

# Visioning Workbook

*“Everyone has been made for some particular work and the desire for that work has been put into their hearts.”—Rumi*

**A**t Leadership that Works, it’s the deepest honor to work with people who are honing their vision. There is nothing that sets leaders apart more than a compelling vision of the future, so beautifully painted that it stops people in their tracks. Attracted to the vision, they do a double-take because they recognize themselves in a corner of the painting, passionately doing their part to create a more desirable future.

Whether you’re creating a personal vision, an organizational vision, or starting a new project, this workbook is your short-cut to a more desirable future.

Visioning isn’t exactly a short, fast process, because it is such deep, rich work, but these methods help you identify, hone, articulate and realize your vision. Don’t expect to rattle off the answers to these penetrating questions in a few minutes or even a few days. Changing the future takes thoughtful introspection and commitment, so settle in and get comfortable with yourself.

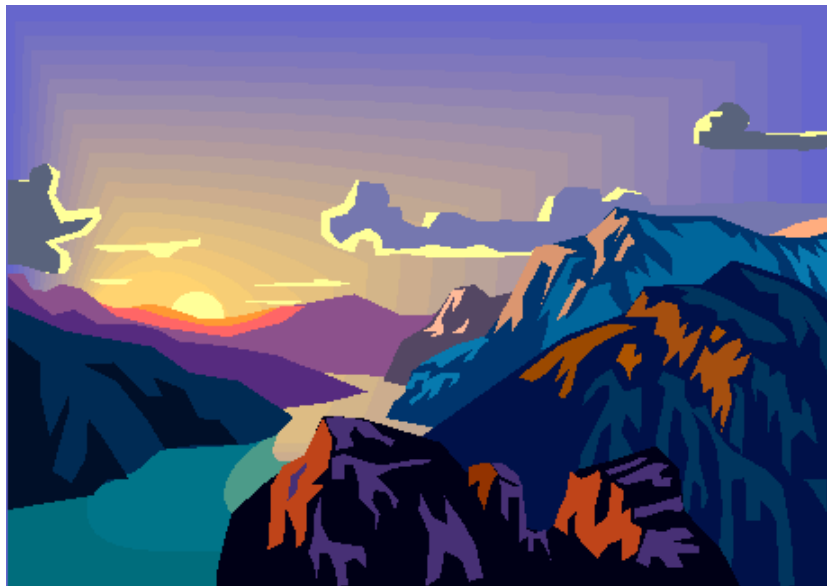
Your personal vision is the foundation for creating a shared vision. Some groups want to skip over the personal vision and start right in on the organizational vision, but if you want people truly engaged in creating a desirable future, this is the place to start!

Why bother thinking about something as intangible as your vision of the future? Martha Graham says, “There is a vitality, a life force, a quickening that is translated through you into action, and because there is only one you in all time, this expression is unique. And if you block it, it will

never exist through any other medium and will be lost.” If you do not find or act on your life’s work, your unique contribution could be lost, and the world will not have it.

In most organizational cultures, gazing out the window is frowned upon, and if you aren’t running around putting out fires, your value to

the organization can be seen as questionable. But without a vision, the direction is unclear, thinking is muddled, people



are uninspired, and the quality of work suffers. In contrast, people and organizations with vision act as magnets for people who want to be a part of something greater than themselves. We instantly recognize people with vision because they aren't afraid to share their hopes, their dreams, their longings. They express their love for the big picture and offer an irresistible image of the future. Visionaries are deeply involved with righting social injustices and they love to break new ground.

They know that the best way to predict the future is to create it. Instead of following the path, visionaries go where there is no path and blaze a new trail.

## Right Brain Visioning Questions

It's common to start the visioning process by thinking about what's practical, but we ask you to start by blowing the lid off what's possible, and think beyond contemporary limitations. If some of these questions sound a little far fetched, that's our intention! Start by thinking big! You can always pare it down or tone it down, but get really creative first. Be as outrageous as you dare!

Close your eyes and get in touch with your longing. What's missing? Explore who you are longing to become.

Write about your hopes and dreams.

Imagine yourself in the future. Imagine that everything is perfect. It's just the way you always dreamed it would be.

What's different about the future?

How are you different in the future?

What are you doing differently?

What is the theme for your vision?

What elements from nature describe or support your vision?

What metaphor describes the vision?

What juicy words and visuals excite you?

What part of your body longs for the future? If that part of your body could speak, what is the message?

Get up and pay attention to how your body responds to your vision. What dance helps you to feel your vision more deeply?

How does your vision bring out your core aliveness more fully?

What talents and gifts do you have to support your vision?

What outrageous elements could you add to your vision?

What is the magnet that draws people toward your vision?

If you put your vision to a piece of music, what would it be?

What are the feelings and colors associated with your vision?

What foods and plants are associated with your vision?

What if your vision were a million times bigger?

What if your vision were a million times deeper?

What does your heart say about your vision?

What does your gut say about your vision?

How would a six-year-old child describe your vision?

What is bubbling up, just beneath the surface?

What if there were no limits?

What if you had all the time in the world?

What if you had an unlimited amount of money to realize your vision?

What if you had all the enthusiastic help you need to implement your vision?

What kinds of people are attracted to your vision? What do

you imagine about them?

What resources are available to you in creating your vision?

What does your highest self say about the direction you're headed?

Write your answers to these questions and notice the themes. Revisit your answers weekly to see to see what else comes up.

Visioning is a sweet, arduous process filled with rich discoveries. Count yourself fortunate to be among the few who are consciously re-creating the future.

## Great Visionaries:

- are inherently curious
- explore their own nature unceasingly
- convey a clear sense of passion
- expand the sense of possibility
- communicate a desire to make life better for others
- do more than expected
- cultivate an optimistic outlook

A positive outlook helps others see things in terms of what is possible. Focusing on expanding the possibilities can help you expand your vision.

When you project a longing for the future, people are often drawn to the visual images you describe. Your optimism is contagious. Helen Keller said, "No pessimist ever discovered the secrets of the stars, or sailed to an uncharted land, or opened a new heaven to the human spirit."

A vision quest often begins with a sense of dissatisfaction or an internal struggle. Mahatma Gandhi and Martin Luther King Jr. both went through long periods of reflection before they were able to communicate their powerful visions.

Great leaders can tell you where they are going, how they plan to get there, and who will come along for the adventure.

Visioning isn't just for famous people or those who are exceptionally bright and creative. Visionaries are all around us and their visions are large or small, as unique as David Whyte's vision to be a corporate poet or as common as world peace.

Occasionally people receive their visions in a dream, in meditation or prayer, but more often than not, an inspirational vision develops over time. Most appealing visions continuously evolve and require lots of introspection, writing and dialogue.

Writer's block is a common barrier to visioning, but this workbook is an invitation to overcome your reluctance to write. If you don't like to write, it's usually because you aren't good at it. The main reason you aren't good at it is because you don't do it! A little practice can change your attitude about writing and about yourself.

I urge you to invest in yourself and in your future. You can't create a compelling vision without serious exploration. But it doesn't have to be drudgery. I assert that the work you put into crafting your vision helps you open to new vistas, new freedoms, and new wisdom.

If you're serious about creating a better future, the next step is to get read *Courageous Visions*, to guide you through expanding the possibilities, speaking compellingly about your vision, turning your vision into action, overcoming the barriers, and getting support to make the vision happen. To get your copy, you can order from [amazon.com](http://amazon.com), or [.LeadershipthatWorks.com](http://LeadershipthatWorks.com), or give us a call at 570-297-2270.

