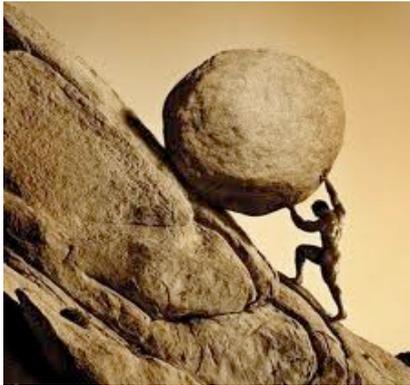




The A⁺⁺ Program[©]



Giving you leverage in your professional, career, and personal transitions to establish and reach your aspirations.

You know what it feels like to complete a task, achieve an important outcome, reach a goal or deadline, master a skill – it's empowering, motivating and deeply satisfying. Wouldn't *you* like to feel more of that?

- 🌸 Do you feel that you're always **striving** but never **arriving**?
- 🌸 Do you have **goals** or ideas that you have **doubts** about or just can't bring to **fruition**?
- 🌸 Do you feel you can't get the **leverage** you need to make **progress** and **thrive**?

Fear of consequences and other potential costs can stop us from acting on our brightest ideas, best-laid plans and greatest intentions. Or we fail to get off the starter block and take that first important step. Having an accountability partner, a personal advocate or someone you can honestly run your thoughts past, sans judgment, can give you the leverage you need to progress towards your aspirations.

An intense program focusing on you and your goals during five (5) 1-hour sessions over eight (8) weeks.

In this program you are provided a balance of support and challenge to **Achieve** the outcomes you desire by...

- Increasing your **Awareness** (about your situation and options)
- Challenging your personal **Accountability** (for taking agreed actions)
- Promoting **Advocacy** (for yourself and your work)

These are facilitated through individual critical reflections, weekly challenges and the application of proven methods and evaluation.

The intent is to create *and* experience **Affirmations** about yourself, your life and your work so you can get on with what you do best.

What people say about the A⁺⁺ Program... ..

- I felt safe and supported, yet challenged without judgement.
- After 2 sessions, interviewer feedback was that I 'blitzed the interview!'
- Expertise, friendly direction, commitment and a much-needed injection of passion!
- Invaluable and inspirational, I learned more about myself and reached a turning point in my leadership.

WHO DOESN'T LOVE TO GET AN A⁺⁺

Contact me today to book your sessions and get started ASAP!

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What stops us from putting plans into action?

Accountability is usually regarded as a person being held to account by *someone else*, such as a manager or supervisor, for achieving a task or goal, and that ‘*someone*’ will impose consequences if the task or goal isn’t achieved. Some can be depended upon to fulfil their accountability without much supervision and some tasks have a moral or ethical component that causes people to take their accountability to heart. But when it comes to personal goals how good are people at taking on the role of holding themselves accountable for what’s achieved and what’s not? How many times do people let themselves off the hook, make excuses, never have a tough conversation with themselves about their inaction or conveniently forget that they ever set the goals or made a commitment in the first place?

Many people set goals, with the best of intentions, that are never achieved – think of all those New Year resolutions or returning to the workplace with new knowledge after a course. It’s referred to as the ‘knowing-doing gap’ or the ‘intention-behaviour gap’. There can be several reasons why this happens, as well as a few misconceptions. Sometimes a lack of willpower, lack of commitment or simply forgetting is blamed. The NeuroLeadership Institute points out that these are not really the problem, that it comes down to, firstly, not being specific enough about the goal and the steps needed to achieve it, and secondly, missing opportunities to take actions towards the goal (NeuroLeadership Institute 2015, ADAPT Solution webinar, Dr Heidi Grant Halvorson, accessed 26/10/15). If someone is holding us accountable for our actions e.g. a manager or boss, team members, partner etc., we are more likely to feel the pressure to act and to remember our commitments. But this can be difficult when it comes to our personal accountability; we don’t have to answer to anyone but ourselves. So while we’re being held accountable for other people’s priorities our own get left behind and we feel like it’s impossible to get to the next level or to achieve our ultimate life goals.

An accountability partner can act as a reminder about our commitments as well as assisting to clarify goals and strategies, recognise opportunities and ‘fess up’ when we’ve slipped and fallen. They enable us to ‘police’ ourselves and look within for causes and answers instead of blaming others. When we blame others we lose control – we have very little control or influence over others, we can only really control ourselves. That’s empowering!

Todd Herman, Performance Coach and Leadership Advisor, defines personal accountability as “*being willing to answer – to be accountable – for the outcomes resulting from your choices, behaviours and actions*” <http://www.todddherman.com/personal-accountability> (accessed 10/10/15). He praises personal accountability for enabling people to stretch themselves to achieve unimaginable goals and states that, though it’s tough, personal accountability brings many benefits, including less worry, feeling support by others, 3rd party objectivity to focus on personal priorities and a sense of personal attainment as you take consistent actions.

Other influencers of goal attainment and growth include believing that you can improve and that your growth and input to the big picture are important; seeing challenges as opportunities; risking experimentation; and comparing yourself with yourself (as opposed to judging self against others). An accountability partner, or buddy, is a great strategy for gaining support, using a sounding board and feeling that your inaction could let someone else down.



A++ Facilitative Mentoring Process



6. Appreciation

- What do I appreciate about our time together?
- How will I incorporate positivity into my daily work & life?

5. Agreed Actions

- What actions do we agree to?
- Who will do what by when?

Achievements
- celebrate &
plan

Advocacy for
self and work.
What's needed
to increase
advocacy?

4. Items for discussion & decision:

- What questions have I brought for discussion?
- What decisions do I need to make?

Affirmations
about self,
actions and
potential

Agreed actions -
accountability
dialogue

Awareness
raising -
questions
about issues &
options

3. Items for information:

- What information have you and I brought for sharing?

2. Agenda development

- What items have I brought for the agenda?
- Which items are priorities for me?
- How long shall we spend on each item?

1. Opening round

Since we last met:

- What's gone well for me?
- What have I achieved from agreed actions?
- What are our reflections on the session?

