

Thinking at the Speed of Life

**A Course for Developing Foundational
Personal Growth in the Workplace**



Justin T. Peterson

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First Edition

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INTRODUCTION

At the time of this writing, the year of 2017 has just gone into the history books. It has been without a doubt an extraordinary year. You may be familiar with the biblical phrase, "by their fruits you will know them." This past year has been quite revealing of some individual's and corporation's character deficiencies.

A major U.S. bank admitted to wrongdoing in the opening of several million accounts. It's revealed that an international automaker installed a defeat device to cheat emissions tests on millions of cars sold worldwide. Character flaws of individuals in the political arena became evident. Acts of terrorism, based on religious beliefs, were carried out around the world. There were multiple mass shootings of innocent people in the United States. Abuses of power in the workplace came to light giving birth to the #MeToo movement. Professional athletes, movie stars, music artists, celebrities, and other public figures fell from grace because of the poor choices they made. Given enough exposure, a company's or an individual's true character is revealed.

Now, you might be saying "Well, I'm not one of those people, I would never hurt or cheat anyone! That's great! I have some questions for you. Are you giving all you can? Are you using 100% of your mind, body, heart, and spirit in the performing of the duties of your current position? Are you working up to your potential? Have you fully developed all of your talents and abilities? Do you have a daily plan in place to strengthen any weaknesses in character that you have?

If you have to answer "no," to any of those questions, you are cheating people. You are cheating yourself, your family, your employer, and the world.

The University Of Michigan, Ann Arbor, found in a health care study that "One out of every four dollars that employers pay for health care is tied to unhealthy lifestyle choices or conditions like smoking, stress, and obesity..." (Bailey 2015). The cost is in the billions of dollars.

The world is crying out for people who are experiencing personal growth in their lives. Personal growth changes *who we are*. *Who we are* is the foundation for *what we do*.

Introduction

There are dynamic problems that need solving at all levels of society, from the basic family unit to international corporations, to the governments of nations. Businesses and organizations have goals to achieve, but can't, because their employees haven't experienced the personal growth necessary to accomplish them.

We're all familiar with the successive economic ages through which humanity has evolved. The Hunter and Gatherer Age, the Agricultural Age, the Industrial Age, and the current Information and Technology Age. Stephen Covey discusses these transitions in his book "The 8th Habit". He talks about how each Age required a new mindset, a new skill set, and a new toolset. "The main assets and primary drivers of economic prosperity in the Industrial Age were machines and capital---*things*. People were necessary but replaceable." (Covey 2004, 12-15).

Systems required managing. People were subservient to the system. Authoritarian types of management systems got the job done. Power came with the management position. Bosses didn't have to be good people. If a worker didn't like his boss, he could quit, and somebody else who wanted a job would always be there to take his place. A business could be run successfully without requiring the engagement of the mind, body, heart, and spirit of the worker. People were treated as things, just a cog in the wheel of the machinery. This perception still exists in our accounting systems, machines listed as assets, people as liabilities (labor costs).

Unfortunately, these Industrial Age management systems have been carried over into the Information Age, with an ever-increasing ineffectiveness. With the advancement of technology and automation, people are less needed for manual labor and increasingly required to be idea people, creatively handling information, in short, knowledge workers. This new economic age requires a real synergy between workers and management. Employees won't accept condoned behavior of the past. They desire to be respected and valued. They want to feel like they are making a real contribution in an endeavor that has integrity and is bringing value to other people.

Over the years, the Gallop organization has conducted surveys to understand why employees leave jobs. The most significant contributing factor comes down to the quality of the relationship between the employee and their immediate supervisor. When employees feel that they are not being treated fairly, with respect, valued, and tasked with meaningful work, they leave.

Introduction

In the industrial age, one of the incentives for workers to stay with a company, even if they worked for bad bosses, was that the company would take care of the worker for life, providing a job, health insurance, and a funded retirement plan if they stayed until 65 years of age. As more companies were able to take advantage of technology and automation, competition increased, profit margins decreased.

Third world countries started industrial revolutions of their own, turning out lower cost products that first world companies couldn't match. Businesses began dumping their defined benefit plans for the defined contribution plan (401K) to stay competitive. Responsibility shifted to the worker to manage their retirement plans. The incentive for a dissatisfied employee to stay with a company became much less.

Today's workplace requires a management team that inspires and encourages employees. The employer now has to be able to engage the employee's body, mind, heart, and spirit. That kind of relationship requires supervisors that have real influence over the employee. Not the sort that comes from a title or a position but earned, where the employee knows, likes and trusts the boss. The boss brings out the best in the employee. It is imperative for businesses to implement a personal growth program such as *Thinking at the Speed of Life*.

It comes down to a matter of capacity. If we take a car that was built to travel at a maximum speed of 65 MPH and we try to make it go 80 MPH, without changing its powertrain, and a few other components, it's not going to happen. Companies in many ways are attempting to do the same thing with employees. We might mistakenly identify their deficiency as an unwillingness to perform and assign books to read or classes to take to improve their attitude, but that won't help. Sometimes a business puts so much pressure on the employee to perform that the employee finds ways to hit the sales goals, but they do it through dishonest behavior.

The only legitimate way to get the car to go 80 MPH is to increase its capacity by making the kinds of changes necessary to deliver the extra speed required. When we change what the car is, we change what the car is able to do.

Introduction

Companies are quick to spend money on skills training for employees (trying to increase what they can do), before focusing on personal growth (improving who they are). We tend to hire people for their skills (what they can do) but fire them for their behavior (who they are).

What many people fail to realize is that the actions that we take can only reflect the person that we are. The character of our daily activities indicates our inner nature. The world needs people who can provide solutions, but you cannot give what you do not possess. The only way for us to add value to the world is to first add value to ourselves. The only way to add value to ourselves is through personal growth which means that we have to change how we think. Albert Einstein perceived that "the significant problems we face cannot be fixed at the same level of thinking that created them."

We need to have an intentional, daily plan for personal growth. My goal for this book is to present the foundational knowledge required to understand personal growth. I include an assessment to determine where you are at in your growth journey and an action plan that you can follow to spur you on.

I am also issuing a challenge to those who have a passion to positively impact the world. Let's see how far you can grow, and please share that journey with us. Happy travels, and remember as John Maxwell says, "everything that is worthwhile is uphill."

CHAPTER ONE

THOUGHTS AND ACTIONS

At the core of human life are two things, thoughts, and actions. In fact, everything that exists was first a thought that was then physically manifest through action.

We are spiritual beings, gifted with intellect, living in a physical body. If one doubts that we are spiritual beings, please read Bruce H Lipton's book *The Biology of Belief*, in which he chronicles the scientific proof that thought influences life within the cell. (Lipton 2015) Thoughts, of course, are not physical things but pure energy with which our entire universe vibrates. Our ability to think makes personal growth possible. Our physical body allows us to translate our thoughts into actions as we move through life.

To begin to understand the need for thinking at a higher level, we must wrap our minds around the interrelationship of; thoughts and actions, movement and direction, who we are and what we do. We choose our thoughts in the conscious mind. In the subconscious feelings develop to support our thinking. The combination of our thoughts and emotions, lead us to the actions that we take. Our thoughts (who we are), guide our actions (what we do), giving direction to our movement through life. It is not possible to take action without having a thought that precedes it. Thoughts and actions are inseparable just as what we do, cannot be separated from who we are.

Thoughts	Actions
Direction	Movement
Who we are	What we do

One of the universal laws that we are governed by is the law of gender. There is masculine and feminine in everything. These are complementary traits which working together, make our world a much better place. We must pair thoughts and actions the same way. I am guessing some may argue that thoughts are feminine and action is masculine, but who knows?

The word, action, denotes movement. Random movement serves no purpose and cannot accomplish anything. Pairing movement words with direction words like; propulsion/guidance, efficiency/effectiveness, speed/direction, power/control, clock/compass, are concepts that we are familiar with. I currently live in Ridgecrest, California, home of the China Lake Naval Air Weapons Station. They are continually developing better missiles. The ability to guide the rocket is just as vital as its ability to travel a distance.

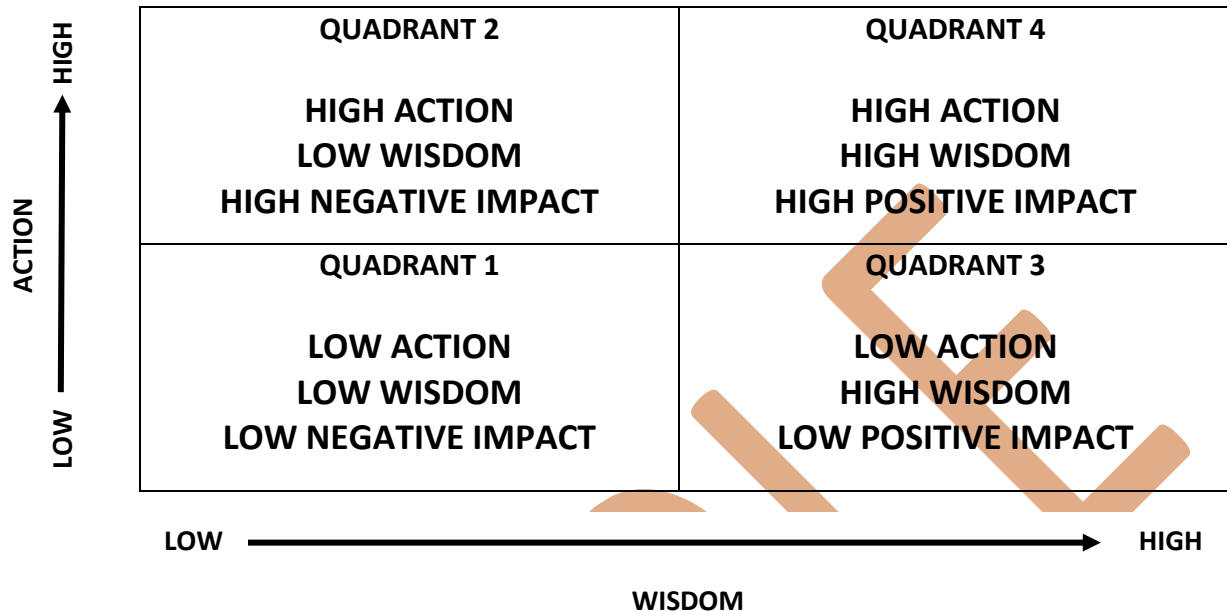
The same principles apply to our movement through life. Justin's law of effective action states that "every course of action taken requires the application of a proportional measure of wisdom (wise thoughts)."

The maximum amount of wisdom that we can apply to any action we take is the level which we have attained or our level of personal growth. It's the "wisdom gaps" that get us into trouble. A "wisdom gap" is when the measure of wisdom applied to a course of action taken is less than the optimum outcome requirement. In the case of the missile, if the guidance system doesn't keep pace with its propulsion, it will soon be off course. It is the same with us. If our thoughts (our guidance system) aren't keeping pace with our actions (our movement), we too will get off course.

Personal growth enables us to apply more wisdom to the courses of action that we take. One example of insanity is to repeat the same sequences of activity but anticipate different results. If we want different results in our lives, we have to change who we are because that's the person directing us to do what we do. In other words, we have to "become" (change who we are) before we can "accomplish" (what we can do), and that requires personal growth. Many people experience this truth when they want to lose weight. They change what they do, i.e., go on a diet. They may have limited success for a while, but if they haven't changed who they are, soon revert to the foods and portions that they previously enjoyed. Successful weight loss would involve changing what we think about our choices of foods and proportions and motivations and satisfaction. Once we change who we are then what we do will change as well. Jim Rohn used to say that "success doesn't happen by chance. It happens by change". Success isn't something to be pursued, it's something we become.

As I was growing up, my Mother placed inspirational messages around the house. One that always stood out to me was a quote from Dr. Richard S. Taylor's book, *The Disciplined Life*, "The world is full of naturally brilliant people who never rise above mediocrity because they will not make the sacrifice which superiority requires." (Taylor 1962, 11) James Allen in *As a Man Thinketh* states that, "People are anxious to improve their circumstances but are unwilling to improve themselves. They, therefore, remain bound."

If we were to graph wisdom and action, we would have a box with four quadrants.



Many people are overdriving their level of wisdom. A good analogy would be if a youngster who has just learned how to drive a go-cart in his backyard were put behind the wheel of an Indy race car at the track and given the green flag. His ability to go faster (action) has increased, but his knowledge and experience (wisdom) have not. I'm guessing he will soon be off course. It is much like when a teenager first gets their license to drive and gets behind the wheel of a car, without a concerned adult with them. Their mobility (what they can do) has increased, but their knowledge and experience (who they are) haven't. They can be easily distracted from focusing on driving and might be trying to text or talk on the phone or even just chatting with others in the car. Tragedy often quickly ensues.

Just as a teenager getting their driver's license increases their mobility, life also has movement accelerators. Money, power, fame, and technology are all movement accelerators. A movement accelerator is any outside influence that gives you access to an opportunity to act on something that you would not have been able to previously.

You may have heard the saying that money and power corrupt. That is not correct. You could say that money and power reveal. We reveal our level of personal growth when we choose actions that have less wisdom applied than they should, (wisdom gaps).

Money and power are movement accelerators. They give us access to more choices. We have the opportunity to act more quickly and make decisions that have more significant consequences. Money and power speed up our movement through life. If our personal growth or level of wisdom hasn't kept up to the speed with which we are moving through life, we soon get off course. It's a problem that some lottery winners encounter. With more money life

speeds up for them but their wisdom hasn't increased, so they quickly get off course by making bad decisions. Often they wind up in a worse state of affairs than they were in before they won the money.

It's impossible for us to choose courses of action that are better than the level of wisdom or personal growth to which we have attained. Technology has served to speed up our lives considerably. Before social platforms such as Facebook existed, gaining an audience of followers could only happen through the building of personal influence which usually was tied directly to personal growth. These days technology has given everyone access to an audience if they can use a computer. I often cringe at the thoughts that people post before running them through a wisdom filter. Communication happens much quicker these days. Computers have sped up how quickly business happens giving us many more choices at a faster rate.

Just as there are movement accelerators, there are also wisdom restrictors. Wisdom restrictors are outside influences that restrict our ability to use the wisdom that we have already gained. Alcohol, drugs, and various addictions can all act as wisdom restrictors.

There's a story of a plane full of passengers that took off from an airport. After they had been in flight for a couple of hours, the pilot came on the intercom and said "this is the captain speaking. I have good news and bad news. First the good news. We are ahead of schedule. Now the bad news, we're lost." Having movement in lockstep with guidance is crucial.

CHAPTER TWO

THE PROCESS OF PERSONAL GROWTH

The Process of personal growth starts with the desire to be, do and have more. All life yearns for more. Nature is continually seeking expansion and a fuller expression of itself. Scientists tell us the universe itself is still expanding. We witness that desire for growth and fuller expression in humans as soon as a baby is born.

After a few weeks of lying on its back, the baby is moving arms and legs and starting to rock back and forth. Soon they are figuring out how to roll over. It is not long before they are growing stronger, coordinating arm and leg movements, and starting to crawl. They begin to pull themselves up on furniture and learn how to stand by themselves. Soon they will take that first step. They will fall many times and incur many bumps and bruises, but that won't stop them or even slow them down. There is always more to be, do and have.

I remember as a youngster in grade school I had that desire to be more. The Peterson boys, of which I was the youngest of four, had a monopoly on delivering the Minneapolis Star and Tribune's morning, afternoon, and Sunday papers in our small, northern Minnesota town. Being out in nature early in the morning was great. I enjoyed the quiet, and there was plenty of time to contemplate all that I wanted to be, do, and have when I grew older. My dad thought my morning route was taking too long so one day he decided to follow me in the car. It was enlightening for me to discover that when forced to focus, I was able to complete my route in half the time, but of course, it was also half the fun.

Personal growth and physical growth, while having similarities also differ significantly. Physical growth happens automatically for the most part. As long as we take in the proper nourishment and get enough sleep and exercise, our bodies will grow. We don't give it much thought and are pretty much just along for the ride. That could be why so many people never experience much personal growth in their lives. They assume that it happens automatically. Nothing could be further from the truth. It takes a great deal of intentionality and daily exercise of the will to achieve personal growth.

For us to fully grasp how we can grow personally, we need to understand the six mental faculties that we experience life through. They are perception, memory, reason, imagination, will, and intuition.

Perception is the process through which mental impressions are made using the five senses of taste, touch, sight, sound and smell and the assignment of values to those impressions. Memory is the ability to record the impressions and recall them. Reason allows us to weigh the values that we have assigned to the impressions and draw conclusions which becomes our belief system. Imagination utilizes perception, memory, and reason to make new combinations of impressions which permits us to conceive of things as they could be. Will is the muscle of the mind that allows us to choose our thoughts. We can use our will to change the values that we have assigned to impressions. Intuition is the connection between ourselves and infinite intelligence. The six mental faculties, working together, make us who we are.

Who we are, then, is the sum of the impressions that we have taken in throughout our lifetime and the values that we have assigned to them and the conclusions that we have drawn from them, in short, our belief system. We base our belief system on what we have experienced, the information given us, and the conclusions that we have drawn. The problem is that there is not one universal experience that we all share or one comprehensive set of information given to everyone, so we have all drawn different conclusions. Some of us have had bad experiences, some good. Some of us have received correct information and some incorrect. The conclusions that we have drawn become a filter through which we see life, in other words, our paradigm.

Our paradigms are going to range along a whole spectrum of accuracy based on the belief system that we have created. Stephen Covey in *Seven Habits of Highly Effective People* refers to this as the map that we use to navigate our lives. He uses the following illustration; you are in Chicago and trying to find a specific location, but the map you are using has been mismarked Chicago but is a map of Detroit. How frustrating that would be for you. You could be sincere, thinking positively, trying harder, but it wouldn't help. All you could do is get lost faster. What we need then is an accurate map of where we are. (Covey 1990, 23-24)

Recognizing that laws govern our universe is the first step towards building an accurate map. Seven universal laws govern humanity. They exist no matter what our experiences have been, the information received, or the conclusions that we have drawn. Very briefly they are; the law of mentalism (everything originates in the mind), the law of correspondence (everything in the universe is related, spiritual, mental and physical), the law of vibration (the whole universe is pure energy vibrating at different frequencies), the law of polarity (what appear to be opposites are the same things, just at different ends of a spectrum), the law of rhythm (everything in the universe ebbs and flows), the law of cause and effect (every effect has its cause), the law of gender (there is masculine and feminine in everything). It is not the purpose of this writing to discuss these laws in depth. I believe that it will suffice to talk about the effects of these laws.

There is order in the universe because laws govern it. Carl Sagan felt that chaos was the opposite of cosmos. The heavenly bodies move in a preordained orbit. The sun rises every day in the East and sets in the West. Every year there are four seasons, and they always happen in the same order. Another effect is that we reap what we sow. When we plant peas, we get peas. When we sow good thoughts, we reap good thoughts. Our thoughts vibrate at a certain level. We attract and are attracted to thoughts that are at the same level of vibration. There is a natural process to everything. We plant in the spring and harvest in the fall. There is no way to circumvent the natural process. Understanding and accepting these laws is the first step towards wisdom. Knowing these truths gives us a structure on which to base a proper belief system and a foundation for building personal growth.

If you grasp the concept of personal growth, it's apparent that there are starting points and positive movement away from them. We are not born with mature thinking or attitudes. Our adolescent behavior reflects attitudes and beliefs that are at the lowest levels of consciousness and the easiest to grasp. As babies we are selfish, thinking only of ourselves and our needs. We are immature and have a scarcity mentality and lots of negativity. Selflessness, adding value to others, maturity, an abundance mentality, and positive attitudes only develop through personal growth. It will take much exercise of our will to attain to stronger belief positions.

Personal growth changes who we are. It's not that as we mature we change the values that we have assigned to the impressions that we have recorded. Instead, we grow *by* changing the values to those recorded impressions. We exercise our will by choosing to see the world differently. I have to intentionally expand my worldview and move towards a higher level of consciousness realizing that the best thing I can do for myself is to add value to others.

On the following page is a weakness/strength grid. On the left side is a list of weaknesses that we are born with (not exhaustive) and on the right side are the corresponding strengths that we aspire to through personal growth.

Weakness/Strength Grid

Weakness Born With	Strength Developed
Dependence Everybody else needs to do for me	Interdependence Ability to work well with others
Selfishness It's all about me.	Selflessness I think of others before myself.
Dishonesty I lie to myself and others.	Honesty I am truthful with myself and others.
Reactive Life happens to me.	Proactive I am the director of my life.
Scarcity Mentality There is only so much to go around.	Abundance Mentality There is always more that can be created.
Judger Mentality Why do I keep doing this wrong?	Learner Mentality How can I do it better next time?
My Way There is only one way to do something.	The High Way There are many ways to get something done.
Negativity Always drawn to the dark side	Positivity Looks for the good in everything
Aimlessness Has no direction in life	Intentionality Approaches life with a plan and pursues it daily.
Fearful Frozen because of what others might think, do, or say.	Courageous Uses courage to push through fear.
Live for Today Makes decisions only for the present	Live for the Future Thinks and acts for success down the road.
Blames Others Other people are the cause of my shortcomings.	Personal Accountability Takes ownership of successes and failures
Close Minded Refuses to entertain other points of view.	Open Minded Willing to view from different perspectives
Loser Attitude I can't do this.	Winner Attitude How can I do this?
Laziness Doesn't get things done	Industrious Motivates self to start and finish tasks
Procrastination Puts duties off until later	Execution Does what is needed when it is needed
Undisciplined Has no self-control or organization in life	Disciplined Exercises self-control and is organized
Incongruent Differences between what I say I want and what I do.	Congruent Walk matches talk
Win/Lose Thinks in competitive terms, I win, you lose	Win/Win Only engages in activity that results in win/win for all

CHAPTER THREE

MAKING THE UNCONSCIOUS CONSCIOUS

I love the quote from the Swedish psychologist Carl Jung that says “until you make the unconscious conscious, it will direct your life and you will call it fate.” (M 2016) Examined experience is a much better teacher than experience alone. It allows us to evaluate and draw conclusions so that we can improve upon our past behavior. We’ve all heard the ancient Greek aphorism “know thyself.” Socrates said, “The unexamined life is not worth living.”

Many of us remember the growth charts that our parents put on the insides of door jambs as we were growing up. It was a fun way to mark our physical progress. Similarly, we need to be aware of our personal growth. Most people, if pressed to produce a personal growth chart, would be at a loss.

Before we can embark on our growth journey, we need to take inventory of our current level of personal growth. We need to examine our paradigms or belief systems to understand the filters that we have created through which we are interpreting life. An exercise that I have done that was helpful to me was creating a learning model timeline of my life. I drew a timeline starting with my birth and continuing up to my present age. I then inserted significant happenings, whether they were positive or negative, at the appropriate ages. I made notes under each entry as to what I had taken away or learned from each situation. It was eye-opening for me to see trends in my problem-solving approaches that I was only able to recognize because I was looking at a whole body of evidence at one time. You will do the learning model timeline exercise in week four.

The first exercise for you to complete is the Personal Growth Assessment Tool. The assessment will help you gauge your level of personal growth and identify areas that need strengthening.

SAMPLE

WEEK ONE

PERSONAL GROWTH ASSESSMENT

Name: _____ Dates: _____ 2018

Focus: Personal Growth Assessment

Exercise: Personal Growth Self-Assessment



Please complete the **Personal Growth Assessment Tool** by first reading the statement. Then mark your response on the corresponding **Response Sheet**, using one of the response choice options to indicate how much you agree with the statement. The statement number on the assessment tool corresponds to the same number on the response sheet. Mark your response in the highlighted cell.

The foundation of personal growth is honesty, first of all, honesty with ourselves. The assessment will be meaningless if your responses are not an accurate reflection of what you think.

After completing the response sheets, add up the totals for each column and put the sums in the **TOTAL** spaces at the bottom of each column. Please do this for each response sheet. Carry the totals for each sheet over to the **Response Tally Sheet**. Total up each column to arrive at your final **Total**.

Personal Growth Assessment Tool - Questionnaire

Sheet One

1. I have written out an organized daily plan for my personal growth. 2a
2. Other people have limited the degree of success that I have been able to achieve. 3b
3. I believe that life is random and outside of my control. 1b
4. I often ask myself why I keep doing the wrong things. 4b
5. I know my areas of strength in character. 2a
6. I rely on alibis to explain why I'm not getting done what I should. 2b
7. I can resolve the problems that I am currently facing in my life. 3a
8. I understand what personal growth is. 1a
9. There is only one right way to do something. 4b
10. I follow my daily plan to achieve personal growth. 2a
11. I have a hard time making decisions. 2b
12. I believe that I control my success in life. 3a
13. I regularly read personal growth books. 1a
14. I know my areas of weaknesses in character. 2a
15. I tend to put off till later what I know that I should be doing now. 2b
16. I can see the personal growth issues in other people much easier than I see my own 3b.
17. I regularly attend personal growth seminars. 1a
18. I will never be wealthy. 4b
19. I don't have any interest in acquiring specialized knowledge. 2b
20. I can see that personal growth is happening in my life. 2a
21. I believe that good fortune is the basis for my material success. 3b
22. I learn more from failure than success. 1a
23. There is a limited amount of wealth in the world. 4b
24. I have defined clearly and written down what I want to accomplish in life. 2a
25. I put my own satisfaction as my priority. 2b

Personal Growth Assessment Tool

Response Sheet One

Please use the following response choices to indicate
how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
1. (2a)								
2. (3b)								
3. (1b)								
4. (4b)								
5. (2a)								
6. (2b)								
7. (3a)								
8. (1a)								
9. (4b)								
10. (2a)								
11. (2b)								
12. (3a)								
13. (1a)								
14. (2a)								
15. (2b)								
16. (3b)								
17. (1a)								
18. (4b)								
19. (2b)								
20. (2a)								
21. (3b)								
22. (1a)								
23. (4b)								
24. (2a)								
25. (2b)								
TOTAL								

Personal Growth Assessment Tool - Questionnaire

Sheet Two

- 26. I tend to blame others for unfavorable conditions in my life. 3b
- 27. I believe that I should add value to others. 1a
- 28. I blame myself when things don't work. 4b
- 29. I am indifferent and usually will compromise before meeting opposition with a fight. 2b
- 30. I seek out books to read to help me expand my thinking. 4a
- 31. My desire for personal growth is not great. 2b
- 32. There are limits on how much personal growth I can achieve. 1b
- 33. It is more spiritual to be poor than wealthy. 4b
- 34. I tend to quit trying when I encounter my first obstacle. 2b
- 35. I am persistent in my personal growth attempts. 2a
- 36. The mistakes I make are the result of other people's actions. 3b
- 37. I believe that who I am is the foundation for what I do. 1a
- 38. I want to have personal growth in my life but tend not to take action. 2b
- 39. I am not responsible for the bad things that happen to me. 3b
- 40. I am intentional when it comes to personal growth. 2a
- 41. I can choose the level of success that I want to achieve. 3a
- 42. I don't like to fail. 1b
- 43. I believe that there is a solution to every problem. 4a
- 44. I tend to fall for "get rich quick" schemes. 2b
- 45. I don't believe that I can change my life much. 1b
- 46. I am aware of the filters through which I see life. 4a
- 47. I don't take action to improve my life because I am afraid of what others might think. 2b
- 48. I believe that life is 10% what happens to me and 90% how I respond. 3a
- 49. If someone is winning in life, someone else must be losing. 4b
- 50. I need to have things in order before I get started. 2b

Personal Growth Assessment Tool

Response Sheet Two

Please use the following response choices to indicate how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
26. (3b)								
27. (1a)								
28. (4b)								
29. (2b)								
30. (4a)								
31. (2b)								
32. (1b)								
33. (4b)								
34. (2b)								
35. (2a)								
36. (3b)								
37. (1a)								
38. (2b)								
39. (3b)								
40. (2a)								
41. (3a)								
42. (1b)								
43. (4a)								
44. (2b)								
45. (1b)								
46. (4a)								
47. (2b)								
48. (3a)								
49. (4b)								
50. (2b)								
TOTAL								

Personal Growth Assessment Tool – Questionnaire

Sheet Three

51. When something doesn't work, I stop trying. 2b
52. My life would be better if other people would do things right. 3b
53. I regularly stop and review my progress to see what changes I need to make. 1a
54. I believe that there are limited resources in this world. 4b
55. I set goals for myself and achieve them. 2a
56. I am able to motivate myself. 2a
57. I believe that I have attracted the negative that is in my life. 3a
58. I surround myself with people that are more successful than me. 1a
59. I believe that the universe is governed by universal laws. 4a
60. I fill my mind with the things that I want to attract to me. 2a
61. Other people get me in trouble. 3b
62. I don't like struggle in my life. 1b
63. The way I view life is the right way. 4b
64. I set goals for myself but rarely achieve them. 2b
65. I expose myself to new ideas and new ways of thinking. 4a
66. It's the circumstances in my life that are holding me back. 1b
67. I am a person of integrity. 3a
68. Personal growth happens automatically. 1b
69. I would accomplish more if life was not so hard. 1b
70. Successful people are just fortunate. 1b
71. I seek first to understand, then to be understood. 4a
72. I tend to tell people what they want to hear, not necessarily the truth. 1a
73. My actions are congruent with what I say I want in my life. 3a
74. To change my circumstances, I have to change myself. 3a
75. I filter the negative out of my life. 1a

Personal Growth Assessment Tool

Response Sheet Three

Please use the following response choices to indicate how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
51. (2b)								
52. (3b)								
53. (1a)								
54. (4b)								
55. (2a)								
56. (2a)								
57. (3a)								
58. (1a)								
59. (4a)								
60. (2a)								
61. (3b)								
62. (1b)								
63. (4b)								
64. (2b)								
65. (4a)								
66. (1b)								
67. (3a)								
68. (1b)								
69. (1b)								
70. (1b)								
71. (4a)								
72. (1a)								
73. (3a)								
74. (3a)								
75. (1a)								
TOTAL								

Personal Growth Assessment Tool

Response Tally Sheet

Totals	1a	1b	2a	2b	3a	3b	4a	4b
Sheet 1								
Sheet 2								
Sheet 3								
TOTAL								
	Personal Growth Principles		Intentionality/Persistence		Personal Accountability		Open Mindedness	
Ideal	40	0	44	0	32	0	24	0

Personal Growth Principles

The understanding and implementation of personal growth concepts and practices.

Intentionality/Persistence

The measure of desire and focus to gain personal growth.

Personal Accountability

Taking action that reflects acceptance of personal responsibility for personal growth.

Open-Mindedness

The recognition and acceptance that there are always higher levels of consciousness and growth to attain to, in the pursuit of personal growth.

Notes: The statements made are from both positive and negative perspectives, hence the a and b categories. The ideal response to a positive statement would be 4, and 0 for a negative statement.

How did you do? Please review your results to determine areas of strength and weakness.

Two strongest areas: _____ and _____.

Two weakest areas: _____ and _____.

Meet with Supervisor

Please schedule a time to meet with your supervisor to discuss your assessment.

Date: _____ **Time:** _____

SAMPLE

WEEK TWO

KEY CONCEPTS OF PERSONAL GROWTH

Name: _____

Dates: _____ 2018

Focus: Key Concepts of Personal Growth

We Begin With Weakness

Please re-read **Chapter 2** which describes the personal growth process. Much like physical growth, personal growth begins with us in a state of weakness. Hopefully, there is a positive movement towards maturity. Stephen Covey in *The Seven Habits of Highly Effective People* describes personal growth as a movement away from a state of dependency towards independence, then finally to interdependence. (Covey 1990, 48-52) It's great to be able to do for ourselves, but we will be able to go much further when we can work together with other people.

It Takes Intentionality

Unlike physical growth, it doesn't happen automatically. It is only through intentionality and frequent exercise of will that we experience personal growth. Even when we approach personal growth with intentionality, it doesn't happen in a day. Like life itself, it is a journey. We have to be intentional every day with our personal growth.

It's All About Me

Nobody can do this for me. I am responsible for my personal growth. If I want things to change for me, I have to change. Before I can add value to others, I have to add value to myself. I add value to myself through personal growth. Personal growth improves who I am, which increases what I can do. Success isn't something I pursue; it's what I become.

It's All About Everyone Else

As we mature we begin to realize that the best thing that we can do for ourselves, is to add value to others. To help others, we will need to be able to influence them. We do not gain this power from a title or position. We earn it. People have to know, like, and trust us. Influence and personal growth go hand in hand. As our level of personal growth increases, so does our level of influence. If we keep in mind Stephen Covey's admonition to "seek first to understand, then to be understood." we will be off to a good start in building influence with others. (Covey 1990, 236-260)

WEEK TWO

KEY CONCEPTS OF PERSONAL GROWTH**Focus: Key Concepts of Personal Growth****It's in the DNA**

Inside an acorn's DNA is the blueprint for the oak tree that it can become. When it's buried in soil and receives nutrition, it will seek expansion and a fuller expression of itself until it matures into the big, majestic oak tree that it was designed to be. This process is called growth. Without growth, the acorn will never become the oak tree.

Inside each of us is a blueprint for greatness. The only way to achieve it is through personal growth. The mind is like fertile soil in which our thoughts will germinate. Choosing positive thoughts fed by nutrition extracted from personal growth principles, surrounding ourselves with encouraging, like-minded people, and taking action to reprogram our subconscious mind, will result in us maturing into people who can add value to the world and provide solutions that are so desperately needed. When we give up or don't try, we shut down our inner desire to be, do, and have more. Negative thinking tends to germinate in our subconscious mind. Weeds and thistles of negativity and discontent spring up and our subconscious mind will seek ways to bring about their physical manifestation. Our lives become a mess, and we cannot add value to the world.

It Takes Struggle

You have to experience struggle to realize personal growth. Some years ago a biosphere, a controlled, miniature version of our planet, was constructed in Arizona so that scientists could study how the planet's living systems work. In the biosphere, the trees were growing at a faster rate than they would in the wild. The trees grew fast but never gained strength and eventually fell over, not able to support their weight. What the scientists came to realize was that there was no wind in the biosphere and wind plays a vital role in the life of a tree. Anupam Pant discussed this phenomenon in a blog post. "When plants and trees grow in the wild, the wind constantly keeps them moving. This causes a stress in the wooden load-bearing structure of the tree. So, to compensate, the tree manages to grow something called the reaction wood (or stress wood). This stress wood usually has a different structure (in terms of cellulose or lignin content and more) and is able to position the tree where it'd get the best light or other optimum resources." (Pant 2014) So without wind, trees don't stand (pun intended) a chance of developing resistance which makes them stronger. It is the same with humans. We don't get stronger physically unless we are engaging in resistance exercise. Mental or personal growth happens in like fashion. When we experience struggle, we receive an opportunity to exercise our will to make the right choices that make us stronger.

WEEK TWO

KEY CONCEPTS OF PERSONAL GROWTH

WEAKNESS/STRENGTH GRID

Weakness Born With	Strength Developed
Dependence Everybody else needs to do for me	Interdependence Ability to work well with others
Selfishness It's all about me.	Selflessness I think of others before myself.
Dishonesty I lie to myself and others.	Honesty I am truthful with myself and others.
Reactive Life happens to me.	Proactive I am the director of my life.
Scarcity Mentality There is only so much to go around.	Abundance Mentality There is always more that can be created.
Judger Mentality Why do I keep doing this wrong?	Learner Mentality How can I do it better next time?
My Way There is only one way to do something.	The High Way There are many ways to get something done.
Negativity Always drawn to the dark side	Positivity Looks for the good in everything
Aimlessness Has no direction in life	Intentionality Approaches life with a plan and pursues it daily
Fearful Frozen because of what others might think, do, or say	Courageous Uses courage to push through fear.
Live for Today Makes decisions only for the present	Live for the Future Thinks and acts for success down the road.
Blames Others Other people are the cause of my shortcomings.	Personal Accountability Takes ownership of successes and failures
Close Minded Refuses to consider other points of view	Open Minded Willing to view from different perspectives.
Loser Attitude I can't do this.	Winner Attitude How can I do this?
Laziness Doesn't get things done	Industrious Motivates self to start and finish tasks
Procrastination Puts duties off until later	Execution Does what is needed when it is needed
Undisciplined Has no self-control or organization in life	Disciplined Exercises self-control and is organized
Incongruent Differences between what I say I want and what I do	Congruent Walk matches talk
Win/Lose Thinks in competitive terms, I win, you lose	Win/Win Only engages in activity that results in win/win for all

WEEK TWO

KEY CONCEPTS OF PERSONAL GROWTH

Exercise 1: Weakness / Strength Progress Check



Please refer to the weakness/strength definitions in the previous chart, then place a check on the chart below to indicate where you believe you are, in your journey for each weakness/strength.

Weakness	1	2	3	4	5	6	7	8	9	10	Strength
Dependence											Interdependence
Selfishness											Selflessness
Dishonesty											Honesty
Reactive											Proactive
Scarcity											Abundance Mentality
Judger Mentality											Learner Mentality
My Way											The High Way
Negativity											Positivity
Aimlessness											Intentionality
Fearful											Courageous
Live for Today											Live for the Future
Blames Others											Personally Accountable
Close Minded											Open Minded
Loser attitude											Winner Attitude
Laziness											Industrious
Procrastination											Execution
Undisciplined											Disciplined
Incongruent											Congruent
Win/Lose											Win/Win

WEEK TWO

KEY CONCEPTS OF PERSONAL GROWTH

Making the Unconscious, Conscious.

Carl Jung, the Swedish psychologist, stated, “Until you make the unconscious, conscious, it will direct your life, and you will call it fate.” We are not able to make the changes needed in ourselves if we are not aware of the changes that we need to make. The following exercise is designed to increase your self-awareness.

Exercise 2: Weakness Identification



As you go through your week, keep the strength/weakness list close by so you can refer to it often. As you take actions, engage in conversations, and listen to your inner self-talk, be aware of your motivations. Are they reflective of the person you want to be? If they aren't, you will need to make conscious decisions to act, talk, and think differently at your next opportunity. Identify five weaknesses that you want to make a priority to strengthen, and note how you will act, talk, and think differently to grow stronger in those areas.

1. Weakness _____
How will I act, talk, think differently? _____

2. Weakness _____
How will I act, talk, think differently? _____

3. Weakness _____
How will I act, talk, think differently? _____

4. Weakness _____
How will I act, talk, think differently? _____

WEEK TWO
KEY CONCEPTS OF PERSONAL GROWTH

5. Weakness _____

How will I act, talk, think differently? _____

Meet with your supervisor.

Schedule a meeting with your supervisor to share some things you are learning about yourself. How hard or easy has it been for you to make changes in yourself. Have there been any epiphanies? Even though it's a struggle, do you feel good about your progress?

Date: _____ **Time:** _____

WEEK THREE

PERSONAL ACCOUNTABILITY

Name: _____

Dates: _____ 2018

Focus: Personal Accountability

Why Personal Accountability

We have touched on personal accountability briefly. It showed up in the weakness/strength grid last week. The weakness was **Blames Others**; other people are the cause of my shortcomings. The strength was **Personal accountability**; takes ownership of successes and failures. It also appeared under the **It takes intentionality** and **It's all about me** sections. The only person who can be intentional about my personal growth is me. No one can do it for me. In fact, everything about personal growth is up to me. You will find that theme interwoven throughout *Thinking at the Speed of Life*.

As we go through our daily life, whether it's where we work, shop, at home, or any place that we do business, it isn't long before we hear someone blaming somebody else for something that went wrong. Daily in politics, we hear one side of the aisle blaming the other for why things are so bad in the country. It is understandable. We want to protect ourselves, a sort of natural inner defense mechanism. Does it ever help? Usually not. In most cases we don't care who's to blame for what's not working, we want it fixed. The problem, however, is that we want someone else to do the fixing. Rarely do we ask ourselves. "What can I do to help this situation." or, "what could I do differently next time so that this doesn't happen again?"

It's an example of how we tend to think outwardly. Who is to blame? When are they going to fix this? Real change and the ability to positively impact the outward circumstances of our lives only happens when we start to think differently on the inside. We have to take ownership of what we can do to make things better.

Stimulus/Response

Most of us have heard the saying; life is 10% what happens to us and 90% how we respond. Many things happen in our lives that we have no control over. The only thing that we do have control over is how we react to them. Between a stimulus and a response is a gap. In that gap, we choose what our response will be.

WEEK THREE

PERSONAL ACCOUNTABILITY**Stimulus/Response Cont.**

Many people are on automatic pilot. I've heard people say, 'Well that person said that bad thing to me, so I had to say that negative thing back.' It may have been how they usually respond, but it isn't how they had to. We have a choice. We have to start being accountable for how we think and how we react. It will take a real exercise of our will to pause in the stimulus/response gap, then be proactive with our response rather than reactive.

Serenity Prayer

While we are trying to improve ourselves, keeping the serenity prayer in mind will help. "God, grant me the serenity to accept the things that I cannot change, the courage to change the things I can, and the wisdom to know the difference.

Personal Accountability at Work

In the introduction, I discussed how authoritarian types of management systems were carried over from the industrial age. We view our supervisors as the people with the authority or power. It's their job to make the decisions and tell people what to do. We don't need to think; we do as told.

That sort of management system seemed to work in the Industrial Age when most employees were manual workers, but it doesn't work so well in the Information Age when most employees are knowledge workers. The body of the manual worker was what was required. The star of the Industrial Age was the machinery. In the Information Age, it's the knowledge worker. In today's economy, a successful enterprise requires the body, mind, heart, and spirit of the knowledge worker.

Now my employer needs more from me. They not only require me to show up but to be an active participant. They need my creative thinking to come up with new solutions. They need my heart and energy to be engaged. For me to be effective, I need to engage successfully with my co-workers. That influence is not the influence that comes from a position, but the influence that comes from respect. It is the influence that comes from being someone that others know, like, and trust. It's all about who I am, not what I do. To improve who I am will require personal growth. I have to be personally accountable for my personal growth.

WEEK THREE

PERSONAL ACCOUNTABILITY

Exercise 1: Stimulus / Response Recognition



As you go through your week, document 10 times when you experienced a stimulus for action but paused in the stimulus/response gap and chose to be proactive rather than reactive in your response.

1. Situation _____
Response _____
2. Situation _____
Response _____
3. Situation _____
Response _____
4. Situation _____
Response _____
5. Situation _____
Response _____
6. Situation _____
Response _____

WEEK THREE
PERSONAL ACCOUNTABILITY

Exercise 1 cont.

7. Situation _____
_____.
- Response _____
_____.
8. Situation _____
_____.
- Response _____
_____.
9. Situation _____
_____.
- Response _____
_____.
10. Situation _____
_____.
- Response _____
_____.

WEEK THREE

Weakness/Strength Grid

Weakness Born With	Strength Developed
Dependence Everyone else needs to do for me.	Interdependence Ability to work well with others.
Selfishness It's all about me.	Selflessness I think of others before myself.
Dishonesty I lie to myself and others.	Honesty I am truthful with myself and others.
Reactive Life happens to me.	Proactive I am the director of my life.
Scarcity Mentality There is only so much to go around.	Abundance Mentality There is always more that can be created
Judger Mentality Why do I keep doing this wrong?	Learner Mentality How can I do it better next time?
My Way There is only one way to do something.	The High Way There are many ways to get something done.
Negativity Always drawn to the dark side	Positivity Looks for the good in everything
Aimlessness Has no direction in life	Intentionality Approaches life with a plan and pursues it daily
Fearful Frozen because of what others might think, do, or say	Courageous Uses courage to push through fear
Live for Today Makes decisions only for the present	Live for the Future Thinks and acts for success down the road
Blames Others Other people are the cause of my shortcomings.	Personal Accountability Takes ownership of successes and failures
Close Minded Refuses to consider other points of view	Open Minded Willing to view from different perspectives
Loser Attitude I can't do this.	Winner Attitude How can I do this?
Laziness Doesn't get things done.	Industrious Motivates self to start and finish tasks
Procrastination Puts duties off until later	Execution Does what is needed when it is needed
Undisciplined Has no control or organization in life	Disciplined Exercises self-control and is organized
Incongruent Differences between what I say I want and what I do	Congruent Walk matches talk
Win/Lose Thinks in competitive terms, I win, you lose	Win/Win Only engages in activity that results in win/win for all

WEEK THREE

PERSONAL ACCOUNTABILITY

Exercise 2: Weakness Challenge

Document 10 instances when you challenged yourself to grow in different areas of weakness this week. These instances may have come from the situations documented in Exercise 1. Refer to the weakness/strength grid.

1. Area of weakness _____
Action taken _____
2. Area of weakness _____
Action taken _____
3. Area of weakness _____
Action taken _____
4. Area of weakness _____
Action taken _____
5. Area of weakness _____
Action taken _____
6. Area of weakness _____
Action taken _____
7. Area of weakness _____
Action taken _____
8. Area of weakness _____
Action taken _____
9. Area of weakness _____
Action taken _____
10. Area of Weakness _____
Action taken _____

Meet with Supervisor

Schedule a time to meet with your Supervisor to share the struggles, progress, and self-discoveries that you experienced while completing Exercises 1 and 2.

Date _____

Time _____

WEEK FOUR

PARADIGMS

Name: _____

Dates: _____ 2018

Focus: Paradigms

What is a Paradigm?

The dictionary defines a paradigm (pronounced pair-a-dime) as the conceptual framework that permits the explanation of phenomena. I introduced this concept in Chapter 2. Please re-read Chapter 2, *The Process of Personal Growth*. Stephen Covey in *7 Habits* describes a paradigm as a sort of map that we have drawn to explain the territory in which we live. A paradigm is like a filter through which we interpret our world. We have created this filter based on our experiences and learnings and the values that we have assigned to the conclusions that we have drawn. The ability to recognize a paradigm is critical for personal growth. We need to have an awareness that when events occur in our life, we participate and interpret through the model that we have constructed. We see and understand the world, not as it is but as we are.

Paradigms Die Hard

People have acted out of paradigms throughout history. Up till the sixteenth century, they believed that the earth was the center of the universe. Copernicus, a Polish astronomer, on his deathbed in 1543, published his beliefs that the sun was the center of our solar system. The Italian astronomer, Galileo, followed, supporting Copernicus. It was challenging for people to give up on the idea that the universe didn't revolve around the earth. Somehow that diminished man's importance. In 1600 the philosopher, Giordano Bruno, was burned at stake for espousing the new view. Instead of evaluating the scientific evidence objectively, the ruling authorities forced Galileo to recant his findings and placed him under house arrest for the rest of his life.

Another behavior that resulted from a paradigm in the middle ages was the practice of bloodletting. People believed that they were sick because of bad stuff in their blood. To heal them, you had to get the bad blood out. It wasn't until scientists like Pasteur and Koch put forth the germ theory that we began to understand the cause of disease, and how to heal and prevent sickness. The paradigm shifted.

WEEK FOUR

PARADIGMS

The Swiss Watch Paradigm

The Swiss watchmaking industry is an excellent example of how costly it can be to hold onto an obsolete paradigm. Swiss watchmakers had enjoyed the reputation of being the world's finest for a hundred years. In 1968 they commanded 65% of the world watch market. They had developed a quartz movement watch and displayed it at a trade fair, believing that it was only a novelty and no one would be interested in it. They did not even protect the design. The Japanese saw it and ran with the idea. In a few short years, the Swiss share of the watch market had dropped to 10%, and tens of thousands of Swiss watchmakers were out of business. You might have heard of the Seiko brand of Quartz watch.

Paradigm Shifts

As you can see it is essential to be aware that we all operate from our paradigms. We see the world not as it is but as we are. It is equally important to be mindful of when a paradigm that we are holding on to is no longer serving us. It is then that we need to experience a paradigm shift. For many of us, we only experience a paradigm shift when we come up against new information.

Some years ago, my wife was diagnosed with severe cirrhosis of the liver and placed on a liver transplant list through the Mayo Clinic in Minnesota. The Mayo Clinic informed us that there might be a long wait for a cadaver liver but that the Mayo also performed living donor transplants. I was in good health so my thought process was that if my wife's health deteriorated to the point that she could no longer wait for a cadaver liver, I would be the living donor. We waited several years, and her condition continued to worsen, so I decided to start the process. I gave the Mayo Clinic a call and told them I wanted to be a living donor. The first question I was asked was "How old are you?" I had just turned fifty-six a couple of weeks earlier. The representative said "Sorry, you are too old. You have to be fifty-five or younger, and the Mayo Clinic makes no exceptions." It was like being hit upside the head. At that moment I experienced a paradigm shift. I had received new information that made my way of thinking obsolete.

Here's another example of a paradigm shift. You go out for a relaxing drive in your car, and a vehicle roars up behind you, swerves around you, cuts you off and almost causes an accident. You immediately become enraged and display some hand gestures and think of a couple of choice remarks that you will say to them if you ever get the chance.

WEEK FOUR

PARADIGMS

Paradigm Shifts Cont.

Later on, you learn that there had been a terrible accident at someone's house involving a young child and the car that almost ran you off the road was the parent rushing to get their youngster to the hospital. You immediately experience a paradigm shift. All of those negative feelings you had earlier melt away and you instantly feel compassion and concern for those involved. The facts of the incident haven't changed, but with new information your understanding has.

Open-mindedness

Open-mindedness is an important trait to develop for us to experience personal growth. Many people confuse the facts and circumstances of their lives with the truth. Facts and circumstances can change, truth never changes. The facts and circumstances of our lives have usually come about because of the paradigms that we have created in our minds. We will deal more with that in an upcoming week when we take a look at how our minds work. For now, it is important to be aware that we operate out of our paradigms, and that we may be holding on to models that no longer serve us.

There is a saying that if you don't stand for something, you will fall for anything. Some people confuse that with being open-minded. In the 1960s the Republican Senator from Illinois, Everett Dirksen, had a bit of a wishy-washy reputation. A reporter asked, "Senator Dirksen, are you wishy-washy?" His classic reply was "Well, yes and no." Open-mindedness is not wishy-washy. It means that you have an awareness of the paradigms that you are operating out of and are willing to challenge them and seek out new information. We do not serve ourselves or the world around us by holding on to paradigms that are no longer valid when examined in the light of new knowledge or greater understanding.

WEEK FOUR

PARADIGMS

Exercise: Learning Model Timeline and Event Sheets



In the exercise for this week, you will construct a learning model timeline and complete an event sheet for each identified learning model (see examples). Please make copies of the forms as needed. I participated in this exercise as part of a course with Paul Martinelli and Roddy Galbraith on Napoleon Hill's book *Think and Grow Rich*. I found it to be beneficial.

The timeline should start from the date of your birth and continue up to your current age. On the timeline, note the points when significant events occurred in your life. These should be events that you are most proud of, key achievements, or turning points in your life. These may be accomplishments that you worked hard for or happened by chance. They can be big or small, but meaningful to you. Consider each event and complete the Learning Model Timeline Event Sheet. Think about how those learnings have contributed to your current paradigm in regards to that subject. Devote an hour to this activity and try to record at least ten events.

One thing to be on the lookout for are learning models that we have developed based on contrary foundations. Sometimes we had success in life when we were in an oppressive situation. For example, we got ourselves far in debt, didn't like the repercussions so worked diligently and got ourselves out of debt. Once out of debt we slowly reverted to old behaviors and soon were back in serious debt. Again we work hard and get out of debt. Our learning model is we only work hard and are disciplined spenders when we are in very adverse financial circumstances, so we tend to seek to put ourselves back into those situations so that we can work ourselves out. The mind can be very tricky, that's why we have to challenge our paradigms.

Meet with Supervisor

Schedule a time to meet with your supervisor to share some things that you have discovered about yourself and your learning models.

Date: _____

Time: _____

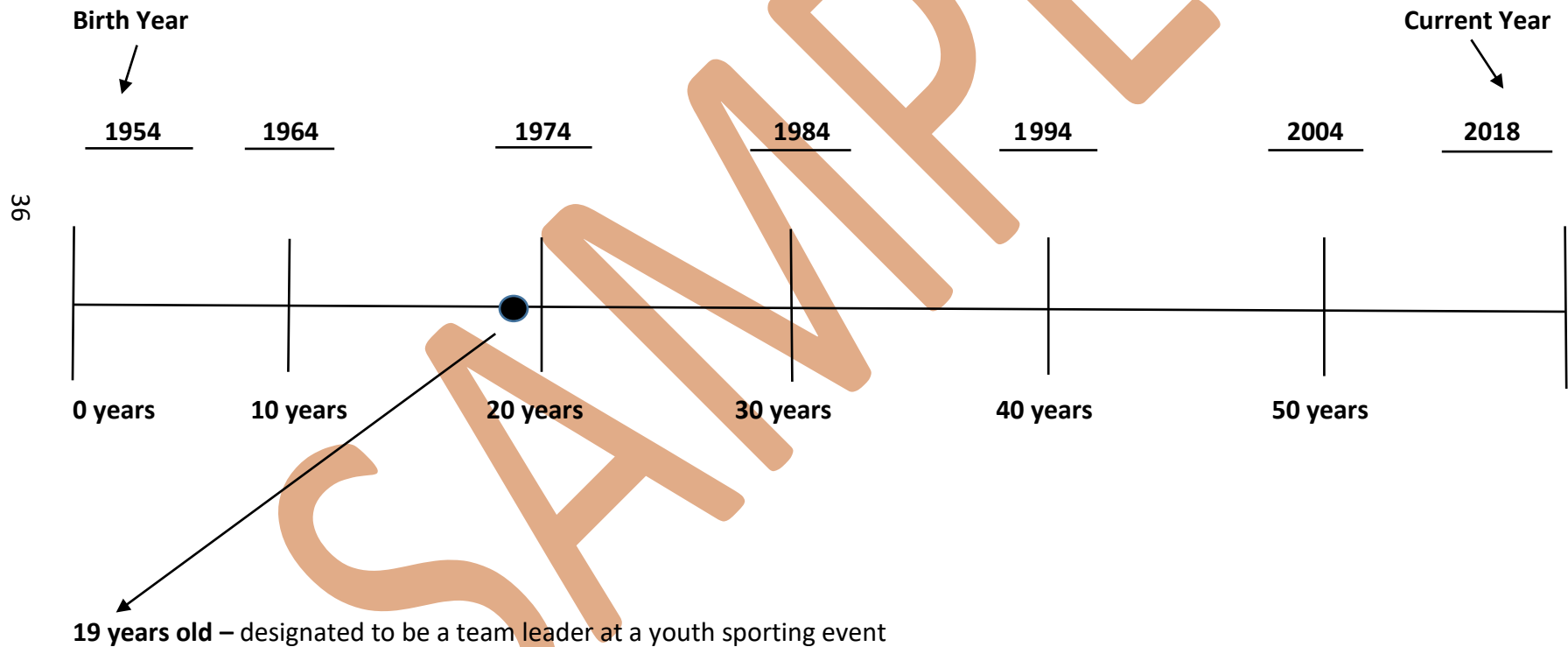
WEEK FOUR

Learning Model Timeline - Example

(Significant Events, Most Proud Of, Key Achievements, Turning Points)

Memory Jogger: Schools, Hobbies/Interests, Employment/Work, Qualifications, Holidays/Travel

Births, Weddings, Relationships, Children, Talents, Strengths, Neighbors, Friends, Organizations



WEEK FOUR

Learning Model Timeline – Event Sheet - Example

(Significant events, Most Proud Of, Key Achievements, Turning Points)

Event Designated to be a team leader for a youth sporting event

When 19 years old

Internal

Thinking

What motivated me? I was delegated, I didn't offer. I'm an introvert so wouldn't have raised my hand. Once selected though, I knew I wanted to do my best.

What worked for me? I pushed through my fear and jumped in with both feet.

Feeling

What was I feeling? Apprehension, fear that my team wouldn't be successful, I was worried that I wouldn't do a good job.

External

Acting

How did I act? I acted with confidence. I communicated well with the team, gave good directions, and was encouraging.

Results

What was the outcome? My team did well, much better than I thought we would.

What did I learn? I learned that I could be a good leader. I had never thought of myself as a leader, or that people would take my direction. It gave me confidence.

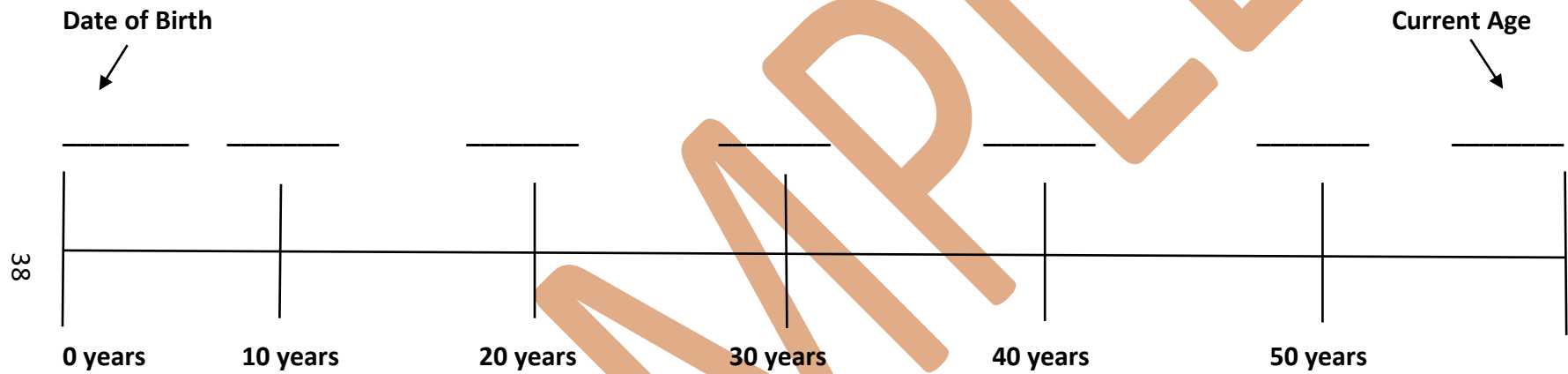
WEEK FOUR

Learning Model Timeline

(Significant Events, Most Proud Of, Key Achievements, Turning Points)

Memory Jogger: Schools, Hobbies/Interests, Employment/Work, Qualifications, Holidays/Travel

Births, Weddings, Relationships, Children, Talents, Strengths, Neighbors, Friends, Organizations



WEEK FOUR

Learning Model Timeline – Event Sheet

(Significant events, Most Proud Of, Key Achievements, Turning Points)

Event _____**When** _____**Internal****Thinking****What motivated me?** _____

What worked for me? _____

Feeling**What was I feeling?** _____

External**Acting****How did I act?** _____

Results**What was the outcome?** _____

What did I learn? _____

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Name: _____ Date: _____ 2018

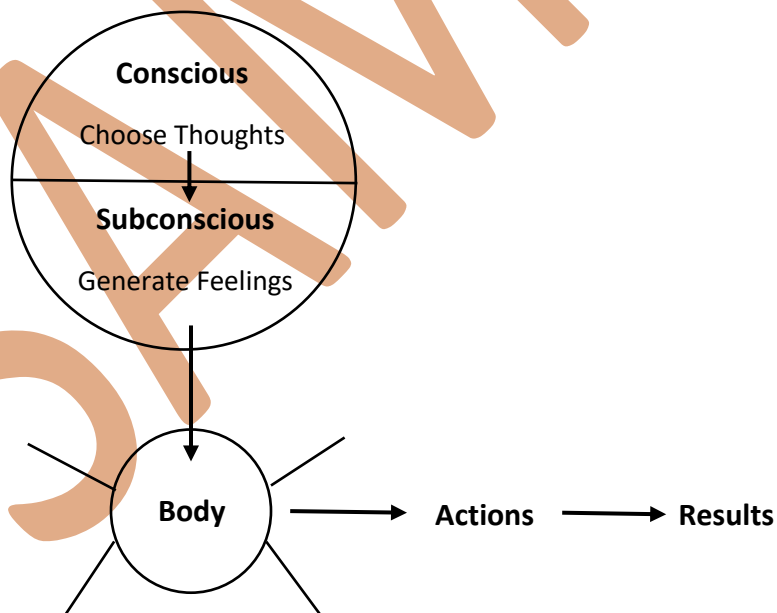
Focus: The Conscious / Subconscious Mind

Please reread Chapter 2, *The Process of Personal Growth*

This week our focus is on beginning to understand the conscious and subconscious mind and how they work together to direct our life. It is in the understanding of how the conscious and the subconscious mind operate that allows us to experience personal growth in our life.

Stickperson

Dr. Thurman Fleet, a highly influential chiropractic healer and teacher of metaphysics (1895-1983), introduced the stickman figure to illustrate the mind.



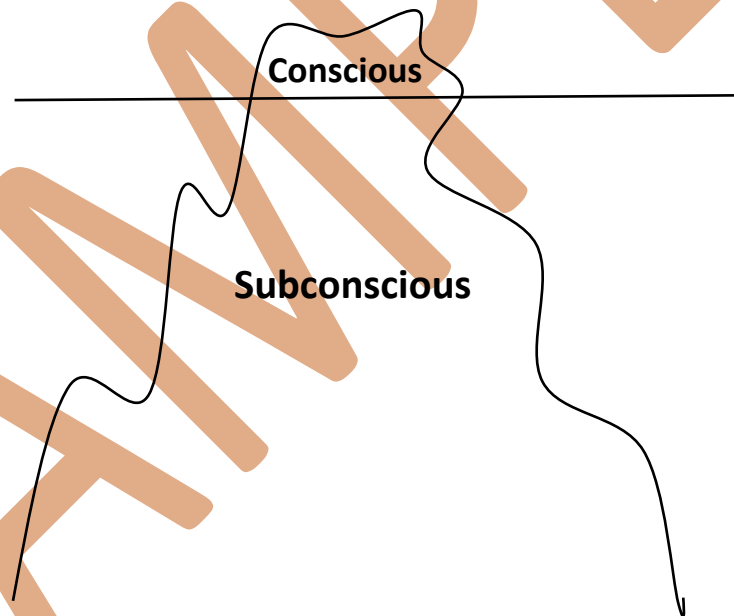
WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Stickperson Cont.

The illustration works well to show that we choose our **thoughts** in our conscious mind, **feelings** develop in the subconscious mind, moving our body into **action** which produces the **results** that we experience in our life. The chain of events is always the same; thoughts, feelings, action, and results.

The illustration, however, does not accurately depict the proportion of the mind dedicated to the conscious or the subconscious. A better picture would be that of an iceberg, with the conscious mind being the tip.



Estimates are that the conscious mind controls only about five percent of our total mental capacity, with the subconscious mind controlling the other ninety-five percent. Next, we will take a look at some of the characteristics and functions of the conscious and the subconscious mind.

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Characteristics and Functions



Note: Some of the information and statistics used in the diagram above come from *The Biology of Belief* (Lipton 2015, 166-180)

WEEK FIVE

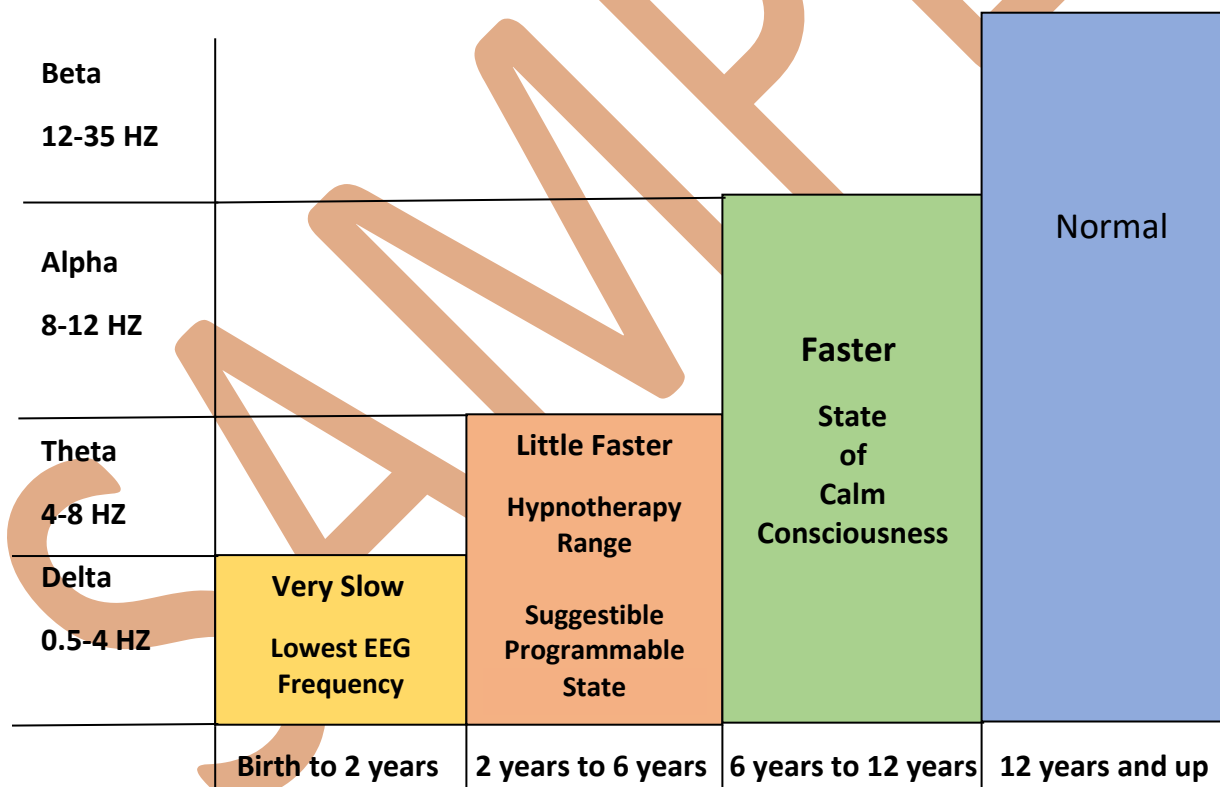
THE CONSCIOUS / SUBCONSCIOUS MIND

How the Mind Develops

Dr. Bruce Lipton recounts in his book, *The Biology of Belief*, Dr. Rima Laibow's description of the progression of the development stages in brain activity. (Lipton 2015, 172-174)

The following diagram depicts the brain waves of the **conscious mind** and how they change over time from birth to young adolescence.

Brain waves of the conscious mind



Mind Development

We can see that the conscious mind operates much slower than the subconscious mind. At birth, a baby's conscious mind is not doing very much. Babies pretty much eat, sleep, and soil diapers, right?

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Mind Development Cont.

A baby's physical body is growing and changing quickly, and its subconscious mind is working quickly to keep up. Its subconscious mind began taking in impressions in the womb and will keep downloading all the information that they will need to navigate their world. The conscious mind won't start operating at a normal speed until the subconscious mind catches up to their physical body around the age of twelve.

The Product of Your Environment/Self-Image

Remember we said that the subconscious mind is rigid. Whatever information it receives, it has to accept. It's easy to see why good parenting is essential. The subconscious mind does not have a right or wrong filter. Its function is to take everything in and record it. Whatever impressions it receives becomes its normal. The ability to evaluate perception doesn't begin until around the age of twelve. By that time, of course, perceptions will be weighed against, not what is right or wrong, but what the subconscious has taken in since birth and determined to be its standard or truth.

Constructed during our early years is our view of ourselves or our self-image paradigm. It has been created based on the messages, either positive or negative, that our subconscious mind has received from the people that surrounded us while growing up. If those people had a healthy self-image, were loving, supportive, and encouraging, there's a good chance that we have a healthy self-image. Sadly that is not always the case. People cannot give what they do not possess. Many of the negative views that we hold of ourselves are likely inaccurate. It is critical that we challenge those paradigms and recreate our self-image so that it is representative of the person that we want to be. Otherwise, our subconscious will continue to bring to life the adverse circumstances that are the physical manifestations of what we think we are.

Now It's Up to You

Up until the age of twelve, we are all pretty much a product of our environment. We are not responsible for that early programming. We *are* accountable for our personal growth now that we are past those formative years. If some of the early programmings of our subconscious mind weren't what they should have been, we have to work hard to change them.

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND**It's a Struggle**

One of the functions of the subconscious is to keep harmony between the conscious and the subconscious. When we attempt to behave differently than what our psyche has deemed to be normal for us, the subconscious perceives that a conflict has arisen. Its job is to keep harmony between the two minds so it will work hard to pull you back to the behavior that matches its programming. You have heard the phrase, out of my comfort zone. Anything that is different from what our subconscious deems normal will be out of our comfort zone. That is why personal growth is so hard. It's *all* out of our comfort zone.

The Awesome Power of the Subconscious

The subconscious mind has incredible power and never sleeps. When the thoughts of the conscious mind are strong and full of emotion, the subconscious mind takes those thoughts and sets out on a mission to bring about their physical equivalent. You can see why it is so important to be aware of our thoughts. Remember, the subconscious isn't going to judge whether our thoughts are good or bad for us, its job is to bring to life the thoughts that it receives. I think we all genuinely want to have a good life but to what are we giving power? Many people are very negative. Is it any wonder that their lives are full of negative circumstances? Some people's minds are full of fear. We shouldn't be surprised when those fears come to fruition in their lives. The subconscious mind is like a slave working for the conscious mind. It has to accept all dominant thoughts that are mixed with emotion and then seek ways to cause their physical manifestation. Jim Rohn used to say "If we want things to change for us, we have to change."

Reticular Activator

One way the subconscious mind works is through what is called the reticular activator. We all have one. You may have had an experience similar to mine when I was about to purchase my first car. A friend had just bought a Volkswagen Beetle (VW Bug), and I thought it was pretty cool, so I started looking at VW Bugs. All of a sudden it seemed like everyone was driving a VW Bug. I saw them everywhere. Why hadn't I noticed them before? Well, my reticular activator was hard at work. My subconscious knew that I wanted a VW Bug so it was doing all it could to help me get one. The first thing was to notice them, and I did. It wasn't that they weren't there before, but I hadn't paid any attention to them. They weren't meaningful to me. Now that they were, my reticular activator jumped into action and made sure that I noticed them.

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Thoughts Are Energy

Quantum physics tells us that everything in the universe is energy, vibrating at different frequencies. Thoughts are energy vibrating at certain frequencies. All of us are both broadcasting and receiving stations. You might have heard of the law of attraction. Our subconscious mind is attracted to thoughts that are vibrating at the same frequency as ours, and other people's subconscious minds are drawn to our thoughts that are vibrating at the same frequency as theirs. Sometimes people say, "We're on the same wavelength."

So again we have to be careful about what we think. Are we attracting those things into our lives that we want? If not we will have to think differently. Albert Einstein believed that the significant problems we face, can't be solved at the same level of thinking that created them.

How To Reprogram the Subconscious Mind

The original programming of our subconscious took place without much participation from us, over a period of about twelve years. If that programming isn't producing the kind of results that you want in your life, you will have to change it. It would be nice if that change could happen overnight but it doesn't work that way. Jim Rohn said, "You can't change your destination overnight, but you can change your direction." We have developed deeply ingrained habits over many years based on the paradigms constructed in our subconscious minds. It will take intentionality and considerable effort to change but you can if your desire is strong enough.

The first step is to decide what it is that you want to change, then write it down. Put it in the form of a positive statement of faith as if you were already in possession of the thing. Our minds can only move towards an idea, not away from one. For example, if my problem is always thinking of pink elephants and I write down "I will not think of pink elephants." My mental state can't change. If I write down "I am only thinking of purple elephants," then my mind can move towards a new idea. If procrastination is an area of weakness, don't write down, "I will not procrastinate anymore," because that will focus your attention on what you don't want. Instead, write down something like "I do what needs to be done when it needs to be done."

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

How To Reprogram the Subconscious Mind Cont.

Step two involves spaced repetition. Many experts recommend reciting (out loud) your positive statements of faith as soon as you get up in the morning and before you go to bed at night. Generally, habits begin forming around the twenty-first day of doing the same thing. It is essential not just to recite the statement but to also visualize yourself in possession of the desired trait or characteristic and develop a strong emotion about it. Once these desires mixed with passion start making an impression on the subconscious, your reticular activator will kick in and provide you with ideas on how to accomplish or to become what you want.

Persistence

Great Britain's success in World War II was in large part due to Winston Churchill's unwavering commitment to *never give up*. The reason that most people don't experience real success in life is that they lack persistence. Napoleon Hill in *Think and Grow Rich* recommends four simple steps that lead to the habit of persistence:

1. A definite purpose backed by burning desire for its fulfillment.
2. A definite plan, expressed in continuous action.
3. A mind closed tightly against all negative and discouraging influences, including negative suggestions of relatives, friends, and acquaintances.
4. A friendly alliance with one or more persons who will encourage one to follow through with both plan and purpose. (Hill 1966,184)

Recap

The results that we are experiencing in our lives are due to the programming in our subconscious mind. The programming has created a paradigm which dictates how we interpret and participate in life. We choose our thoughts in our conscious mind; feelings develop in our subconscious mind moving our bodies into action which produce the results that we experience. If we have never examined our paradigms, we are still operating out of a belief system formed during the first twelve years of our life without much input from us. If we want to change the results that we're getting in our life, we will have to reprogram our subconscious mind. Our subconscious mind is a slave to our conscious mind and has to obey whatever messages it receives and will bring about their physical manifestation. You must have a definite purpose backed by a definite plan. It will take intentionality and persistence, but if your desire is strong enough, nothing can stop you.

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Exercise: Examining Your Paradigms



Set aside some quiet time to examine the paradigms out of which you are operating. Jot down your thoughts on how the programming of your subconscious mind has influenced your approach to the following subjects:

1. Success

How do you define success? _____

Is success possible for you? _____

Why or why not? _____

In what areas of your life are you experiencing success? _____

In what areas of your life would you like to experience success? _____

How has the programming of your subconscious mind affected your beliefs about success? _____

How will you need to reprogram your subconscious so that it serves you better in your pursuit of success? _____

How will you accomplish that? _____

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Exercise Cont.

2. Wealth

Is wealth good or bad? _____

Why? _____

Is there a limited or unlimited amount of wealth in the world? _____

Defend your answer. _____

Do you have the amount of wealth that you would like in your life? _____

Why or why not? _____

How has the programming of your subconscious mind affected your beliefs about wealth? _____

How will you need to reprogram your subconscious so that it serves you better in your pursuit of wealth? _____

How will you accomplish that? _____

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Exercise Cont.

3. Self-image

Would you say that you have a healthy or unhealthy self-image? _____

What are some aspects of your self-image that you would like to change?

How has the programming of your subconscious mind impacted the way that you feel about yourself? _____

How will you need to reprogram your subconscious mind so that it serves you better in your pursuit of a healthier self-image? _____

How will you accomplish that? _____

WEEK FIVE

THE CONSCIOUS / SUBCONSCIOUS MIND

Exercise Cont.

4. Career/Position

On a scale of 1 to 10, how satisfied are you with your career choice? _____

On a scale of 1 to 10, how satisfied are you in your position? _____

What would you like to change about your career choice or your position?

How has the programming of your subconscious mind contributed to your choice of career or the choice of your position? _____

How will you need to reprogram your subconscious mind so that it serves you better in matching your skills and abilities with a career or position that allows you to do what you do best? _____

How will you accomplish that? _____

Meet with supervisor

Schedule a time to meet with your supervisor to discuss this week's material and your self-discoveries.

Date: _____ **Time:** _____

WEEK SIX

BELIEF AND HEALTH

Name: _____

Dates: _____ 2018

Focus: Belief and Health

You Are What You Believe

We have established that the function of the subconscious mind is to take the dominant thoughts of the conscious mind and translate them into their physical equivalent. Not only does this impact the physical world outside of our bodies but also the physical world inside of our bodies, our health.

Good Health is Important

Good health is of vital importance. It's hard to be at the top of our game if we don't feel well and don't have a healthy self-image. *Where* we are at in our personal growth journey is going to have a significant impact on our health. When you completed the Personal Growth Assessment Tool, various areas of weakness may have been revealed. Weaknesses such as Judger Mentality, Undisciplined, Loser Attitude, and Laziness, are going to affect our eating and exercise habits. It can become a vicious cycle. We know that we should be more disciplined and intentional with our health and when we're not, we go into judger mentality and get down on ourselves, then look to food to feel better, and the problem gets worse.

Who I Am/What I Do

We may have tried many tactics in the past to be healthier, but they just haven't worked. We went on a diet. It worked for a while but then we went back to old habits, and the weight was soon regained. There is a great danger at this point in thinking that there is no hope. It's just the way I am. However, what have we learned? *What I do* is based on the foundation of *who I am*. *Who I am* is based on the programming that my subconscious mind received from birth to twelve years of age. Unless you have consciously worked on reprogramming your subconscious, you are still operating out of old paradigms. We need to examine the foundational beliefs that are driving our actions in regards to food and exercise. At this point in our lives, we are responsible for who we are. If we don't like the results that we've been getting, we have to reprogram our subconscious so that it drives the actions that get the results that we want. We have to *become* before we can *accomplish*. *Who we are* is the foundation for *what we do*.

WEEK SIX

BELIEF AND HEALTH

Blue Genes?

We were taught for many years that we are victims of our genetic make-up, believing that we are who we are because of the genes that we have inherited. That can certainly make us feel blue. It would seem that we are destined to develop the same medical conditions as our parents. In fact, one of the DNA testing companies touts their product as being able to tell you what diseases you are likely to develop based on your DNA.

Holes In the Blue Gene Theory

In recent years an emerging field of science, *Epigenetics*, has been making extraordinary discoveries. Epigenetics quite literally means *control above genetics*. It's the study of the molecular mechanisms by which the *environment* controls gene activity without changing the DNA blueprint. Dr. Bruce H. Lipton, trained as a cell biologist, has been a pioneer in the field and authored the book *The Biology of Belief*. It's a fascinating field and a very enlightening book. I highly recommend it. It turns out that genes cannot turn themselves on or off. Without getting real technical and barely scratching the surface, cells have receptor and effector proteins. Dr. Lipton says that the receptors function as molecular *nano-antennas*, tuned to respond to specific environmental signals. Some receptors respond to physical signals, i.e., chemical signals. Lipton states that "Receptor *antennas* can also read vibrational energy fields such as light, sound, and radio frequencies." The receptor proteins work together with the effector proteins to direct cellular behavior. (Lipton 2015, 65)

What Does It Mean?

The genetic code that you inherited from your biological parents isn't the bottom line. Dr. Lipton goes on to say "Environmental influences, including nutrition, stress, and emotions, can modify those genes without changing their basic blueprint." Your life could be better or worse than your genetic code might indicate based on the environmental signals that your body receives from you. Only two percent of the population suffers from diseases that are caused by a single defective gene. The top three conditions that are prominent today; cardiovascular disease, diabetes, and cancer are the result of complex interactions among many genes and environmental factors. It's interesting to note that only five percent of cancer and cardiovascular patients can attribute their disease to heredity. Most often the disorders can be linked to lifestyle. (Lipton 2015, 27, 43, 48)

WEEK SIX

BELIEF AND HEALTH

What Does It Mean? Cont.

The Biology of Belief details various scientific experiments where environmental factors overrode the existing genetic code. One very illuminating test had to do with the study of human atherosclerosis, the hardening and narrowing of arteries, which is the leading cause of death in the U.S. The lab rats had so much cholesterol in their systems that their blood was milky white yet they did not experience the associative narrowing or hardening of their arteries.

Giving the rats an antihistamine when the cholesterol was introduced, prevented the plaque from forming. Histamine, which is a stress-related hormone, interacts with the cholesterol to cause the plaque build-up in blood vessels. It looks like cholesterol by itself is not causing the plaque build-up, but when it's in our system along with the stress-related hormone, histamine, we get atherosclerosis. I'm sure that stress factors in our lives are not going away anytime soon. We have to be better at reducing stress to be healthier. (Lipton 2015, 78, 79)

Love and Biology

In *Biology and Belief*, Dr. Lipton discusses telomerase, a particular enzyme identified by cell biologists, whose function is to extend telomere length. Telomeres are stretches of DNA that have to do with the replication of DNA strands. It's the replication of DNA strands that enable the extension of life. Every time a strand is replicated, it loses a piece of DNA. The extra length of DNA strand that is provided by the telomerase increases the number of times that the DNA strand can be replicated, thereby increasing its life. Lipton goes on to say:

But there is a catch! Life experiences can stimulate or suppress telomerase activity. For example, stressful prenatal development experiences, childhood abuse (both verbal and physical), domestic violence, post-traumatic stress disorder (PTSD), nutritional deficiencies, and lack of love all inhibit telomerase activity. These factors contribute to the onset of disease and a shortened lifespan. In contrast, exercise, good nutrition, a positive outlook on life, living in happiness and gratitude, being in service, and experiencing love, especially self-love, all enhance telomerase activity and promote a long and healthy life. (Lipton 2015, 55)

We can certainly see how the quality of life that we have experienced so far could have affected us. That is all in the past. What the quality of our lives will be, has yet to be determined. We can change, and we can improve the quality of our lives going forward.

WEEK SIX

BELIEF AND HEALTH

Real or Imagined

An important characteristic to note about our subconscious mind is that it can't tell the difference between reality and imagination. We've all experienced this as children. Our parents may have left us home alone, and we had to venture into a dark area of the house. We thought that we heard things. The adrenaline started flowing, preparing us for fight or flight. There was no one there, but our bodies responded to the signals from our minds as if there was. The whole experience left us shaking and feeling drained because of the energy that had been expended.

The connection between mind and body is undeniable. There is much documentation of the placebo and nocebo effects in medicine. Drug companies will often use a control group when conducting trials for a new drug. One group of people, without their knowledge, are given a sugar pill (placebo). Their responses to the placebo are compared to the reactions of the people who got the real drug. There are cases where the placebo is just as effective as the actual drug. People's conditions improved because they believed they were getting the real medicine. There have been trials with staged surgery. The patients thought that they received the appropriate operation, and their bodies responded accordingly. Conversely, people have been misdiagnosed. Their medical conditions worsened because they thought they had diseases that they didn't (nocebo effect).

Protection or Growth

Since our subconscious can't discern between what's real and what's imagined, our bodies are impacted either way. Dr. Lipton informs us that there are two primary functions that our central nervous system directs for our survival; protection, and growth. However, both functions cannot operate optimally at the same time. When we are under the influence of stress and fear, whether real or imagined, our bodies go into protection mode and energy is diverted from growth processes and reassigned to protection processes. Our protection mode was not designed to be in use 24/7, only for short periods of time. We mentioned earlier about what happens when the stress hormone, histamine, stays in the body and interacts with cholesterol. We get atherosclerosis, cardiovascular disease, the leading cause of death in the United States. (Lipton 2015, 149-163)

You might be thinking that you are already physically mature. Why is the growth process so important now? Every day billions of cells in our bodies wear out and have to be replaced.

WEEK SIX

BELIEF AND HEALTH

Protection or Growth Cont.

Renewal does not happen in our bodies with energy diverted from growth processes to protection processes. When we remove stress from our lives, the protection process stops, putting us in a sort of neutral zone. To get the growth process fully functioning we must be actively pursuing a happy, fulfilling, and serving life.

Fear and Worry

One of the significant contributors to stress in our lives are worries. We worry that the fears that we harbor will come true. Napoleon Hill in *Think and Grow Rich* identifies the six basic fears: poverty, criticism, ill health, loss of life, old age, and death. Noted radio personality and author, the late Earl Nightingale, addressed the *Fog of Worry*. He said, “According to the Bureau of Standards, a dense fog, covering seven city blocks, to a depth of one hundred feet, is composed of something less than a glass of water.” He estimated that forty percent of our worries never come true, thirty percent are things that are in the past, and we can’t change, twelve percent are needless worries about our health, ten percent are petty miscellaneous worries, and only eight percent are real legitimate worries. (Nightingale 2018)

Serenity Prayer

We would all do well to keep in mind the words of Rein Niebuhr “God grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference.”

Anita Moorjani

Before closing out this topic, I want to share the true story of Anita Moorjani, author of the book *Dying to Be Me*. In 2006 Anita was close to the end of her four year battle with cancer and began slipping into a coma. Her husband, Danny, rushed her to the hospital in Hong Kong. She could feel herself drifting further and further from consciousness. As soon as the oncologist saw Anita, she told Danny “Your wife’s heart may still be beating, but she’s not really there. It’s too late to save her. The hospital staff rushed her into the ICU and administered treatments by way of needles and tubes.

WEEK SIX

BELIEF AND HEALTH

Anita Moorjani Cont.

“There’s nothing we can do for your wife, Mr. Moorjani. Her organs have already shut down. Her tumors have grown to the size of lemons throughout her lymphatic system, from the base of her skull to below her abdomen. Her brain is filled with fluid as are her lungs. And as you can see, her skin has developed lesions that are weeping toxins. She won’t last through the night” the doctor told her husband, Danny.

While Anita was in the coma, she had a near-death experience. She felt like she was in another realm, surrounded by great love and at a much higher level of awareness. Anita was reunited with her beloved, deceased father and others and communicated with them. She came to realize that her cancer had come about because of her many fears and the inner conflicts she had about the way she was living her life. Anita writes that she felt completely enveloped in a sea of unconditional love and acceptance. She was able to look at herself with fresh eyes and saw that she was a beautiful being of the universe.

Anita said “It was then that I understood that my body is only a reflection of my internal state. If my inner-self were aware of its greatness and connection with all-that-is, my body would soon reflect that and heal rapidly.”

Around 4 P.M., on the afternoon of February 3, 2006, about thirty hours after she had entered the coma, Anita awoke. Within two days her doctors informed her that because her organs had miraculously started functioning again, the swelling caused by the toxic buildup had subsided immensely. In three days her tumors had shrunk considerably. About six days after coming out of the ICU she began to feel strong enough to take short walks up and down the hospital corridor.

After two weeks, lymphatic system scans of her body showed normal-sized lymph nodes, and a bone marrow biopsy revealed no sign of cancer. Anita’s release occurred on March 9, 2006, five weeks after admission to the Hong Kong hospital.

Today she shares her compelling story with the world of how love, the opposite of fear, conquered her cancer and healed her. (Moorjani 2018)

WEEK SIX

BELIEF AND HEALTH

Recap

The condition of our health is of great importance. Our body is the vehicle that enables us to move through life. We want it to be optimally functioning so that we can experience life fully. Our health, for the most part, is the physical manifestation of our mental state. Our body's receptor proteins pick up the environmental signals that our mind is sending, whether positive or negative and working with the effector proteins, direct cell behavior and put us in protection or growth mode. Our bodies were not designed to live full time in protection or stress mode. Almost every major illness links to chronic stress. To optimize our growth processes we must seek to live joyful, loving and fulfilling lives.

WEEK SIX

BELIEF AND HEALTH

Exercise: Assessing Your Health



Your exercise for this week is to assess the condition of your health, determine the contributing factors and begin to take accountability for improving it, if necessary.

1. Do you have the quality of health that you desire? _____
2. Why or why not? _____

3. Identify the areas of weakness that are holding you back (refer to the Weakness/Strength grid). _____

4. How has the programming of your subconscious mind contributed to your current condition of health? _____

5. How will you need to reprogram your subconscious mind so that it serves you better in your pursuit of better health? _____

6. How will you accomplish that? _____

WEEK SEVEN

THE RIGHT FRAME OF MIND

Name: _____

Dates: _____ 2018

Focus: The Right Frame of Mind

Start With the Right Belief

It's vital that we have the right mindset when approaching personal growth. If we're starting with presuppositions that are incorrect, we'll find what we're not looking for and won't discover what we are seeking. During the time that man believed that the earth was the center of the universe, astronomers were not able to accurately plot the movement of the celestial bodies because of their skewed point of view. People that lived during the bloodletting paradigm couldn't get a handle on healing disease because they were starting with the supposition that the bad stuff was in the blood. Hence, the blood had to come out. We have to start with the correct foundational beliefs. All's well that begins well.

Scarcity/Abundance

One thing that we have to be aware of is what has our subconscious mind been programmed to believe about abundance and scarcity? We have learned from using the weakness/strength grid, that a scarcity mindset is a weakness. The weakest belief is that there is only so much of everything to go around. At first glance, it may appear that if some people are winners, others must be losers. Life is a zero-sum game. If I don't have enough of something in my life, there must be a lack of it in the world.

The vast majority of people in the world operate out of the scarcity paradigm. The other day I came across an interesting statistic. It said that now in America, the wealthiest country in the world, at the most prosperous time in its history, ninety percent of the population would retire into poverty. According to Credit Suisse, and cited in a recent CNBC article, "The wealthiest 1% of the world's population, owns more than half of the world's wealth." (Frank 2017) Most people in the world don't enjoy abundance. Most Americans live from paycheck to paycheck. We have been exposed to and experienced so much scarcity in our lives that our subconscious mind has become programmed to produce a scarcity lifestyle.

WEEK SEVEN

THE RIGHT FRAME OF MIND

It Isn't True

There is as much as we want, of anything, available to us. Think about it. What is the total value of everything that is made that exists on the earth today? Who could even calculate that? Will there ever be a time when we hit the limit of what we can create? If not, there is no scarcity.

In his book, *Unlimited Wealth*, Paul Zane Pilzer informs us that economists for hundreds of years have told us that economics is the study of how society uses and distributes scarce resources. A society's wealth was determined and limited by their physical resources, its land, labor, minerals, and water. In today's world, those physical resources are still a basis for wealth, but really, it is technology that controls the definition and quantity of our natural resources. A classic case in point was during the early 1970s when America was struggling to deal with an oil embargo, and there were fuel shortages. Automakers began replacing \$300 carburetors with \$25 computerized fuel injectors, doubling the fuel efficiency of new cars in less than a decade. The increased efficiency effectively doubled the supply of gasoline.

In the last few decades technology has been growing at an exponential rate and affecting the definitions and supplies of all kinds of natural resources. Pilzer writes "The first law of modern business is no longer, find a need and fill it, but, imagine a need and create it." (Pilzer 1990, 5-37) Technology is born in your mind. First, there is a desire for something, then an idea springs to life and finally, it is physically manifest. In *Think and Grow Rich*, Napoleon Hill said: "Whatever the mind can conceive and believe, the mind can achieve." There is no scarcity unless we choose to not seek abundance through the possibilities for all solutions that already exist.

Difficulty vs. Scarcity

It is important not to confuse scarcity with difficulty. I think that many times we have misidentified difficulty as scarcity. It is the degree of difficulty in obtaining something that gives that something its value. The greater the ease of obtainment, the lesser the value. If everybody in the world had access to as much money as they wanted, money would no longer have value. If I had access to any amount of money that I wanted, I might wish to have a mansion built for me, but who would build it? If the builders already had as much money as they wanted, what would be their incentive to put forth effort for me? Who would grow food? Who would make automobiles?

WEEK SEVEN

THE RIGHT FRAME OF MIND

Difficulty vs. Scarcity Cont.

Fortunately, the previous scenario will never happen. Money, or buying power, comes from an exchange of fair value. Work had to be done to create something thereby giving it value. Money is not scarce. It might be difficult to obtain, but once you can provide the world with something of value that is in demand, there will be plenty of money for you. Zig Ziglar says that “if you help enough people get what they want, you’ll be able to get whatever you want.”

The Difficulty is In the Journey

I am always amazed at the talent of world-class musicians. When I see them in performance, it seems like they are doing impossible things. In reality, the performance that I’m witnessing is probably relatively easy for them. The difficulty was in the many years spent in the process of pursuing mastery of their instrument. Extreme amounts of practice, dedication, and sacrifice preceded the flair that they can display now. The difficulty lies in the journey and abundance is the result.

The same is true of personal growth. Success is not something we pursue; it’s what we become. It’s not what we do; it’s who we are. Nobody said that it would be easy. John Maxwell says that anything that is worthwhile is uphill. Our journey will have to be intentional, and we will have to be persistent. Our personal growth has to happen daily and won’t happen in a day. If we stick with it though, we will begin to attract more and more of what we want into our lives, and an abundance of love, joy, peace and financial means will surround us.

Ask the Right Questions

Approaching personal growth from an abundance or a scarcity mindset will determine the kinds of questions that we ask. If we approach personal growth from a scarcity mindset, we have already put limits on the possible answers. Instead of asking “how can I do this” we will be asking “how can I do this with these limitations.” If we believe that there is only so much success to go around, we will think win/lose with other people instead of win/win. That will limit how successful we can be and how successful we will be in adding value to others.

Ask a Better Question

If you ask a better question, you’ll get a better answer; this is especially true with personal growth. In fact, sometimes it’s better to ask a question than to make a statement.

WEEK SEVEN

THE RIGHT FRAME OF MIND

Ask A Better Question Cont.

The way that we frame a question or a statement impacts the way our mind works. If in our conscious mind we keep saying things like “I can’t do this,” eventually that message is received by our subconscious mind. Then our subconscious mind will look for ways to reinforce that message. Your reticular activator kicks in and will point out to you all the reasons why you can’t do something. It would be better to develop the habit of asking “how can I do this?” Once the subconscious mind gets the message that you always want it to find solutions, then that’s what your reticular activator will do. It’s all part of reprogramming our subconscious mind.

Change Your Questions, Change Your Life

I highly recommend Marilee Adams’ book *change your questions, change your life*. In it, she presents what she calls *The Choice Map*. On the map are two paths, the learner path, and the judger path. As we go through life, we choose which path we will travel. When things don’t go the way we want, the questions that we ask ourselves can either assist us on our journey or impede our progress. As we begin our personal growth journey, we find ourselves most often on the judger path. On the judger path, we judge ourselves and others. The learner path is a path of taking responsibility for our actions and for learning from our mistakes. Marilee Adams lists the two sets of questions asked:

Judger

What’s wrong?
Whose fault is it?
What’s wrong with me?
How can I prove I’m right?
How will this be a problem?
Why is that person so stupid and frustrating?
How can I be in control?
Why bother?

Learner

What works?
What am I responsible for?
What do I want?
What can I learn?
What are the facts? What’s useful about this?
What is the other person thinking, feeling, and wanting?
What’s the big picture?

We all ask both kinds of questions, and we have the power to choose which ones to ask in any moment. (Adams 2009, 35-50)

WEEK SEVEN

THE RIGHT FRAME OF MIND

Change Your Questions, Change Your Life Cont.

As we get better at pausing in the gap between a stimulus and a response, recognizing that it's better to learn from a situation than to place blame, we'll spend more time on the learner path. The quicker we master that skill, the faster our growth progress will be.

Recap

We need to approach personal growth with the right frame of mind. We get the desired results when we start with the correct beliefs. The possibilities for all solutions already exist. That's why we need to approach life with an abundance mentality. If we lack anything, we need to have a desire for it, create it in our conscious mind, take action, and our subconscious mind will help us bring it into existence. Creation always takes place twice, first as an idea in your mind and secondly, when it is physically manifest. Everything that exists on this earth was first an idea in someone's mind, and then it was physically brought into existence. It's not, mind over matter, but rather mind into matter. We shouldn't confuse scarcity with difficulty. The difficulty is in the journey with abundance realized as a result. How well we handle setbacks will be determined by the paths we choose to follow, whether judger or learner. The better the questions that we ask, the better the answers that we will receive. The best questions to ask are ones that help us take more responsibility and not ones that place blame.

WEEK SEVEN

THE RIGHT FRAME OF MIND

Exercise 1: Determining Your Frame of Mind

The first exercise for this week is designed to help you determine if you are operating out of an abundance or a scarcity mindset.

1. Do you approach life from scarcity or an abundance point of view?

2. How has the programming of your subconscious mind contributed to your point of view?

3. How will you need to reprogram your subconscious mind so that it serves you better in your pursuit of abundance?

4. How will you accomplish that?

WEEK SEVEN

THE RIGHT FRAME OF MIND



Exercise 2: Learner Path vs. Judger Path

As you go through this week, document 10 instances when something didn't go your way and you paused in the gap between the stimulus and your response and chose the learner path instead of the judger path.

Situation 1

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Situation 2

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

WEEK SEVEN

THE RIGHT FRAME OF MIND

Exercise 2 Cont.

Situation 3

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Situation 4

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

WEEK SEVEN

THE RIGHT FRAME OF MIND

Exercise 2 Cont.

Situation 5

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Situation 6

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

WEEK SEVEN

THE RIGHT FRAME OF MIND

Exercise 2 Cont.

Situation 7

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Situation 8

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

WEEK SEVEN

THE RIGHT FRAME OF MIND

Exercise 2 Cont.

Situation 9

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Situation 10

1. What was the situation? _____

2. What did you say? _____

3. What was the result? _____

Meet with Supervisor

Schedule a time to meet with your Supervisor to share your experiences this week with attempting to travel down the **Learner Path** instead of the **Judger Path**.

Date: _____ **Time:** _____

WEEK EIGHT

REFLECT AND PLAN

Name: _____

Dates: _____ 2018

Focus: Reflect and Plan

A Quick Look Back

Let's take a quick look back to reflect on what we've covered in the past few weeks. The world is crying out for people who are experiencing personal growth in their lives. Many problems exist in our world that need solving. It takes people to come up with solutions. To come up with solutions, we will have to think at a higher level than the level on which we've been thinking. Thinking at a higher level requires us to experience personal growth in our lives.

Foundational Understanding

Life can be reduced to thoughts and actions, movement and direction, who we are and what we do. For every course of action taken, a proportional measure of wisdom must be applied. We get into trouble when the measure of wisdom that we apply to a course of action taken, is less than what an optimum outcome requires. These are known as wisdom gaps. When the speed of our movement through life is faster than the guidance given it, we quickly get off course. Improving our personal guidance system requires personal growth. Who we are is the foundation for what we do.

The Process of Personal Growth

We know that personal growth happens daily, not in a day. *Thinking at the Speed of Life* was designed to give you a foundational understanding of personal growth, clarity about how your conscious and subconscious minds have gotten you to this point in your life, how to grow forward, and growth opportunities through the assigned exercises. The process of personal growth never ends. It's a lifelong journey of striving to be better.

Exercise 1: Re-take the Personal Growth Self-assessment



Even though the past eight weeks have gone by quickly, hopefully, you have begun to realize some personal growth in your life. Please retake the Personal Growth Assessment to check your progress. After completing the assessment, note where you believe you are now at on the strength/weakness grid.

WEEK EIGHT

Personal Growth Assessment Tool – Questionnaire

Sheet One

1. I have written out an organized daily plan for my personal growth. 2a
2. Other people have limited the degree of success that I have been able to achieve. 3b
3. I believe that life is random and outside of my control. 1b
4. I often ask myself why I keep doing the wrong things. 4b
5. I know my areas of strength in character. 2a
6. I rely on alibis to explain why I'm not getting done what I should. 2b
7. I can resolve the problems that I am currently facing in my life. 3a
8. I understand what personal growth is. 1a
9. There is only one right way to do something. 4b
10. I follow my daily plan to achieve personal growth. 2a
11. I have a hard time making decisions. 2b
12. I believe that I control my success in life. 3a
13. I regularly read personal growth books. 1a
14. I know my areas of weaknesses in character. 2a
15. I tend to put off till later what I know that I should be doing now. 2b
16. I can see the personal growth issues in other people much easier than I see my own. 3b
17. I regularly attend personal growth seminars. 1a
18. I will never be wealthy. 4b
19. I don't have any interest in acquiring specialized knowledge. 2b
20. I can see that personal growth is happening in my life. 2a
21. I believe that any material success that I achieve is based on good fortune. 3b
22. I learn more from failure than success. 1a
23. There is a limited amount of wealth in the world. 4b
24. I have defined clearly and written down what I want to accomplish in life. 2a
25. I put my own satisfaction as my first priority. 2b

WEEK EIGHT

Personal Growth Assessment Tool

Sheet One

Please use the following response choices to indicate
how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
1. (2a)								
2. (3b)								
3. (1b)								
4. (4b)								
5. (2a)								
6. (2b)								
7. (3a)								
8. (1a)								
9. (4b)								
10. (2a)								
11. (2b)								
12. (3a)								
13. (1a)								
14. (2a)								
15. (2b)								
16. (3b)								
17. (1a)								
18. (4b)								
19. (2b)								
20. (2a)								
21. (3b)								
22. (1a)								
23. (4b)								
24. (2a)								
25. (2b)								
TOTAL								

WEEK EIGHT

Personal Growth Assessment Tool – Questionnaire

Sheet Two

26. I tend to blame others for unfavorable conditions in my life. 3b
27. I believe that I should add value to others. 1a
28. I blame myself when things don't work. 4b
29. I am indifferent and usually will compromise before meeting opposition with a fight. 2b
30. I seek out books to read to help me expand my thinking. 4a
31. My desire for personal growth is not great. 2b
32. There are limits on how much personal growth I can achieve. 1b
33. It is more spiritual to be poor than wealthy. 4b
34. I tend to quit trying when I encounter my first obstacle. 2b
35. I am persistent in my personal growth attempts. 2a
36. The mistakes I make are the result of other people's actions. 3b
37. I believe that who I am is the foundation for what I do. 1a
38. I want to have personal growth in my life but tend not to take action. 2b
39. I am not responsible for the bad things that happen to me. 3b
40. I am intentional when it comes to personal growth. 2a
41. I can choose the level of success that I want to achieve. 3a
42. I don't like to fail. 1b
43. I believe that there is a solution to every problem. 4a
44. I tend to fall for "get rich quick" schemes. 2b
45. I don't believe that I can change my life much. 1b
46. I am aware of the filters through which I see life. 4a
47. I don't take action to improve my life because I am afraid of what others might think. 2b
48. I believe that life is 10% what happens to me and 90% how I respond. 3a
49. If someone is winning in life, someone else must be losing. 4b
50. I need to have things in order before I get started. 2b

WEEK EIGHT

Personal Growth Assessment Tool

Response Sheet Two

Please use the following response choices to indicate
how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
26. (3b)								
27. (1a)								
28. (4b)								
29. (2b)								
30. (4a)								
31. (2b)								
32. (1b)								
33. (4b)								
34. (2b)								
35. (2a)								
36. (3b)								
37. (1a)								
38. (2b)								
39. (3b)								
40. (2a)								
41. (3a)								
42. (1b)								
43. (4a)								
44. (2b)								
45. (1b)								
46. (4a)								
47. (2b)								
48. (3a)								
49. (4b)								
50. (2b)								
TOTAL								

WEEK EIGHT

Personal Growth Assessment Tool – Questionnaire

Sheet Three

51. When something doesn't work, I stop trying. 2b
52. My life would be better if other people would do things right. 3b
53. I regularly stop and review my progress to see what changes I need to make. 1a
54. I believe that there are limited resources in this world. 4b
55. I set goals for myself and achieve them. 2a
56. I am able to motivate myself. 2a
57. I believe that I have attracted the negative that is in my life. 3a
58. I surround myself with people that are more successful than me. 1a
59. I believe that the universe is governed by universal laws. 4a
60. I fill my mind with the things that I want to attract to me. 2a
61. Other people get me in trouble. 3b
62. I don't like struggle in my life. 1b
63. The way I view life is the right way. 4b
64. I set goals for myself but rarely achieve them. 2b
65. I expose myself to new ideas and new ways of thinking. 4a
66. If the circumstances of my life were better, I would be better. 1b
67. I am a person of integrity. 3a
68. Personal growth happens automatically. 1b
69. I wish life was easier. 1b
70. Successful people are just fortunate. 1b
71. I seek first to understand, then to be understood. 4a
72. I tend to tell people what they want to hear, not necessarily the truth. 1a
73. My actions are congruent with what I say I want in my life. 3a
74. To change my circumstances, I have to change myself. 3a
75. I filter the negative out of my life. 1a

WEEK EIGHT

Personal Growth Assessment Tool

Response Sheet 3

Please use the following response choices to indicate
how much you agree with the statement:

0	1	2	3	4
Don't Agree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree

Question	1a	1b	2a	2b	3a	3b	4a	4b
51. (2b)								
52. (3b)								
53. (1a)								
54. (4b)								
55. (2a)								
56. (2a)								
57. (3a)								
58. (1a)								
59. (4a)								
60. (2a)								
61. (3b)								
62. (1b)								
63. (4b)								
64. (2b)								
65. (4a)								
66. (1b)								
67. (3a)								
68. (1b)								
69. (1b)								
70. (1b)								
71. (4a)								
72. (1a)								
73. (3a)								
74. (3a)								
75. (1a)								
TOTAL								

WEEK EIGHT

Personal Growth Assessment Tool

Response Tally Sheet

Totals	1a	1b	2a	2b	3a	3b	4a	4b
Sheet 1								
Sheet 2								
Sheet 3								
TOTAL								
	Personal Growth Principles		Intentionality/Persistence		Personal Accountability		Open Mindedness	
Ideal	40	0	44	0	32	0	24	0

Personal Growth Principles

The understanding and implementation of personal growth concepts and practices.

Intentionality/Persistence

The measure of desire and focus to gain personal growth.

Personal Accountability

Taking action that reflects acceptance of personal responsibility for personal growth.

Open-Mindedness

The recognition and acceptance that there are always higher levels of consciousness and growth to attain in the pursuit of personal growth.

Note: The statements reflect both positive and negative perspectives. Hence the a and b categories. The ideal response for a positive statement is 4 and an ideal response for a negative statement is 0.

SAMPLE

WEEK EIGHT

WEAKNESS / STRENGTH GRID

Weakness Born With	Strength Developed
Dependence Everyone else needs to do for me.	Interdependence Ability to work well with others.
Selfishness It's all about me.	Selflessness I think of others before myself.
Dishonesty I lie to myself and others.	Honesty I am truthful with myself and others.
Reactive Life happens to me.	Proactive I am the director of my life.
Scarcity Mentality There is only so much to go around.	Abundance Mentality There is always more that can be created.
Judger Mentality Why do I keep doing this wrong?	Learner Mentality How can I do it better next time?
My Way There is only one way to do something.	The High Way There are many ways to get something done.
Negativity Always drawn to the dark side.	Positivity Looks for the good in everything.
Aimlessness Has no direction in life.	Intentionality Approaches life with a plan and pursues it daily.
Fearful Frozen because of what others might think, do, or say.	Courageous Uses courage to push through fear.
Live for Today Makes decisions only for the now.	Live for the Future Thinks and acts for success down the road.
Blames Others Other people are the cause of my shortcomings.	Personal Accountability Takes ownership of successes and failures.
Close Minded Refuses to consider other points of view.	Open Minded Willing to view from different perspectives.
Loser Attitude I can't do this.	Winner Attitude How can I do this?
Laziness Doesn't get things done.	Industrious Motivates self to start and finish tasks.
Procrastination Puts duties off until later.	Execution Does what is needed when it is needed.
Undisciplined Has no self-control or organization in life.	Disciplined Exercises self-control and is organized.
Incongruent Differences between what I say I want and what I do.	Congruent Walk matches talk.
Win/Lose Thinks in competitive terms, I win, you lose.	Win/Win Only engages in activity that results in win/win for all.

WEEK EIGHT

REFLECT AND PLAN

WEAKNESS / STRENGTH PROGRESS CHECK

Exercise 2: Re-chart Current Positions on the Weakness / Strength Chart



Please refer to the weakness/strength definitions on the previous page. Mark on the chart below where you believe you are at currently in your journey for each weakness/strength.

Weakness	1	2	3	4	5	6	7	8	9	10	Strength
Dependence											Interdependence
Selfishness											Selflessness
Dishonesty											Honesty
Reactive											Proactive
Scarcity											Abundance Mentality
Judger Mentality											Learner Mentality
My Way											The High Way
Negativity											Positivity
Aimlessness											Intentionality
Fearful											Courageous
Live for Today											Live for the Future
Blames Others											Personally Accountable
Close Minded											Open Minded
Loser attitude											Winner Attitude
Laziness											Industrious
Procrastination											Execution
Undisciplined											Disciplined
Incongruent											Congruent
Win/Lose											Win/Win

WEEK EIGHT

REFLECT AND PLAN

Where do I go from here?

As we have said, personal growth is a lifelong journey. You will have to be intentional and persistent in your quest. Now that you know where you are in your journey and where you want to go, it's a good idea to put together a plan on how to get there. It's not feasible to work on all weaknesses at once, better to focus on one area that you want to grow in every week. Decide which area you want to challenge yourself in and write it down. Put it in the form of a positive statement of faith, as if you are already in possession of the thing. Refer back to Week Five when we discussed how to reprogram the subconscious mind. Be intentional by reading your statement aloud every morning when you get up and every night before you go to bed.

I suggest that you review this book over and over. Use the exercises as a template to create your own activities. Use the three questions that were in several of the exercises about how has the programming of your subconscious mind affected your beliefs about that subject, how will you have to reprogram your subconscious and how will you accomplish that. Remember it's not just increasing our knowledge of personal growth that's important, it's the actions that we take and the exercising of our will that reprograms our subconscious mind. Embrace the struggle because it's in the struggle that we find the opportunity to grow stronger.

Just as nutrition is critical for physical growth, the feeding of your mind is essential for personal growth. Be sure to be on a steady diet of great personal growth books. It's also a good idea to take a look at the kind of people with whom you spend time. Are they people that will support your personal growth or hinder it? If you are the person with the biggest ideas in your circle of friends, you need to get a bigger circle of friends. Birds of a feather flock together. We need to surround ourselves with people that possess the character traits that we want to embody.

Success in life comes down to influence. You will only be as successful as the level of influence that you have with others. The level of influence you have with yourself will determine your level of influence with others. Fortunately, you are the one that decides what your level of influence will be over yourself.

Meet with your Supervisor

Schedule a time to meet with your Supervisor to discuss your personal growth journey over the past eight weeks. Share your learnings and how you plan on growing forward.

Date: _____ **Time:** _____

Epilogue

It occurred to me, after writing *Thinking at the Speed of Life* that some people might wonder why I didn't focus on specific behaviors in the workplace that have become so egregious and commonplace, that causes such as the recent #MeToo movement have been born. Granted, we could address a plethora of bad behavior. Recently the *Starbucks Corporation* was accused of practicing discrimination with the public at a couple of their coffee shops. They made a national announcement that they would be closing 8,000 stores in the United States for an afternoon so they could teach their employees about discrimination. I wondered, how they were going to go about it. I'm guessing that they would instruct their employees as to Starbucks' discrimination policies and maybe introduce penalties if that sort of behavior were to continue. I'm sure they don't want their employees practicing discrimination. It's bad for business. Of course, it would be much better if their employees were not discriminatory. To not practice discrimination is a behavior, something that we do. To not be a discriminator is a character trait, something that we are. Hopefully, now that you have gone through this program, you understand that what we do is based on the foundation of who we are.

The primary objective of *Thinking at the Speed of Life* was to provide a foundational understanding of the process of personal growth, and not to focus on specific behaviors. When we change who we are, what we do will change also. Much of the behavior that is controversial these days is the poor manner in which some people treat other people. I've heard people say; *we need to make people feel important*. Again that would be *something we do*. If we value somebody for just being themselves (an action resulting from who we are), they will feel valued.

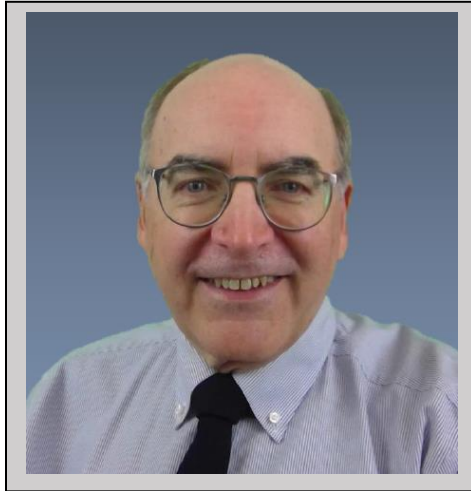
One thing that has been made clear with all of the voices raised in recent months is that employee's expectation in the workplace is whole person treatment: body, mind, heart, and spirit. Stephen Covey refers to this as the whole person paradigm. In his book *The 8th Habit* he writes "At the core, there is one overarching reason why so many people remain unsatisfied in their work and why most organizations fail to draw out the greatest talent, ingenuity, and creativity of their people and never become truly great, enduring organizations. It stems from an *incomplete paradigm of who we are ---our fundamental view of human nature.*" He goes on to say that in today's Information/Knowledge Worker Age, only those employees treated as a whole person, in a whole job, receiving a fair wage, treated kindly, used creatively and given opportunities to serve human needs in principled ways, will choose to use their whole person to give their personal best to their employer. To accomplish that will take personal growth on the part of the management team and the employees.

I challenge all of us to see how far we can grow!

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ABOUT THE AUTHOR



Justin T. Peterson was born in French Equatorial Africa (now the Central African Republic), the youngest of six children born to missionary parents. When Justin was quite young, his parents moved back to the United States where his father served as a minister for many years in Northern Minnesota. Justin recalls his mother placing inspirational messages around the house while he was growing up. One that stood out to him was a quote from Richard S. Taylor's book, *The Disciplined Life*, **"The world is full of naturally brilliant people who never rise above mediocrity because they are not willing to make the sacrifice which superiority requires."** That served to inspire Justin to begin a lifelong quest to see how far he could grow.

His career has mainly consisted of management positions in the hospitality and financial services industries. Justin's passion is helping people grow so they can realize their potential. He believes that people have to "become" (change who they are), before they can "accomplish" (change what they can do), because *what we do* is based on the foundation of *who we are*. His belief that personal growth has been neglected in the workplace led him to write *Thinking at the Speed of Life*, a strategy for foundational personal growth in the workplace. He founded *Growing Personnel*, a business to help organizations implement his personal growth strategy.

Justin is a certified John Maxwell Team member/coach/speaker. He resides with his wife, Christy, in Ridgecrest, California. They enjoy spending time with their five adult daughters and their families.