Back on Track:

AWAKENING THE EXCEPTIONAL YOU!

Learn to embrace your new beginnings

Build your confidence and gain the tenacity
to win fast in real estate

CARLA CROSS & COMPANY

Back on Track: Awakening the Exceptional YOU

From Carla Cross, CRB, MA

We all have times when we question ourselves—when our self-esteem goes into the dumper: a personal failure, a job crisis, a mid-life questioning, hitting a stone wall. Here are some great ways to remind yourself of your self-worth, so you can get back into the game and confidently help others.

Managers: These are great exercises to give your agents in your sales meetings. Let's awaken each of our exceptional YOUs!

The Little Kid

To reawaken your motivation and passion, find the little kid inside you with unique talents, skills, and interests.

Do you remember what you wanted to be when you grew up? What was it?

What did you enjoy doing? What were you passionate about? What did you keep doing? What differentiated you?

Fast forward to now:

Literally 'becoming' what you imagined:

Are you literally doing what you enjoyed when you were a kid? (think about the example of my husband Dick, who played 'radio announcer' in his room, and became a well-known 'personality jock' on major radio stations)

Figuratively becoming something that showcased your talents and skills:

Perhaps you were like my sister Laura. She had a vivid imagination in grade school. Now she's an attorney!

What are you doing that reflects what you loved as a kid?

Yes, that is my little sister and I, aged 4 and 6, at our first recital. From listening to me or reading my books, you know I'm a musician. This talent and unique look at life and profession has helped me in numerous ways.

I want to help you re-capture that spark, that enthusiasm, that interest that propelled you forward and will again.

Fired Up Now…

Think of a time when you were so fired up about something you just kept working on it—maybe all night, all week—all month. What fired that passion? What did you want to accomplish? Describe it here.
What was the reward? Was it monetary, or was it satisfaction that you did something creative, challenging, cooperative, meaningful, inspirational?

What do you want to be doing in your life's work that fires your autonomy, mastery and purpose?

For the surprising and illuminating truisms about motivation today, read *Drive: The Surprising Truth about What Motivates Us*, Daniel Pink.

Let's look more closely at these three life areas.

About your Job

Autonomy

What's up to you in your job? Do you enjoy that autonomy? What's difficult about it? How can you enjoy your autonomy more? What disciplines do you need to use autonomy to positive ends?

Mastery

What have you attempted to master in your life? How did you feel?
Write what you want to master in your job. How long/hard are you willing to work to master it?

Purpose

What's your purpose? Why are you doing the job you're doing?

Lighting your Own Fire

If you can verbalize those things, you can find what 'lights your fire.'

Can you find something in your work that so interests and inspires you that you work until the job is done, not until the clock says 5 pm?

Getting to Specifics; More about Achieving your Goals

1. Create specific, challenging goals

Specific—not "I want to be an educated agent", but measurable, actionable goals. Pinpoint exactly what it is you want—what, when, how much. Example: I want to sell 15 homes in _____(year). 7 of these will be listings, and 8 will be sales.

In *Built to Last: Successful Habits of Visionary Companies*, authors Porras and Collins found that companies who built BHAGS (big hairy audacious goals) achieved them and reached higher goals than even they imagined. (a great book to read about the power of shared vision, and the best business book I've ever read)

2. Make your goals very colorful; have fun with your imagination. Use all your senses: Make them visual, memorable, and emotional. See, hear, and feel your goals vividly, at least 10 times a day for 30 days.

Exercise: write your BHAGs with color, emotion, lots and lots of feeling. See it at least 10 times a day for 30 days.

More to motivate, inspire you and reach your goals:

- ❑ Put yourself around other good performers

I know, as a musician, that you only play as well as the weakest person in your group.

Exercise: Who do you want to be around that will inspire and motivate you? Who are your role models? Who do you want to stay away from?

- ❑ Get yourself a coach.

Studies show that we all need four processes in place to reach our goals:

1. A method to get *immediate* feedback
2. Feedback must be on performance, not personality
3. Feedback must be positive
4. We must get into action before we have all the answers (we can't know everything before we are willing to get into action—or we never get into action!)

If you're resistant to a coach. Ask yourself: "Why am I still trying to go it alone?"

Resource: Take my ***Coachability Questionnaire*** (Not everyone is coachable!).

The Great News

Interestingly, when we have these three attributes in place, we reach for higher goals—and we reach for them faster—and we reach them faster!

Want to see if you would benefit from a coach? Email us for a complimentary consultation (for leadership and mastery trainers0. Click here. We'll get to know you and your goals, and you can see if it's a 'match'.

Dreams become reality when we keep our commitment to them.
Judy Waddell Halliday, Weight Control Expert

Getting into action

Here's what the psychologists say about getting into action:

You're more likely to act yourself into feeling, than to feel yourself into action.- Psychologist Jerome Bruner

Exercise:
What's stopping you from getting into action now?

What has to happen before you will get into action?

Is your inaction benefiting or hurting you?

What's the worst thing that could happen to you?

Here's what exceptional performers say about action:

I couldn't wait for success, so I started without it.
Jonathan Winters, the great comedian

Muhammed Ali: *To be a great champion you must first believe you are the best. If you're not, pretend you are.*

A musician's saying*, "Straight ahead and strive for tone."*

Resource: If you're wandering around in in-decision, check out my business plan-foundationed training/coaching online: ***Up and Running in Real Estate.*** You'll get a prioritized business plan, along with coaching from me to achieve your goals.

An Entertaining and Effective Method to 'Shrink' those Fears

Picture that worst thing that you think could happen if you got into action. Put a distorted carnival mirror on it. Make those voices sound like they just sucked helium and shrink your image to a little bitty size. Do this 10 times today. Now, go out and act on your passions, work toward mastery, and live your purpose!

More about Motivation

Invite me to come to your company or association and do a program that is motivating and informational (or virtual).

My keynote, *Life Lessons from Tickling the Ivories,* does just that. It's fun (I teach someone to play the piano in 10 seconds so they get a standing ovation (!). The audience is invigorated, excited, and motivated to get that passion re-awakened. It's great, too, for showing the value of teamwork.

Find out if this keynote is for you. You can use the Let's Talk button on my website. Or, contact me at Carla@carlacross.com or 425-392-6914 and we'll explore the possibilities.