

Result

Something you want to accomplish for yourself that contributes to yourself, team and the business. When you craft your result, make it **S.M.A.R.T.**— Specific, Measurable, Action-able, Realistic and Time-Dated.

Specific and Measurable mean that you will know exactly if and when you have achieved your result.

Action-able means your result is something that you can actually take action on in the time period.

Realistic and Time-Dated means it is possible to make your result happen in the amount of time you have given yourself.

e.g., I will interview and employ ten candidates with MBAs by tomorrow sometime. (Probably not a healthy result)

e.g., I will interview and employ three candidates for the IT director and assistant director positions by April 15, 2008 (two months from now). A much healthier, more exact and realistic result.

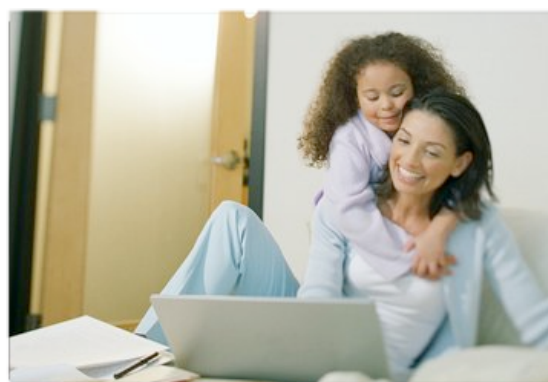
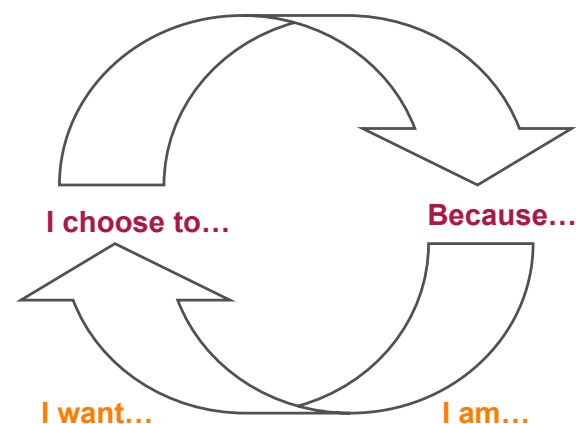
Remember this is a first draft, not a polished document, and will grow and change as life brings you course corrections and surprises along the way. So it helps to look at the Rivas as a living, breathing organism that will respond to new events and information to learn and change.



Intention

This is your **compelling, inspirational, heartfelt purpose** that will get you out of bed in the morning or will lead you back on track to your original energy and commitment when you have momentarily lost your way. Consider this statement, “With a great enough purpose, the **“HOW”** will follow.”

This is the perfect place to engage with what we call a **Purpose Generator** which will also give you some of your actions and input for your visualization and action parts of this journey.

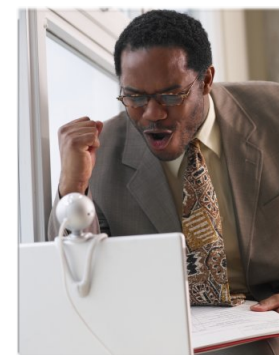


Visualization

High performing sports figures and executives will tell you that this is a **vital tool** for the realization of your dreams and goals. There is a part of your brain called the **Reticular Activating System** that selects from your everyday environment what you need to accomplish any goal, when you use it. Things you would not ordinarily see as we go about our usual patterns.

Also when you visualize in a sensory rich fashion, you bring your goal to life as already having been accomplished. This becomes a rich movie with all the attendant, stimulating sights of people and the place, the grateful sounds and music, the smells of the celebration dinner and/or the palpable success in the room, the glow on the faces and the joy and enthusiasm you hear in the voices, as they clearly say “Well done.”

There is an electricity in the air combined with a peace and contentment and appreciation to be just in this moment at this time.



How often do you rerun your visualization?

For us at least daily if not more.

How do you rerun it? We suggest

you close your eyes and engage your senses - seeing, hearing, smelling, tasting, touching - feeling all the sensations in your body, as if your goal had already been realized. **Your subconscious does not know the difference between pretend and real so it believes.** Want proof? How many times have you scared yourself about something that you thought might happen in the future, and you were actually experiencing the fear in the moment. Actually, bad news, worry is negative visualization. **Why not choose to have visualization work for you consciously?!**



RIVAS CREATION GUIDE

Action

Into action, not into thinking. When first starting to list your actions, list one or two that you can do immediately within the next few minutes or hours to jump-start your process by building a quick sense of momentum. Very often the stumbling point is not beginning in a timely way. Other stumbles to follow, of course. Life is what happens when you make plans. **Embrace the changes** – we are being taught and guided by them.

As with your Result, your **actions want to be S.M.A.R.T.**, and it's very helpful if you do not make bullet points (which are easily turned into a "to do" list, which eventually turns into "I have to do these things" – which takes all the joy out of a RIVAS).

e.g., I will complete and email my RIVAS to my support person, William Holt, by 4:PM March 16, 2008.

Support

What is this doing in here? I do not need support. I can do this all by myself. Good luck. As we accumulate more life experience, we realize that we do not see ourselves accurately, and so **we need other people's eyes on us and for us.** Dr. Brad Brown has shared with us that, "Life gave me eyes so that I could see you, and Life gave you eyes so that I could see myself."

This is where you **exercise your account-ability** by enrolling at least one person to be your support – to brainstorm your RIVAS. In the same way, you enroll people to be on your team to realize your goals and dreams. You **check in with them at agreed times** and teach them your backdoors, your blindsides (often they teach you), and how it works best to support you when you are not on task or hiding out or off track.

So you might want to have several support people to process through the tough parts as well as celebrate with you along the way and at the completion of your goal. Support can also look like mentoring you in an area that is unfamiliar -

- because the slowest way to learn a new skill is to reinvent the wheel on your own. Also **acknowledge yourself and your support people** on a regular basis and breathe it in deeply.

Support yourself in physical, mental, emotional and spiritual ways that keep you fit as you move forward. **Ask for "delightful surprises" daily** and watch them roll in.

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OPTIMIZING HUMAN CAPITAL