

Lisa Lewis:

Welcome to Let Go, Lean In, my podcast designed with transformational leaders like you in mind. I'm Lisa Lewis, your transformational leadership coach. In each episode, you'll find help growing awareness of your mindset as a leader, be equipped with a tool to let go of unrealistic expectations and self-limiting beliefs that get in the way of your one precious life. My goal is for you to thrive as you lean in toward the leadership call God has put on your life. Join me and other leaders as we let go and lean in together.

Lisa Lewis:

Well, hello again, I imagine that you have had a lot of change coming your way in these unprecedented times. I think all times are really unprecedented because we haven't lived them before. Yet, right now, as we find ourselves in this era of COVID-19 and shelter in place and yet we still have the privilege to lead others, there is a lot of adapting and pivoting and figuring out new ways of meeting up through Webex or Zoom, and all of that brings opportunities for mistakes.

Lisa Lewis:

And I just want to give you a quote from one of the premier leaders of the 20th century, and although a male... Nothing wrong with male leaders. There are a lot of great ones out there. We wouldn't be where we are in many good areas without good leadership. But John Wooden, who was the UCLA basketball coach that took them to countless... Now I'm sure there's an actual number, but I didn't do my research, my bad... many, many national championships. UCLA Bruin basketball under the leadership of John Wooden was phenomenal. And one of the things in his leadership style, he would encourage his players, and later as a leadership speaker, "If you're not making mistakes, then you're not doing anything."

Lisa Lewis:

Now, slow down and think about that. When we make a mistake, how do we address that? Are we quick to jump on our own case and get down on ourselves and hold ourselves back? "I'm not going to do anymore. Forget that. I'm not going in that direction." Or do we recognize there's something to be learned from said mistake. Listen to that quote again. "If you're not making mistakes, then you're not doing anything." There's a lot of wisdom in that. The expectation is, you're going to make mistakes. What we do with those mistakes is where we get to grow and develop our leadership.

Lisa Lewis:

That's one of the key factors of transformational leadership, recognizing that there are things we need to learn, and we're going to try things and it might not work. And we'll need to figure out why it didn't work and what we might do to adapt said thing and move forward. Getting stuck tells you that something is in the way of you getting to be fully who you are.

Lisa Lewis:

I want to share this little tool that I've developed and I'm a person of acronyms and hands-on kinds of things. This is called the F.A.S.T Track to Change. Now, mind you, let me back up for a second. I think change is hard and it takes a lot of work, so don't think that I'm giving you the shortcut that suddenly is going to miraculously change how you move through the world. What it can do, however, is give you a step to take to get unstuck. The F.A.S.T Track to Change is five action steps today. And why five, because, most of us, have five fingers on our hands and we can count each step off with each finger, and it's something we can hold in one hand and hang on to and apply. Here's how this works.

Lisa Lewis:

Step one, identify one area in your personal or professional life that you want to change, and write it down. Now, I say one area because you're going to do five steps. You need to have one thing to focus on. Granted, if you're like me, you can think about five different things that you want to have changed in five different aspects of your life, but let's focus on one. Because when we focus, that's when we can actually make progress. Okay, so you identify your one area and you write it down.

Lisa Lewis:

Step two, think of one time when this thing you want to change actually helped you. Now write down that story. For example, I have this one area that I want to change in my life, and it's a habit that I have that I don't like. It's not serving me well anymore, which is not writing things down. I used to be just compulsive about list-making and all of the details that went into every action step. And then I went through a period of time when I wasn't actively leading a team and all I had to do was think of stuff that I needed to do, so I kept it in my head. Well, that has become a bad habit now that I'm working more and involved in more organizations and details and things like that. Here's my area, get back to writing things down in a cohesive manner. Not just jotting them down on a random piece of paper, but putting them in my planner, keeping details that I need to move from my head onto paper.

Lisa Lewis:

My example of an incident when not writing it down helped me was when I was recovering from literal adrenal fatigue. I had been a very type A driven individual, and I hit a hard stop physically and emotionally, and I had to step away and heal and regroup. And it was during that time that I stopped writing down every detail of every day, what needed to get done, who needed to be called, what the conversation was to be about, what the conversation ended up being about. I over, over did it.

Lisa Lewis:

And so stepping away from the habit of writing everything down, served me. It helped me during that time of healing. Capturing that story and remembering how I got to this place that I want to change is a way of recognizing that sometimes the habits that we have served us at a certain point, and we can express gratitude, say thank you. That was a good thing, but it no longer is serving me so I want to make this change.

Lisa Lewis:

This F.A.S.T Track goes like this. Step one, identify that one area that you want to change. Step two, think of a time when it served you and capture that story, like I just shared. Step three is describe for yourself how this identified change will help you going forward. Get specific. What you're doing is taking your ideas out of your head and putting them down onto the paper, your journal, maybe your planner, however you organize your thoughts. How will this, my identified change, help me? Well, I'll be more organized again, and I need and want to be more organized because I will write down the details that I need to remember, the times, the dates, the names of the people that are going to be involved in a project that I'm working on. Those things. Those details, writing them down will help me. That's step three.

Lisa Lewis:

Step four is list three steps that can move you forward to make that identified change a reality. In my case, making sure I have a planner and the writing utensils readily at hand, being able to plan for the coming week, and as much as I can for the coming month. Writing those things down will move me toward becoming more organized in that way. That's a pretty obvious example. Yours might be completely different. I imagine it is; and yet, it's important for you to identify three steps that can move you forward towards that change.

Lisa Lewis:

And our step five is choose one of those three steps and do it today. Don't just plan for it. Take the action. I actually have this as a downloadable PDF on my website and I would love to have you have access to it. All you need to do is go over to lisalewiscoaching.com and ask for the F.A.S.T Track to Change. And F.A.S.T is an acronym, F.A.S.T, for Five Action Steps Today. And you're able to take those action steps and review them and apply them both professionally and personally, and be able to move in the direction of transforming your work and life so that you can lead from a wholehearted place.

Lisa Lewis:

My word of encouragement, make those mistakes because that means you're doing something, my paraphrase of John Wooden's quote. And figure out what's one area that you want to change, and then go through those steps and take action today. Thanks for joining me.