

# ACHIEVING SUSTAINABLE GROWTH & IMPROVING YOUR TEAM'S PERFORMANCE



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# The Phases of Life and Business

1. **GROWTH**
2. **MATURITY**
3. Change and sustainable growth or gradual **DECLINE**

# Decline is usually a result of:

Complacency



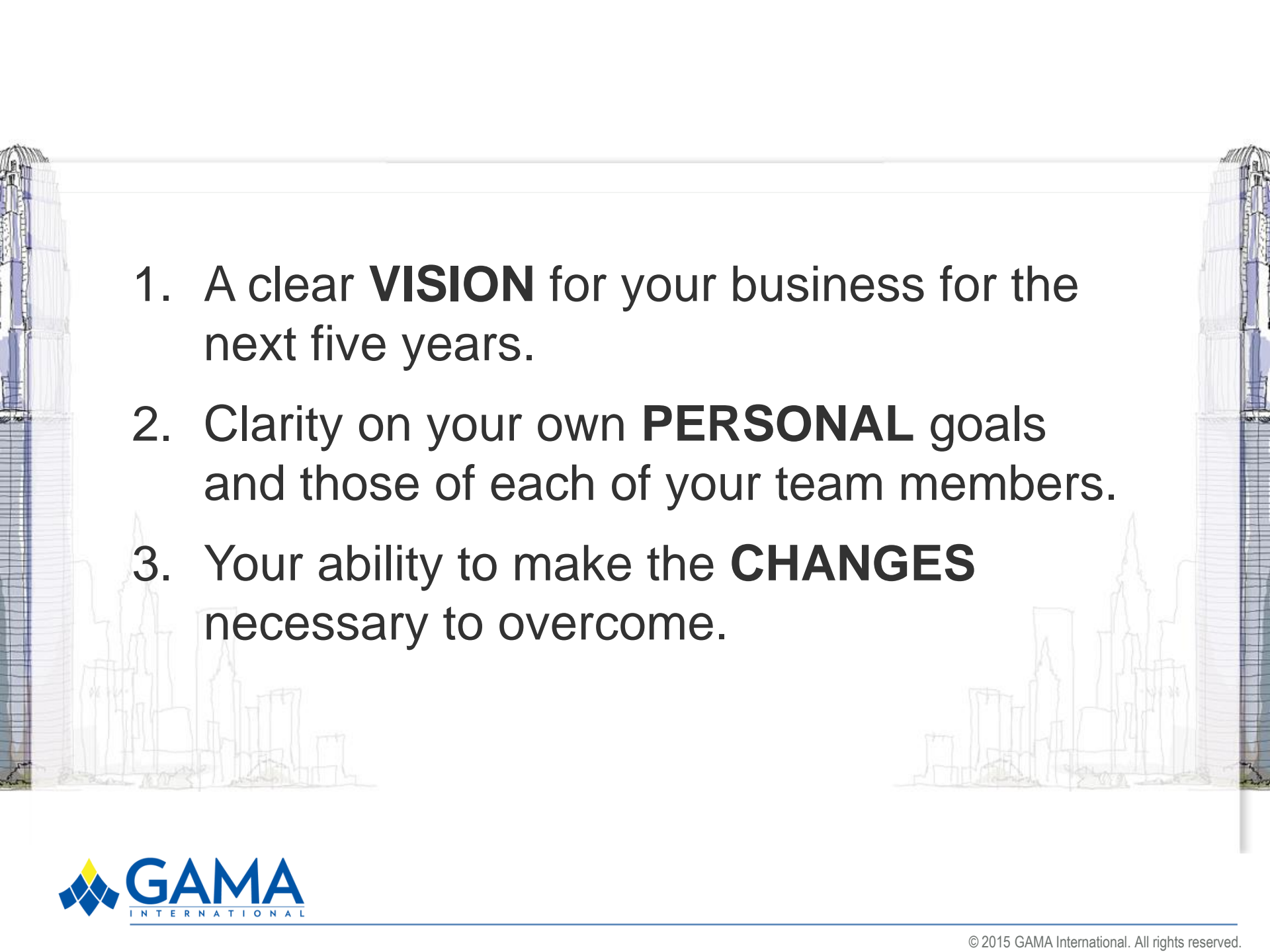
Mediocrity



Apathy




Stagnation


- 
1. A clear **VISION** for your business for the next five years.
  2. Clarity on your own **PERSONAL** goals and those of each of your team members.
  3. Your ability to make the **CHANGES** necessary to overcome.

# Why is your vision for your business, as well as clarity on personal goals, so important for sustainable growth?

- Motivation is from **WITHIN**.
- Vision and goals **EXCITE** you and those around you.
- Vision and goals keep your **SPIRITS** up.
- Vision and goals allow you and your team to **CREATE** the future.



Unfortunately, most leaders and agents have two sets of goals; those they are aiming for and those they will **SETTLE** for.

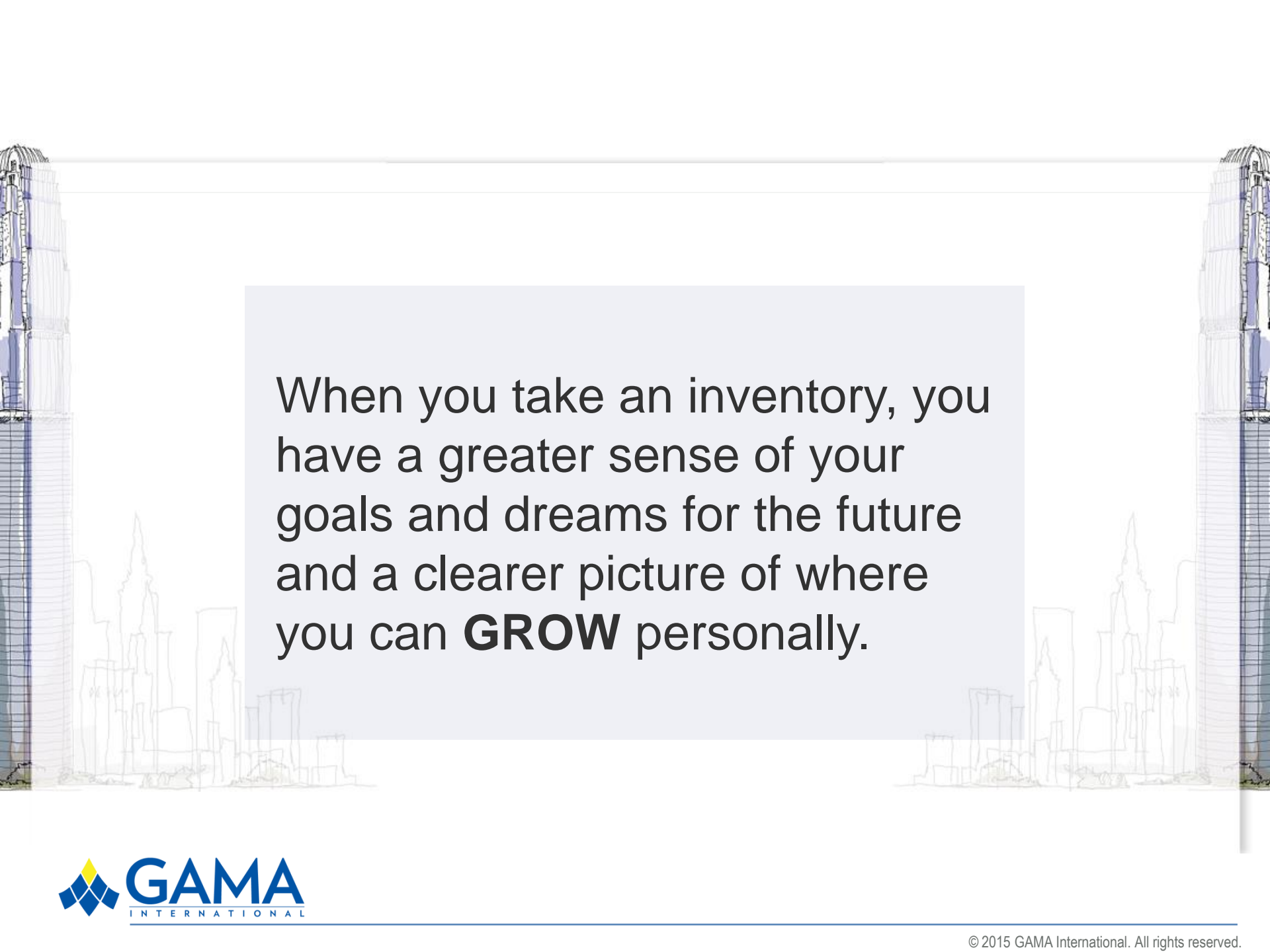


As a result, many  
agents and leaders  
hold their businesses  
too **SMALL**.

# For your life

Take a life  
**INVENTORY**





When you take an inventory, you have a greater sense of your goals and dreams for the future and a clearer picture of where you can **GROW** personally.

# For your business

Have a **CLEAR** vision of what you will achieve in the next five years.

# Key #1

To achieve your goals,  
dreams and vision, avoid  
negative **SELF THOUGHTS!**

# Should you decide that you...

- Want **COMFORT**, you should go for it.
- Want **CHALLENGE**, you should go for it.
- Want **INCREASED BUSINESS**, you should go for it.
- Want increased **SATISFACTION** and purpose, you should go for it.

## Key #2


Avoid setting **REALISTIC** goals, instead think bigger and set realistic **TIME FRAMES.**

## Key #3

Realize and set many different **TYPES** of goals, not just monetary ones.

# Types of goals can include the following

- Educational Goals
- Relationship Goals
- Financial Goals
- Personal Growth Goals
- Career Goals

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- Spiritual Goals
  - Material Goals
  - Retirement Security Goals
  - Recognition Goals
  - Travel Goals



## Key #4

Write your business vision and personal goals down and have a clearly defined plan of **ACTION** for each.

# How and where?

Go to [RichardWeylman.com/Resources](http://RichardWeylman.com/Resources) and download the **FREE** Dream Book there.

# Step #1

Take the life inventory in the  
**DREAM** Book.

## Step #2

Start listing all of your goals  
in **YOUR** Dream Book.

## Step #3

Have your family and each of your **TEAM MEMBERS** create their own Dream Book.

## Key #5

Be sure you are flexible and make any **CHANGES** that are needed to achieve your business vision and personal goals.

# How?

It is vital that you understand  
how you **SEE** change.



Reason #1

**Communication**

Reason #2

**Motivation**

Reason #3

**Training**

Reason #4

**Recruiting**






Confusion

Anxiety

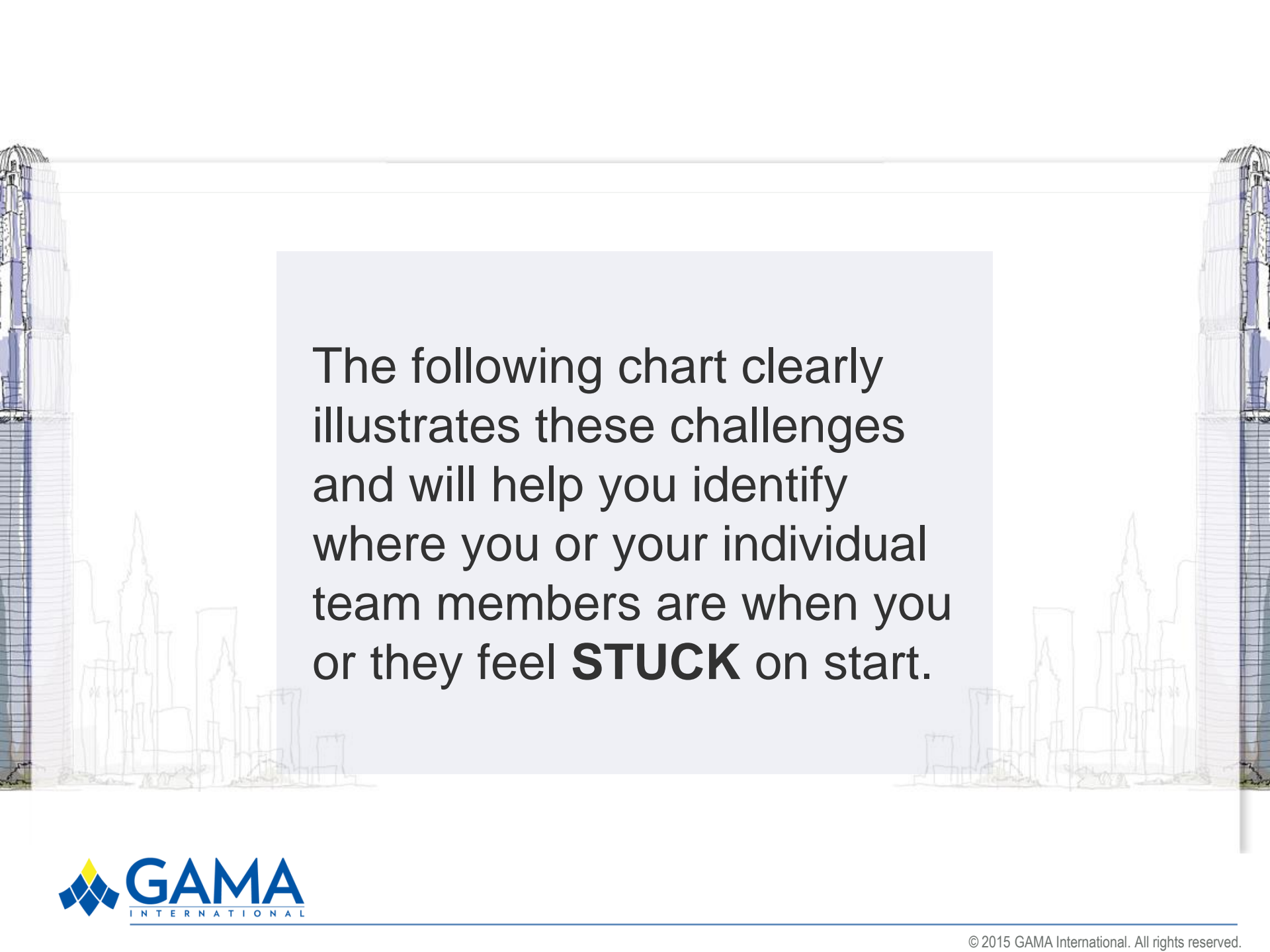
Resistance

Frustration

Treadmill



They demonstrate  
**CHALLENGES** to  
changing the way we or  
our team members think  
and thus, affect our/their  
actions for lack of action.

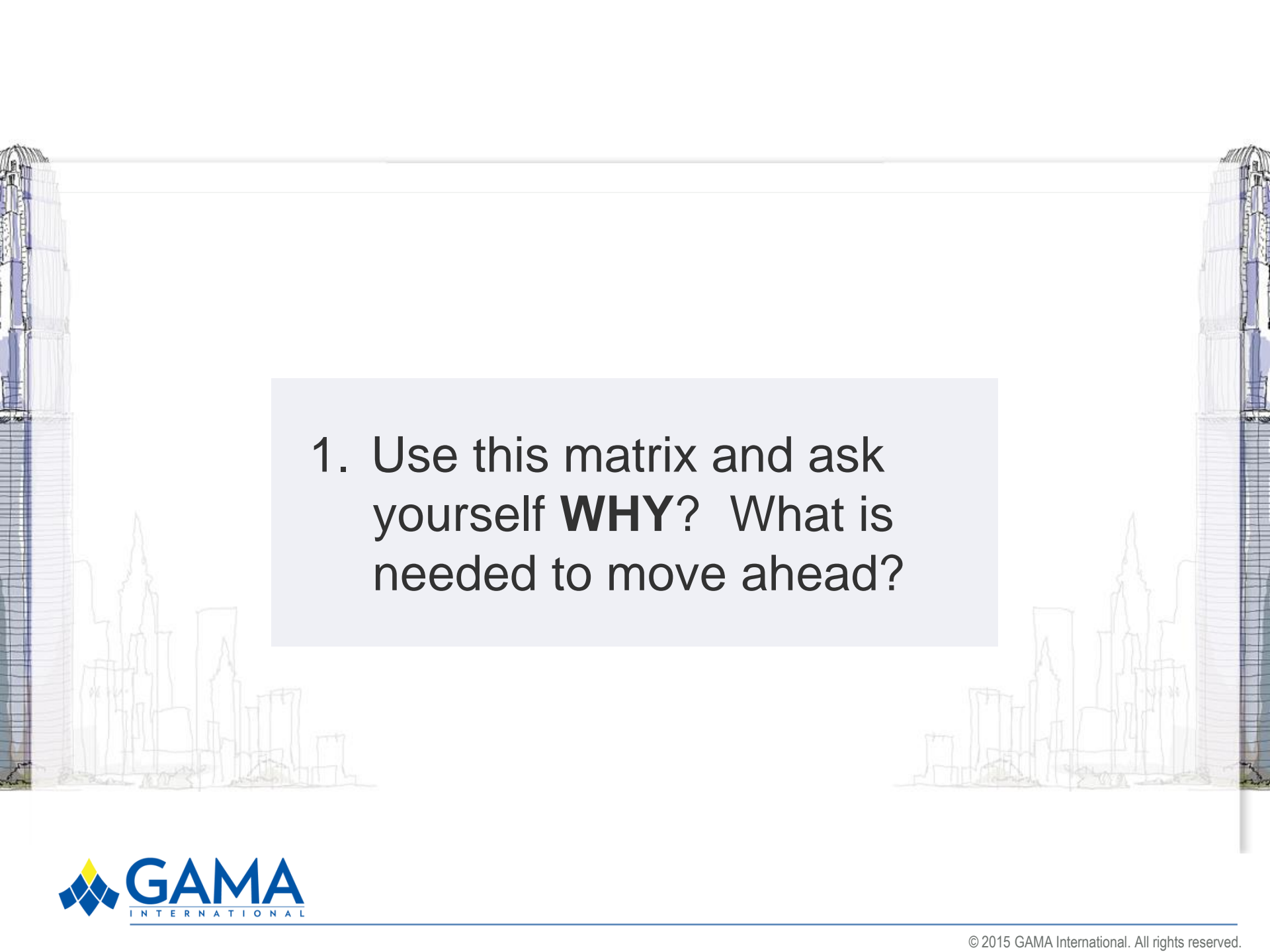


The following chart clearly illustrates these challenges and will help you identify where you or your individual team members are when you or they feel **STUCK** on start.

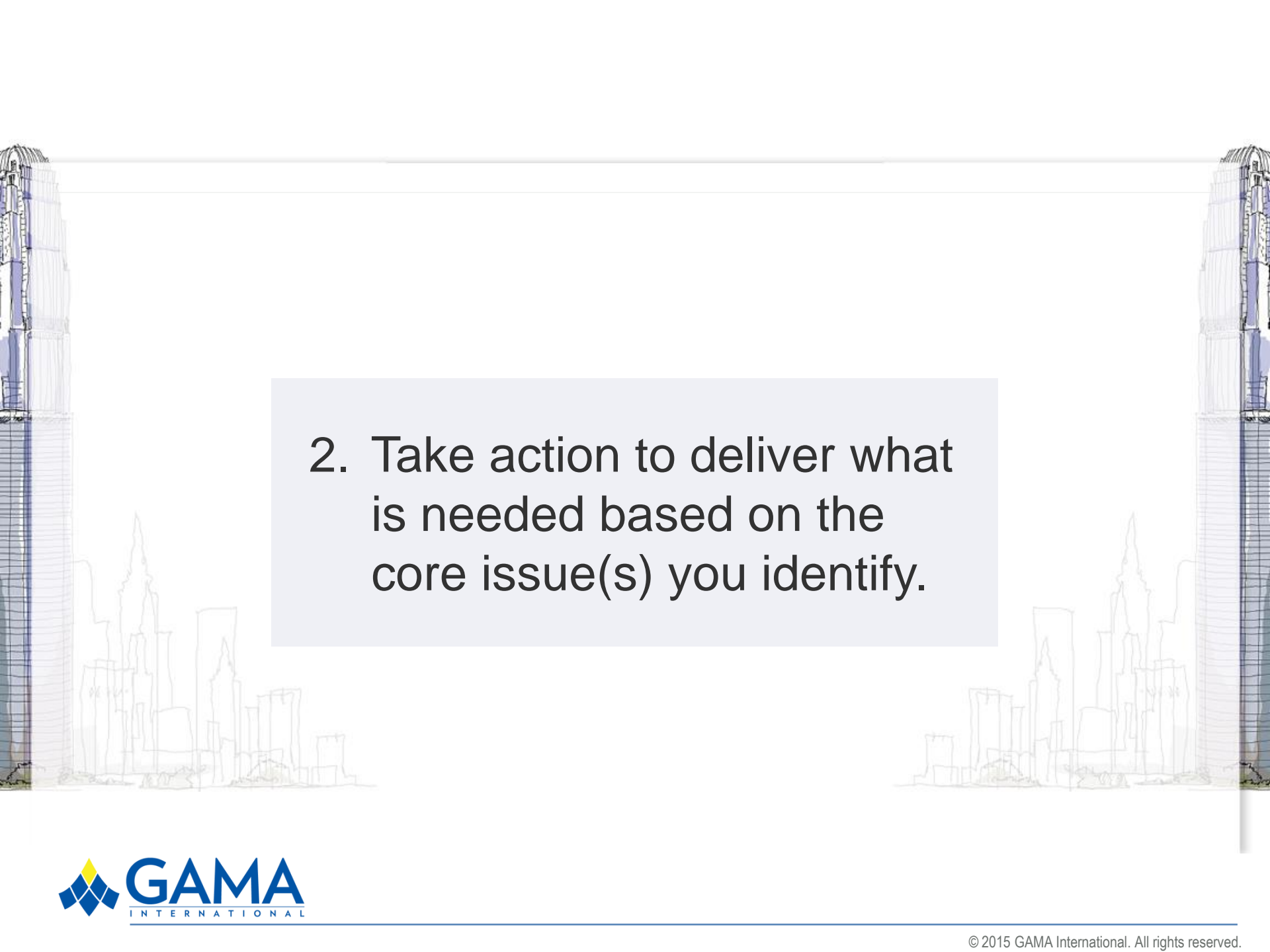
# Challenges to Change Matrix

Vision	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	Change	Usual Core Problem
VOID	+	Skills	+	Incentive	+	Resources	+	Action Plan	=	Challenge is Confusion	Communication
Vision	+	VOID	+	Incentive	+	Resources	+	Action Plan	=	Challenge is Anxiety	Education (Skills)
Vision	+	Skills	+	VOID	+	Resources	+	Action Plan	=	Challenge is Resistance	Motivation/Communication
Vision	+	Skills	+	Incentive	+	VOID	+	Action Plan	=	Challenge is Frustration	Communication/Education
Vision	+	Skills	+	Incentive	+	Resources	+	VOID	=	Challenge is Treadmill	Motivation





1. Use this matrix and ask yourself **WHY?** What is needed to move ahead?



2. Take action to deliver what is needed based on the core issue(s) you identify.

# In summary

1. **CLARIFY** the vision for your business.
2. **KNOW** your personal goals and those of your team.
3. **COMMIT** to making needed changes to help others do the same.

# Self-indulgence

**Think**



**Feel**



**Act (or not)**



**Consequences**



# Self-discipline

**Think**



**Consequences**



**Act (or not)**



**Feel great about the outcome**

# Use the free resources at

[RichardWeylman.com/Resources](http://RichardWeylman.com/Resources)

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