

Making Your Mountain

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Leading Question:

Three years from now, what has to happen personally and professionally for you to be happy with your progress?

Design Tips:

- Be as specific and tangible as possible in describing your future life
- Don't get caught up in wondering if something is possible or not
- Use action verbs to describe the action you need to take
- List any specific accomplishments or outcomes
- List any changes in mindset, behavior, attitude or how you're spending your time

Sample Mountains:

Mountain:

Expert on Emerging Leaders nationally; speak at national conferences; diversify revenue streams; publish a book; create demand; stabilize revenues by finding more consistent sources; collaborate more with people to get energized and expand influence—conference and retreat. More free time to travel and more adventure; own more real estate with my wife, especially a cabin and create passive income; walk the Camino

Mountain:

Assistant Department Head; spend 35% of my time in business development and resource planning for future projects (compared to 10% now); actively mentor younger designers by knowing the needs of my team and finding opportunities for them to grow each day; build a strong alliance with other assistant department heads so we meet regularly and support each other; improve in financial management and be able to track profitability more consistently. Learn to let go of work and relax; regular practice of meditation; go to meditation retreat in Nova Scotia for a week.

Mountain:

Move into an owner role within my company; reduce my project workload by 40%; help the owner make strategic decisions for the company's growth. Grow the company to 75 people—sustainably. Play a primary role in screening and hiring people; be a better listener and learn to read body language. Establish stronger boundaries around time and have a much better handle on focusing on highest and best use of time. One major family vacation that we plan each year. Take a Friday afternoon off each month to hang with my son. Go to Hawaii with my wife—alone!

My Mountain:

