Lay Blame
Denial

Results that Matter
Unsatisfying Results
No Results
Awareness

The first key to change

#1 approach to leadership development

Mindfulness | Being Present
Attention | Focus | Meditation
Clearing | Releasing | Breath work
Resourceful Mind

Mind

Reactive Mind

Results that matter

Poor results

Purpose

Inspiration

Fear

Seek safety

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The Power or Control Process™
Ways to develop Awareness

Practice Responsibility

Catch Sooner game

Try on points of view

Study scarcity & abundance

Stop evaluating/judging and start looking

Understand your biases

Examine your fears

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Confront

The key to truth and growth

“the ability to face”
## Intention - Awareness - Confront

1. Create 3 columns with a header row
2. In the bottom center column, list all of your commitments
3. Label the columns *No* | *Yes* | *Hell Yes*
4. Empty the middle column

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<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
<th>Hell Yes</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Pay for my sons college</td>
<td>Take care of the cats</td>
<td>Take care of the cats</td>
</tr>
<tr>
<td></td>
<td>Take care of the cats</td>
<td>Study the bible</td>
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<tr>
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<td>Study the bible</td>
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<td>Take out the trash</td>
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Source: Derek Silvers
99% is a bitch.
100% is a breeze.

(Jack Canfield, on commitment)
Characteristics of Good Goals

CLARIFY INTENTION

The more clear you are about what you want and intend to accomplish, the better.

FOCUS ATTENTION

If you want to be sure something will happen you must focus attention on it.

REMOVE OBLIGATION

“Goals” become a burden when people believe they have an obligation to do them.

GENERATE ENERGY

Good goals lead to excitement, dedication and a deep desire to do it.

http://co-evolution.com/goals.php
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<th>Good Goals</th>
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- Owning it
- Obligation
- Good Goals
Becoming more means choosing to re-condition your mind with Intention, Awareness, and Confront.

You already have all of the capabilities.

Your conditioning/programming may not be supporting you. You can refactor that.
How you can get involved

ChristopherAvery.com/book

Partnerwerks.com

The Leadership Gift Program
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