



Intentional 2024

A Thoughtful Approach to
Goals and Resolutions

Hi there! I'm Andrea...



25+ year career in graduate level administration & operations.

Includes:

- UVA Staff Senate
- CRA
- Emerging Leaders Program
- Essentials in Leadership
- CAPM
- LEAN Awareness
- Maxwell Leadership + DISC



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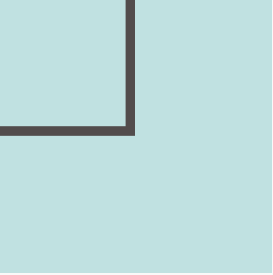
I used to be
“Goal Oriented”

But then...


What do you want?

- ✓ Realistic resolutions and goals
 - ✓ Resolutions or goals that “make sense”
 - ✓ Understand why you don't stick with them
 - ✓ You want to challenge yourself this year
 - ✓ You want to know that you are working with yourself rather than against yourself
-





Move from imitating other
people's principles and
priorities to defining your
OWN for sustainable
impactful leadership.



Today...

You'll learn the importance of knowing **you** and how you function, then tailoring your “resolutions” to help you thrive.

- ✓ Three “layers” to consider when setting “resolutions.”
- ✓ Using that information to determine what type of “resolutions” will work for you.
- ✓ Determining what type of support you need to accomplish the “resolutions” you put in place.



What do you need to know?

Three Layers to Consider



1

Your Core Values:

What matters most to you?

2

Your Communication Style:

How are you wired to communicate?

3

Your Capacity:

How much energy can you devote to the process?

But First...

What do YOU want in 2024?

- What do you desire?
- What do you need?

Pick ONE - write it at the top of your worksheet.





Core Values

Core Values...

Affect
everything!

Every decision, circumstance, reaction or outcome has been affected by your Core Values in some way.

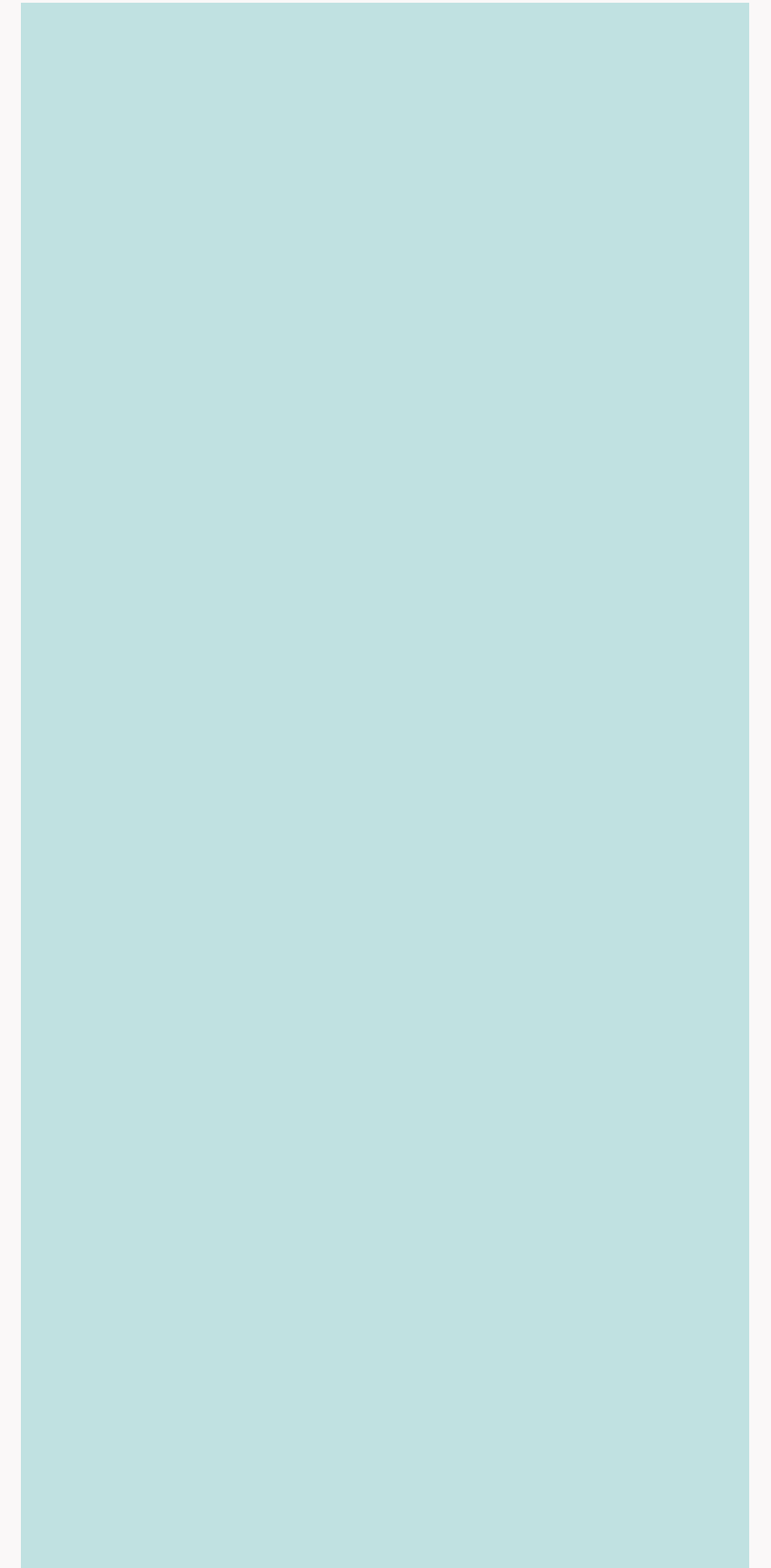
When
you're
unaware...

- Decisions are difficult, processes muddy, and boundaries are overrun.
- When one of your values is undercut, stepped on, or dishonored, you feel tension or conflict.

Definition:

The principles and priorities that guide an individual's actions.

They represent the foundational convictions that allow a person to navigate complex situations while keeping their identity and authority at the forefront.





Core Values

Elemental:

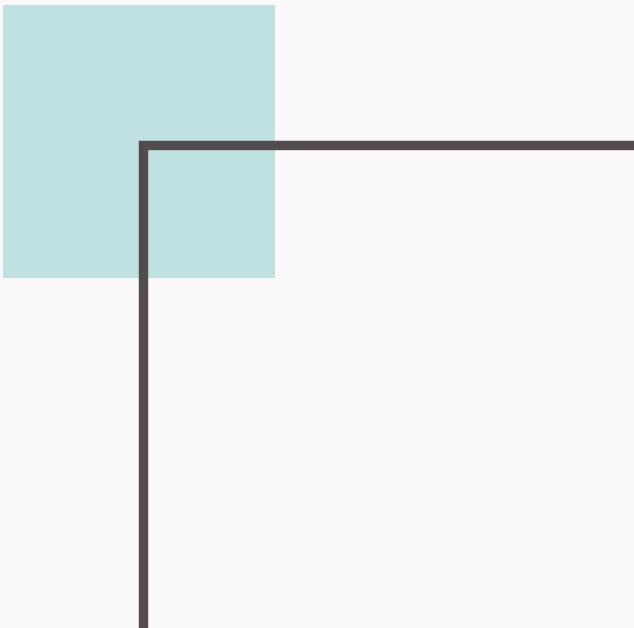
They can't be broken down any further
The foundation upon which you build

Unique:

Reflect your individuality
The most personal expression of you

Non-Negotiable:

In life or business - the line you won't cross,
the standard by which you measure success





Core Values

NOT

Morals or ethics - subjective ideas based on your values

Beliefs - can be inherited, developed, and are changeable

External - anything outside you is “something you value”

ARE

Intangible - but have documentable effects

Inherent - are your internal compass

Inspirational - they bring you joy



Your Core Values are the most unique expression of you!



Your **Core Values** are the foundation upon which you build your **Beliefs** ...
which fuel your thoughts about your **Skills & Abilities** ...
which further define your **Purpose** ...
allowing you to cast a **Vision** ...
providing the fuel to modify your **Goals and Actions** ...
affecting your **Results!**

Let's Look at Yours...

What makes
you... you?

What would the 5 people closest to you say about you?

- What things do **YOU consider to be non-negotiable**?
- What makes them **non-negotiable**?
- Pull out the **3-5** that most resonate, and add them to your worksheet.





QUESTIONS?





Communication Style: DISC

DISC: How You're Wired

YOU are
unique...

The purpose of Communication: Influence, motivate, express your feelings and inform.

YOU are
predictable...

When we take the time to communicate and connect with others through their style instead of our own, we build bridges to successful relationships.

DISC:

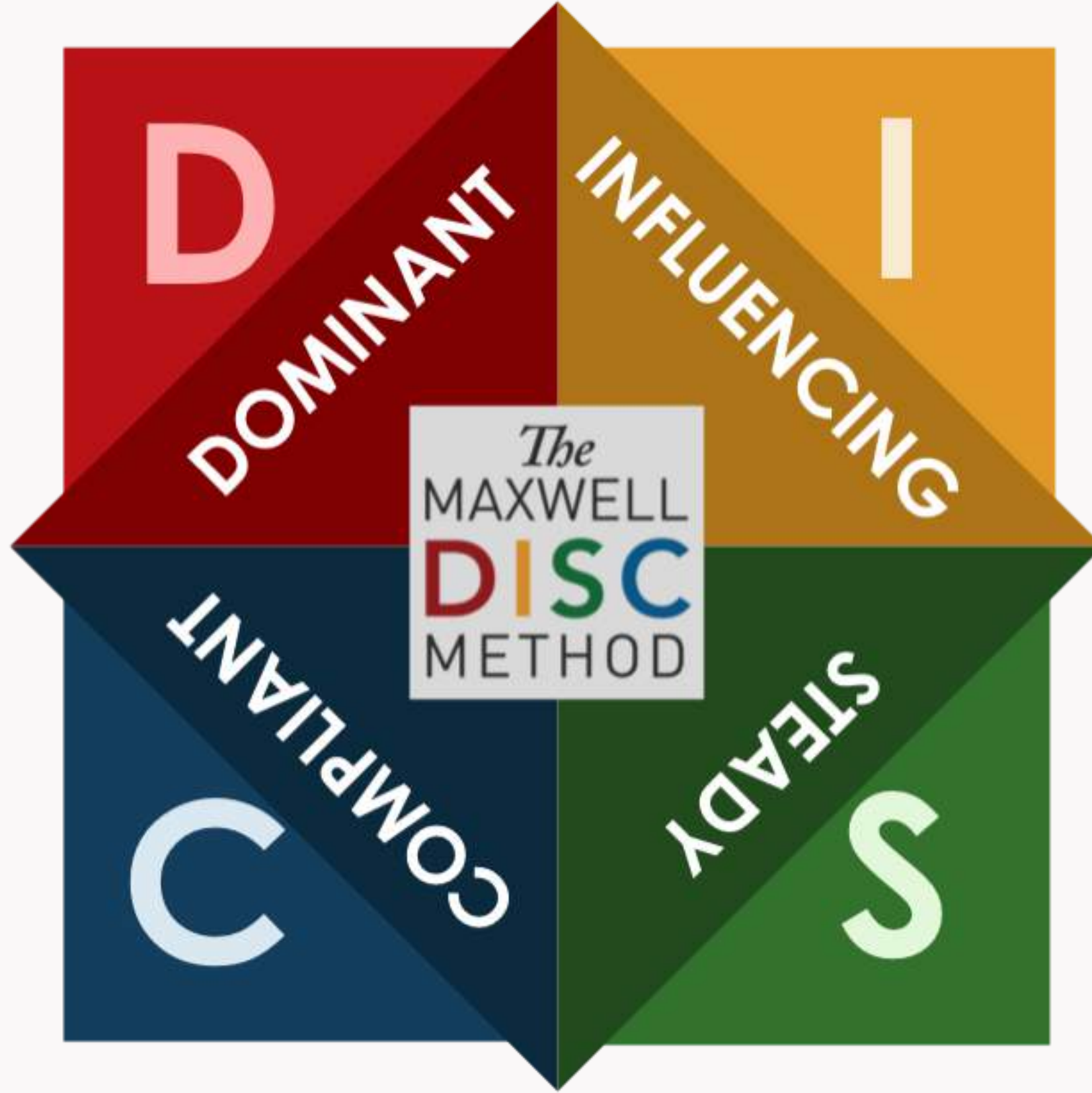


In any room full of people, there is a way to recognize patterns of behavior that help us see that people are different, but they are predictably different.

OUTGOING

TASK ORIENTED

PEOPLE ORIENTED



RESERVED



Seeks Control

Decisive

Direct

Results

3%



Persuasive

Spontaneous

Friendly

Spotlight

11%



Team-Oriented

Follow-Through

Loyalty

Acceptance

69%



Compliant

17%

Analytical

Planner

Accuracy

What about you?



What's your dominant style?

- Use your cheat sheet to determine your most dominant style.
- Write down 3-5 characteristics that you embody.



QUESTIONS?





Capacity & Energy

Energy: What's your style?

Sprinter...

- Quick start, not much endurance
- Decent recovery & start over

Marathoner...

- Slower to start
- Measured and methodical
- Great endurance and follow through

How's your energy now?



End of 2023: what did your energy look like compared to January?

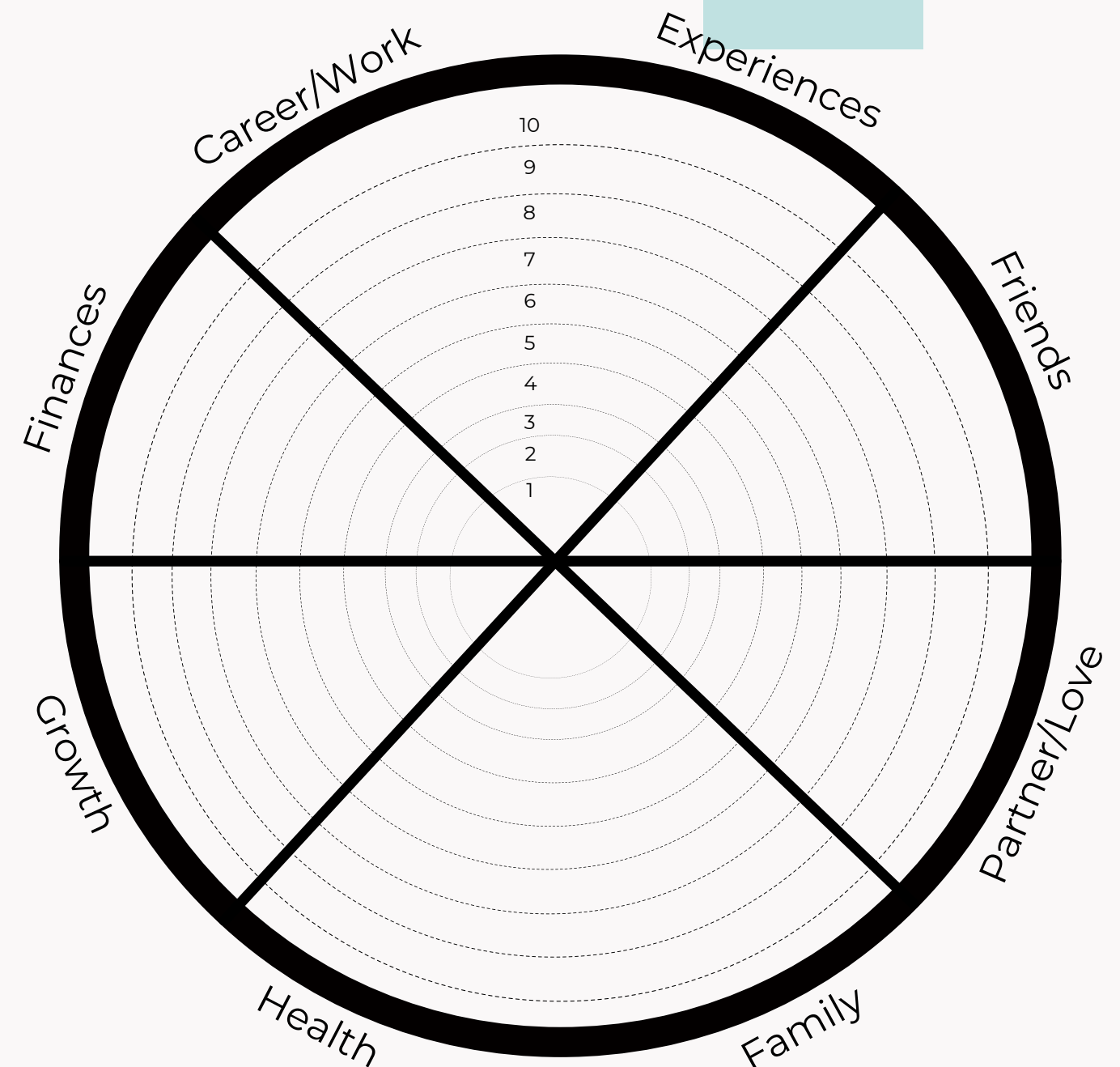
Strength: are you moved by your environment, or do you change it?

Flexibility: can you bend without breaking?

Map it out...

What drains you?

- Use the life **wheel** to determine what takes the most energy.
- List the top three on your worksheet.





QUESTIONS?



Tailor your “resolutions” to thrive!

Once you know, you can then honor those answers and set the type of “resolutions” you need, with the proper support in place.



Resolution:


A firm decision to do or not do...

Take action!



 DESIRE
+
 VALUES

=  INTENTIONS




 INTENTIONS
+
 MEASUREMENTS

=  GOALS

OR

ACTION



 DESIRE
+
 VALUES =  INTENTIONS


- What are those desires you mentioned earlier?
- How do they align with your Core Values?
- How can they be communicated?
- What will your capacity allow or encourage?


 DESIRE
+
 VALUES

=  INTENTIONS

 ACTION

Questions to help you determine your intentions

1. Where is this intention coming from? You ? The past? Another person? Conditioning?
2. How does this intention help you gently shape and guide your way forward?
3. Where do you feel this intention resonates? Does it resonate?
4. How will you make your intentions part of your life?
5. What is the energy of the intention, is it for or against energy?
6. Does this intention feel regenerative, or does it drain your energy?
7. Will this intention bring more magic into your life?

 INTENTIONS
+
 MEASUREMENTS

=

 GOALS



ACTION

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Project: "SMART"

- Specific
- Measurable
- Achievable
- Relevant
- Time-based

Process: "HIPE"

- Habit & behavior driven
- Imagination & dream fueled
- Process & method friendly
- Encouraging & uplifting

 DESIRE
+
 VALUES

=  INTENTIONS

 INTENTIONS
+
 MEASUREMENTS

=  GOALS

OR

ACTION



Set yourself up for success!

Statistics say...

- Writing them down increases your chances of sticking to or achieving them by **20%**.
- Add actionable tasks - **40%**
- Tell someone about them - **65%**
- Regularly meet with someone else, to review them - **90%!**



Set yourself up for success!

Cross the bridge from inaction to action:

- Put the bridge right in front of you
- Start at the beginning
- Consider the value of small steps
- Remind yourself that what you do is more important than how you feel
- Don't forget that action builds confidence



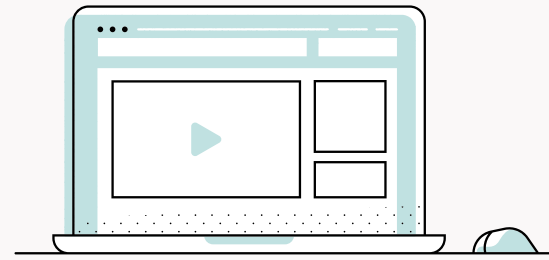
~Roddy Galbraith & John C. Maxwell



What will your
impact look like one
year from now?

The choice is yours.

Resources

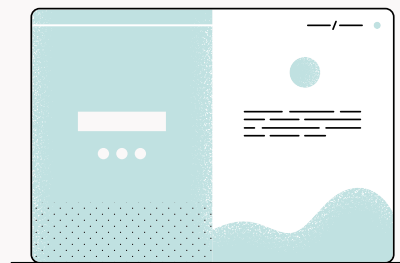


Values Course



DISC Cheat Sheet

The
MAXWELL
DISC
METHOD
PERSONALITY
INDICATOR
REPORT



What Is
Intentional
Optimism



Newsletter



Thank you!
