



# BIG Dreams, Little Steps

An expert change master shares inspirational tools for building personal leadership.

By Joe Farcht

strong case for moving ahead and leaving resistance behind. Remember how you embraced change in the past and how doing so helped you succeed. You are a change master and can create any change and any dream you desire.

*Joe Farcht (joe@cox.net, [www.leadershipadvantageinc.com](http://www.leadershipadvantageinc.com)) is the founder and president of Leadership Advantage and author of Building Personal Leadership (Genesis Publishing, [www.morganjamespublishing.com](http://www.morganjamespublishing.com)).*

Some dreams can appear too big and unobtainable. But don't let that intimidate you. Take a moment and crystallize your most important dream, letting your mind create a picture of that future achievement.

After visualizing your dream, develop a plan for attaining it. If it takes a few years or even a lifetime, it's worth starting now. Write a plan. What are the major steps you need to take? Scrutinize the first step. What actions must you complete to reach it?

## Take the First Step

Now dissect that first step still further into a smaller action you can do today. Place it in today's schedule and take that action. Repeat this process every day, and over a year you'll have taken 365 little steps toward your big dream. You'll be amazed at what progress you can make taking tiny steps each day.

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Patience and commitment are required to accomplish big dreams. In today's instant gratification society, patience is a scarce commodity. Commitment is often derailed by competing short-term actions, proi-

Read for 30 minutes every day.

ects, and activities. If you let them interfere with your big dream, they will. Embrace patience, and know that in time you'll succeed. Stay committed to small daily steps that will advance you toward your goal. That's all it takes, just a few minutes to accomplish one little step each day.

## Get Ready for Change

One barrier to accomplishing your dreams may be your resistance to change. You're comfortable with the old ways and don't want to mess up a good thing. That resistance is an interesting phenomenon. Think of some change in your life that you're dreading and resisting. Write down all the reasons you're hesitant to make the change. After you make that list, categorize each reason as being either "emotional" or "rational."

What did you find? Most likely, you discovered that you're hesitating for emotional reasons. When you counter those factors with rational reasons to change, you can build a

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## Tips for Personal Growth

- Never compare yourself to anyone else. Focus on being your unique self.
- Set a goal to develop your potential, and act on that goal daily.
- Read for 30 minutes every day in the field of self-development or a subject you want to explore. In one year you'll have read at least 18 books and will be an expert on at least two subjects.
- Ask lots of questions to learn more and understand people better.
- Teach others. It's the best way to learn a subject yourself.
- Ask for feedback at every opportunity.
- Work for results, not perfection.

## Are You Above the Line or Below?

When you live below the line, you're the victim, blaming others and ducking responsibility, as Roger Connors notes in *The O<sub>z</sub> Principle* ([www.ozprinciple.com](http://www.ozprinciple.com)). Symptoms include:

- ignoring and denying reality
- finger pointing
- waiting for others to tell you what to do instead of taking action
- reacting to problems by thinking, "That's not my job."

When you live above the line, you're in control of your life, moving through every day with purpose and courage. To move from below the line to above it, take these steps:

- See it. Have the courage to face the reality of difficult situations.
- Own it. Accept full responsibility for all past and present behaviors contributing to a problem.
- Solve it. Ask, "What can I do to achieve the results I want?"
- Do it. Take action to accomplish those results. ■



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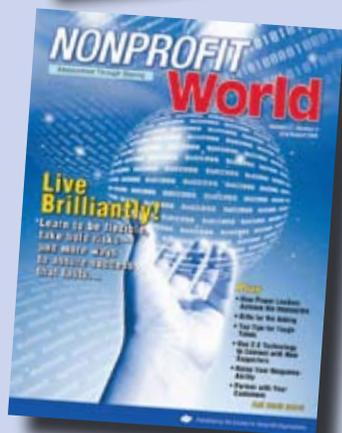
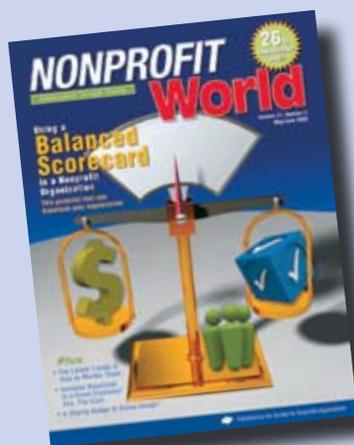


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