

MICROLEARNING TOOL

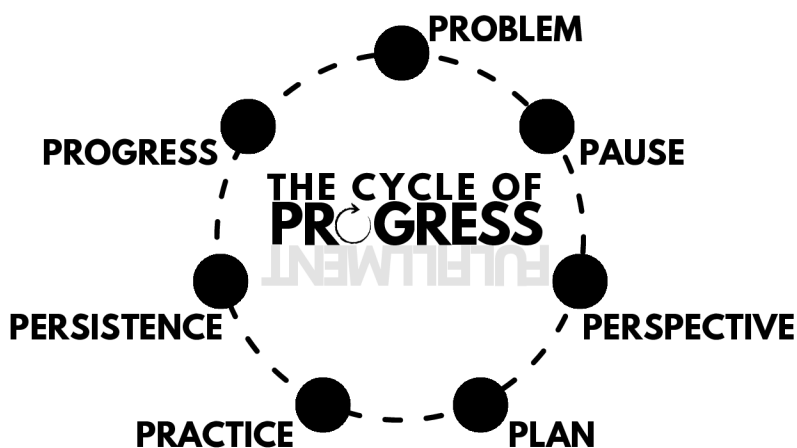
MAKE PROGRESS: FIND FULFILLMENT

THE CYCLE OF PROGRESS

FULFILLMENT

BY MONICA SHERI SCOTT

MAKE PROGRESS: FIND FULFILLMENT



PART 1: PROBLEM

I N T E G R A T I O N T O O L

FOCUS PHRASE

Problems are our greatest opportunities for growth, creativity, and connection.

CAN WE ADMIT THERE IS A PROBLEM?

In 2023 Gallup released data that indicated: Only four in 10 employees report unethical behavior at work if they have firsthand knowledge of it. Despite nine out of 10 workers saying they would report unethical behavior, few do. Quiet quitting is multiplying in workplaces, and with it comes the widespread feeling that it's simply not worth it to speak up about problems at work.

If we “skip over” problems we (ourselves) miss our greatest opportunities for growth , creativity, and connection.

PUT IT TO PRACTICE

Think of a current problem, one that doesn't have an easy answer. In fact, you may have even tried avoiding it. Maybe it's a nagging problem, maybe it's a big audacious problem, like an elephant in the room. Regardless of the size of the problem, I want to ask you to picture it in your mind. Then say to yourself these two phrases: “I see it. And I can sit with it.” If you can do that you are well on your way to progress!



PROGRESS

PROBLEM

Problems are our greatest opportunities
for growth, creativity, and connection.

CAN WE ADMIT THERE IS A PROBLEM?

**IN 2023 GALLUP RELEASED DATA THAT INDICATED:
ONLY FOUR IN 10 EMPLOYEES REPORT UNETHICAL
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KNOWLEDGE OF IT. DESPITE NINE OUT OF 10 WORKERS
SAYING THEY WOULD REPORT UNETHICAL BEHAVIOR,
FEW DO.**

**QUIET QUITTING IS MULTIPLYING IN WORKPLACES,
AND WITH IT COMES THE WIDESPREAD FEELING THAT
IT'S SIMPLY NOT WORTH IT TO SPEAK UP ABOUT
PROBLEMS AT WORK.**

PART 2: PAUSE

INTEGRATION TOOL

FOCUS PHRASE

BALL: Breathe, Ask, Listen, Listen More
#beaballer (BAL-ER)

WHEN WAS THE LAST TIME YOU PAUSED WITH A PROBLEM?

The best and most lasting solution will be found at the root of the problem, but we will not reach it unless we take the time to “BAL” and give space to truly understand the problem.

PUT IT TO PRACTICE

“Simply **taking a beat** to pause, to try and understand the people you work with helps everyone!” Lincoln Hawks

Whether your problem is relational, technical, mental, or practical - under pressure or long over due; take a beat. Seek to understand. Get to the root. Sit with the problem.

Problems and set-backs can be instantaneous, but comebacks are a process. Pausing can be a painful step in the process, but it is likely the best one you can take.



PROGRESS

PAUSE

BALL: Breathe, Ask, Listen, Listen More

**WHEN WAS THE LAST TIME YOU
PAUSED WITH A PROBLEM?**

**THE BEST AND LASTING SOLUTION WILL BE FOUND
AT THE ROOT OF THE PROBLEM, BUT WE WILL NOT
REACH IT UNLESS WE TAKE THE TIME TO “BAL”,
GIVING SPACE TO TRULY UNDERSTAND THE
PROBLEM THAT NEEDS PROGRESS.**

PART 3: PERSPECTIVE

INTEGRATION TOOL

FOCUS PHRASE

The way you frame your problems will determine how you paint your future.

HOW IS YOUR PERSPECTIVE?

The way to make progress always involves a healthy perspective. Perspective is like a lighthouse for people who want to make progress everyday, it's the place we look to in order to consider our efforts and direction of progress. So how is your perspective?

PUT IT TO PRACTICE

There is a term in psychology called cognitive reframing.

Which in short means we have this amazing ability as human beings to pause, step back, and view problems in new ways that allow us to see possibilities, opportunities, and "positivities" where we previously could not see them.

So, consider a problem. Examine it and ask yourself this question; "What more can this be?". Look for the possibilities, opportunity, and positivities! They are there and your life will be better when you acknowledge them.

PROGRESS

PERSPECTIVE

The way you frame your problems will determine how you paint your future.

HOW IS YOUR PERSPECTIVE?

THERE IS A TERM IN PSYCHOLOGY CALLED COGNITIVE REFRAMING. WHICH IN SHORT MEANS WE HAVE THIS AMAZING ABILITY AS HUMAN BEINGS TO PAUSE, STEP BACK, AND VIEW PROBLEMS IN NEW WAYS THAT ALLOW US TO SEE POSSIBILITIES, OPPORTUNITIES, AND “POSITIVITIES” WHERE WE PREVIOUSLY COULD NOT SEE THEM BEFORE. WHAT MORE CAN IT BE?

PART 4: PLAN

INTEGRATION TOOL

FOCUS PHRASE

Make your plan, make it plain.

WHAT'S YOUR PLAN

Finish this sentence: “Those who fail to plan, _____.” it may be an old adage, but it still carries its weight. When we clearly and plainly chart the course of our steps, even if set-backs occur, the plan is a “tether” that keeps us on course to make progress; and find fulfillment.

PERSONAL APPLICATION

Sometimes a plan is something you can sign-up for. Sometimes a plan is something you create from scratch. What is important is that, given all the unique factors of your situation, YOUR plan builds a viable bridge between problem and destination - *with your values in tact*.

PS: “Tweaks” and concessions to the plan are to be expected, but your character should be able to walk the plain path of your plan with integrity.

PROGRESS
FULFILLMENT

PLAN

Make your plan, make it plain.

WHAT'S YOUR PLAN?

FINISH THIS SENTENCE: "THOSE WHO FAIL TO PLAN, _____." IT MAY BE AN OLD ADAGE, BUT IT STILL CARRIES IT'S WEIGHT. WHEN WE CLEARLY AND PLAINLY CHART THE COURSE OF OUR STEPS, EVEN IF SET-BACKS OCCUR, THE PLAN IS A "TETHER" THAT KEEPS US ON COURSE TO MAKE PROGRESS; AND FIND FULFILLMENT.

PART 5: PRACTICE

INTEGRATION TOOL

FOCUS PHRASE

Integrating a “practice” takes support. Support builds trust.

WHAT PRACTICE NEEDS SUPPORT?

Practice is about deliberately integrating healthy thinking and values into plan and action, excellently and consistently. This necessary transition point from thinking to doing, is where true potential is unleashed in individuals, teams, and organizations, however it is not achieved without support. Integrating a “practice” takes support. Support builds trust, and trust provides a cutting edge for progress.

PERSONAL APPLICATION

The best places to work know that disciplined healthy practices require sacrifice and support. Withstanding human temptation to waiver, and upholding excellent standards requires accountability. Consider these healthy culture practices and how you can structure or provide support.

PRACTICE
TAKES
SUPPORT

- Welcoming Clear and Honest Communication
- Allowing Teams to Share and Develop Ideas
- Providing Guidance and Support Whenever Needed
- Being an Example of Support and Trust
- Accepting Team Members’ Strengths and Weaknesses

PROGRESS IS ALWAYS ONLY ONE STEP AWAY.

PROGRESS
ELEMENT

PROGRESS
FULFILLMENT

PRACTICE

practice takes support + support builds trust

HOW ARE YOUR DAILY PRACTICES?

EMPLOYEE ENGAGEMENT HAS BEEN ON THE RISE, HOWEVER, EMPLOYEE STRESS HAS ALSO INCREASED (ASSOCIATED WITH PHYSICAL AND MENTAL HEALTH PROBLEMS AND LOWER PRODUCTIVITY). THIS RISE IN EMPLOYEE STRESS EMPHASIZES THE IMPORTANCE OF ORGANIZATIONS AND TEAMS SIMULTANEOUSLY ADDRESSING EMPLOYEE ENGAGEMENT AND WELLBEING IN THE CURRENT AND FUTURE WORKFORCE.
GALLUP

PART 6: PERSISTENCE

INTEGRATION TOOL

FOCUS PHRASE

Stay the course in spite of difficulty or opposition.

ARE WE PERSISTING?

The surprise of persistence is learning that “failures”, “set-backs”, and “finding of our limits”, are not the end of progress but the tools that build resilience.

PERSONAL APPLICATION

Imagine you are given the choice between steal and wood to build a bridge. Which would you choose? Chances are you would choose steal, because it will last longer. When the going gets tough, the tough should lean on their values. Values, are like steal, they build better more lasting roads into the future (for yourself and others). Progress, and the trajectory of it, is made one decision at a time. Persist in what is most important, so that whether you “feel” like you are running or crawling to your next right step, you are making progress!



PROGRESS

PERSISTENCE

Stay the course in spite of
difficulty or opposition.

ARE WE PERSISTING?

**THE SURPRISE OF PERSISTENCE IS LEARNING
THAT “FAILURES”, “SET-BACKS”, AND “FINDING
OF OUR LIMITS”, ARE NOT THE END OF
PROGRESS BUT THE TOOLS THAT BUILD EVEN
BETTER PATHS INTO THE FUTURE.**

PART 7: PROGRESS

INTEGRATION TOOL

FOCUS PHRASE

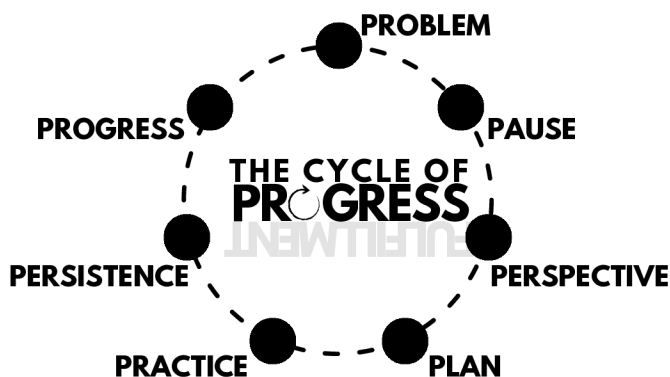
Your next “right” step is your next best step; one of progress and fulfillment.

ARE YOU MAKING PROGRESS?

For a moment, I want to invite you to consider how far you have come. What “right” steps have you taken? What progress and fulfillment can you celebrate today; knowledge you have gained, fears you have overcome, a small win, a large win, a win of consistency, a great event?

PERSONAL APPLICATION

This simple act of celebrating progress and fulfillment will serve as positive reinforcement, and motivation for progress in the future. Identify progress; see it, name it, and celebrate it! Identify progress in your team or clients; see it, name it, celebrate it! Keep making progress, keep finding fulfillment - one “right” step at a time.



PROGRESS

FULFILLMENT

PROGRESS

your next "right" step is
your next "best" step

ARE YOU MAKING PROGRESS?

CONSIDER HOW FAR YOU HAVE COME, THE
"RIGHT" STEPS YOU HAVE TAKEN.
BUILD ON THAT PROGRESS, BUILD ON THAT
FULFILLMENT! YOU'VE GOT THIS!

PROCESS A PROBLEM

INTEGRATION TOOL

THE CYCLE OF
PROGRESS
INVENTED

PROBLEM: WHAT IS THE PROBLEM?

PAUSE: BREATHE. ASK. LISTEN. “WHAT’S REALLY GOING ON HERE”?

PERSPECTIVE: IF YOU COULD TAKE AN ELEVATED PERSPECTIVE OF THE PROBLEM WHAT WOULD YOU SEE? (*LOOK FOR OPPORTUNITIES FOR GROWTH.)

PLAN: WHAT NEEDS TO BE DONE? (MAKE IT PLAIN)

PRACTICE: WHAT SUPPORT CAN HELP YOU PUT THIS PLAN INTO PRACTICE? (SYSTEMIZE WHENEVER POSSIBLE)

PERSISTENCE: WHEN OBSTACLES OCCUR, HOW AND WITH WHAT WILL YOU PERSIST?

PROGRESS: WHAT IS YOUR NEXT RIGHT STEP?

MONICA SHERI SCOTT

Monica's mission is to equip and motivate leaders for meaningful progress. She speaks, writes, and leads with a passionate commitment to see others make the connection between lasting leadership truths and their everyday realities.

OTHER CONTENT/SESSION TOPICS

The Sound of Culture:

Reinforce core values. See culture differently.
Inspire team work. Solidify perspectives & practices that lead to progress.

Continuous Improvement:

Proactively approach change with confidence.
Learn how to better Face, Map, and Scale continuous change with intention.

CONTACT & BOOKING

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