



Co-Hosts: Dr. Daphne Scott and Dr. Katie Hendricks  
Episode 021: Why Don't We Set Goals and What to Do About It  
August 15, 2014

**Daphne Scott:** Welcome to the Super Fantastic Leadership Show with Daphne Scott and...

**Katie Hendricks:** Katie Hendricks!

**Daphne:** This is *the* podcast devoted to supporting you in leading at the highest levels of effectiveness with the greatest levels of fun.

**Katie:** Ah.

**Daphne:** Ah. We love fun.

**Katie:** Yes.

**Daphne:** And effectiveness. We like both.

**Katie:** They really go together. They dance together so splendidly.

**Daphne:** They do. They do. Speaking of dancing, continuing our dance together, Katie, we're going to keep on with this idea of goals and manifestation for all of our listeners out there. We did a pretty deep dive. We went after the goals part a little bit but really went after this idea of manifestation.

**Katie:** Yes.

**Daphne:** Yeah. We're going to take this conversation a little bit deeper, which I'm really excited about. We'll just keep moving forward.

**Katie:** Well, that's the whole thing about manifestation: it allows you to keep moving forward rather than just falling on your butt.

**Daphne:** You are such a good catcher.

**Katie:** Oh, thank you.

**Daphne:** You just take my tosses and I'm like, "I have nothing here, Katie. Go ahead and take it. I got nothin'." I love it. I love improvising with you. All right, well, let's start out. If you listened to the show last week... We're going to continue. Let's start off with a little bit of appreciation. I have some appreciation for all of the leaders at Athletico Physical Therapy, which is where I do a lot of my work in leadership and consciousness, Katie.

I have my own practice as well. I work with other organizations, but this group of leaders completed the Leadership Development program we created. We'll be starting a new group in September. It's an 11-month commitment. It's pretty intense. There's a lot of video watching, and they do this all above and beyond their regular daily activities.

**Katie:** Wow.

**Daphne:** Yeah! We meet for phone calls every other week, and we have four on-sites, and I just really want to appreciate all of them. We're having a graduation dinner this Friday.

**Katie:** Oh, how wonderful!

**Daphne:** It's so wonderful. I just really wanted to take a moment to appreciate them and appreciate Athletico for the work they have supported with leadership and consciousness in leadership and allowing people to expand and transform themselves. They have my deeply felt appreciation.

**Katie:** Oh, that's beautiful.

**Daphne:** It is really beautiful.

**Katie:** That's really beautiful. I love how... I was thinking it's really interesting that you should say that because I was really appreciating my leadership group. I have a Leadership and Transformation program that's a two-year program that used to be called the apprentice program.

**Daphne:** Oh.

**Katie:** I realized several years ago that I didn't want to be creating clones or people who felt like they were trying to become like me or like somebody else, but I wanted them to create themselves as full-on leaders in whatever areas they wanted to inspire. It has created a kind of collegial atmosphere rather than a hierarchy.

I love how this group has really stepped into, "Here's what I want, here's how I'm going to create it, and here's how I want to share it with others." I really appreciate that sense of generosity, which I think is so much at the core of leadership.

**Daphne:** Mm-hmm. I also loved what you said about it being collegial. There's not like a guru standing in the middle of the room. People can own who they truly are and be who they truly are. Of course, they do their learnings. We all are here to learn, right?

**Katie:** Yeah, hopefully!

**Daphne:** But I love that, yeah.

**Katie:** Hopefully.

**Katie:** We don't last very long if we're not here to learn.

**Daphne:** That's true. We would have never made it from the desert, right?

**Katie:** That's right.

**Daphne:** That's right. I really appreciated your also speaking to that, so thank you. I do know about your Leadership and Transformation group, and it's amazing...amazing. All right. Well, let's keep on with these complementary ideas of goal setting and manifestation. By now all of you out there, leaders, have reviewed your goals, maybe.

**Katie:** Of course. So you have many pages of them written down, and you've decided whether you want to collage or create a video for yourself that you could look at. We know you've been very creative with it, and we appreciate that.

**Daphne:** Yeah. Oh, I love that. I love what you were pointing to there, Katie, with creating sort of these structures to support us. I have a little bracelet that I wear every day, my meditation bracelet. That's a structure for me. It's a reminder of my own presence and awareness when I look at it. I love what you were talking about. A video? I've never created a video for my goals, and that's a great idea.

**Katie:** Oh, well, I look forward to seeing it!

**Daphne:** Okay. I will create that. So yeah, we know you're exploring those and exploring this idea of manifestation, but I wanted to talk about (you sort of pointed to it in our last episode, Katie) kind of our unconscious commitments and our fear, and I think it's worthwhile to explore this. Why don't people set goals? Why don't we really even explore them or talk about them on our teams? I know there are some people who really do this at a high level, and I know there is a majority of people who really kind of dread the idea of setting goals, and I really wanted to...

**Katie:** Oh, I totally agree. That's what I've seen also, and not just in leadership. I was just thinking about it in relationships or in your personal life or with your body or with your health.

**Daphne:** Yeah, anywhere.

**Katie:** From the time they are very little, there is a kind of anti-wanting ethic people have. You're not supposed to want. Wanting is selfish, and it's much better to give than to receive. There are hundreds of messages we get that we get tied up with goals.

**Daphne:** Yeah.

**Katie:** If I want something, it means I'm bad.

**Daphne:** Yeah. Yeah, "You shouldn't be so selfish."

**Katie:** Yeah.

**Daphne:** Right. "How dare you?"

**Katie:** "I mean, really. Don't you have enough?"

**Daphne:** Oh man. "Don't you know there are people starving?"

**Katie:** Yes. All of us have heard many variations of that, and then when we get to an even higher level of complexity in social interactions or we're working in business organizations, we have all of our anti-wants teamed up with other people's anti-wants to make a really... I'm thinking of those rubber band balls that just keep getting bigger and bigger.

**Daphne:** They just keep expanding, seemingly of their own accord, right?

**Katie:** Yes.

**Daphne:** Yes.

**Katie:** "Where did all of these rubber bands come from?"

**Daphne:** Yes. "Why is this rubber band ball so big?" Yes. Yeah, so we get that all kind of mixed up in there, all of the things that come along with why we don't set goals. It's ultimately all driven by fear, right? It could be fear of failure, fear of rejection... Again, I wanted to point to *The Big Leap* on this one because Gay does an amazing job of talking about limiting beliefs and about the fear of rejection. I have a fear of responsibility, that if I take on too much, I'll have to...

**Katie:** Well, it sounds like you have a fear of taking on the whole ship.

**Daphne:** Right. "Whoa!"

**Katie:** People would be so happy to give it to you.

**Daphne:** Right. Exactly.

**Katie:** In fact, in *The Big Leap*... Shall I say a little bit more about that?

**Daphne:** Yes, please! I'd love for you to. Please do.

**Katie:** In *The Big Leap* and also in our in-person seminars, we talk about what we call the the *OBLADs*.

**Daphne:** Yeah.

**Katie:** That's an acronym for the imaginary crimes we convict ourselves of usually right on the brink of an expansion or creating something we really want...you know, getting that dream house or getting that promotion we've been working toward for years. *OBLAD* stands for *outdoing, being a burden, love theft, abandoning, and disloyalty*.

**Daphne:** Yes.

**Katie:** One or more of those is going to pop up for you because we've all grown up with what we call the *Tall Poppy Syndrome*. Don't stick your head up too high, because if you do... If the tall poppy does that, it gets its head cut off.

**Daphne:** Yes.

**Katie:** There's a sense of, "Don't rock the boat. Don't be too full of yourself. Keep your head down."

**Daphne:** Yeah. Yeah. In all of those, to avoid the OBLADs... I love the fact that that's the acronym, by the way. That's really great. I don't think I've heard that acronym before. That's great.

**Katie:** Yeah, I love it: the OBLADs. Yeah.

**Daphne:** The OBLADs. Yes. We all have these sort of unconscious fears that live in there to sort of keep us safe. I think I told the story on one of our podcasts about my getting a chef. There was a little bit of a disloyalty in there.

**Katie:** Right.

**Daphne:** Right? My getting a chef was like totally throwing out any cooking my mother had ever taught me how to do. My mother is an amazing cook, also, so it had all of these things that were wrapped around that.

**Katie:** Yes, and that's a great example of what we call the OBLADs. You were being disloyal.

**Daphne:** Yes!

**Katie:** You were abandoning your past.

**Daphne:** Yes. All of them. All of them.

**Katie:** Yes. You were removing a burden. It's like you were taking love away from somebody by having a chef come in and do what you should really be doing.

**Daphne:** Yes. Yes. I should be...not. I'm an okay cook, but I wouldn't say I'm great. Also, I don't like it.

**Katie:** Well, that should be good enough. We have all of those thoughts in our heads.

**Daphne:** Yes.

**Katie:** We have relatives and others who will tell us that, and it's really about the fear of expanding our nervous systems.

**Daphne:** Yes.

**Katie:** If we think about one of those things we were talking about last week... The upper-limit problem is what Gay and I call *the* big problem. It's the one problem. How do I expand my ability every day to give and receive more love, to enjoy things going well a little bit more? I'm actually changing my nervous system.

**Daphne:** Yes. Totally. Totally. I think Gay had a statement, and I had it on my reminders on my phone for over a year. It was, "I allow myself to expand in abundant success and love every day while I support others in doing the same."

**Katie:** That's straight out of *The Big Leap*.

**Daphne:** "Boom!"

**Katie:** There you go! Boom!

**Daphne:** "There you go. Boom!"

**Katie:** Yeah.

**Daphne:** The whole point of that was that was another structure, right? I could come back to that. I had a reminder set on my phone. It would go off when I left my house, and you can set your reminders at certain addresses.

**Katie:** Oh, that's so cool. Setting them a little bit randomly too so they don't become habituated... That's very cool.

**Daphne:** Yeah. It was super cool. Again, it was a structure, so it came back a little bit to what we talked about with affirmation. There was a structure to that as a reminder, right? I would check in with myself and say, "Is there any place where I'm not allowing that? Is there any place where I feel my fear coming up? Is there any place where I see one of these OBLADs showing up in my life in this moment?"

I'm a huge fan of that. What do we do when we fall into this fear? I loved what you said, Katie, because it's so true. If you are practicing this, goals and manifestation in your life, the fears will come. What do we do? Love ourselves.

**Katie:** We love ourselves, and also, I really want to recommend to people again that they get really familiar with the fear melters and use them. Use them with your fears and the feeling of fear in your body when those come up while you're playing with your goals, because they will.

**Daphne:** Yeah. Absolutely, they will. Definitely. I joked a little bit about my fear of responsibility, but there's actually a fear in there. If I get too big, if I expand too much, I won't be able to handle it.

**Katie:** Right, or other people won't be able to handle you.

**Daphne:** Well, more importantly, yes. Exactly. "Don't get too big!"

**Katie:** "You're going to be too big for your britches!"

**Daphne:** Right. "Tall poppy! Don't get too big for your britches." Exactly. We all have some version of that, right? Again, it's fear.

**Katie:** It's just fear. That's all it is.

**Daphne:** That's all it is. "That's all it is, so just be with it. Get over it." Yes, but fear melters are a good alternative. They're a good alternative to just getting over it. Okay, so let's assume you have some goals. You want to create. You're getting in touch with that. Katie, you brought up Gay's work on the Laws of Manifestation in last week's episode. I want to talk a little bit about those because he had a couple that I felt were just so... I'll be honest with you. I cannot remember... Was it in *Conscious Living*? I can't remember where I read it.

**Katie:** Yeah. In *Conscious Living*, there's a really good one, a whole chapter on manifestation.

**Daphne:** Yeah. Okay. Maybe that's where I read it. But he had sort of his 12 laws, and there were three in particular that I (we could go through all 12, obviously) really wanted to speak to.

**Katie:** Sure.

**Daphne:** They were the Law of Love, the Law of Gratitude, and one of my favorites, the Law of Completion.

**Katie:** Ah, yes.

**Daphne:** I will say the Law of Completion (we're going to talk about what that is) is one of the laws that changed my life when I started practicing it.

**Katie:** Mm-hmm.

**Daphne:** It changed my life. I wanted to talk about those today, and of course, everyone can get *Conscious Living* and look that up. I'm sure they can probably find it somewhere in Free Stuff on one of your websites.

**Katie:** Yes.

**Daphne:** Yes. I'm sure. You have a whole section on creativity on your [www.hendricks.com](http://www.hendricks.com) website too. Let's talk a little bit about the Law of Love, the Law of Gratitude, and the Law of Completion. In particular, let's talk about completion first. I think that's such a different one that I don't think a lot of people hear about. Living a life of completion... What the heck does that mean?

**Katie:** Oh man. That one has been totally life-changing for me.

**Daphne:** Yeah.

**Katie:** Imagine you have an office space with files stacked up on your desk and on the floor and books spilling out of the bookcases.

**Daphne:** Ew.

**Katie:** Imagine there being little dust bunnies because everything has been there for so long, and you're trying to find something that you know is in there. That's how most people live: with debris.

**Daphne:** Yeah.

**Katie:** The debris is things that you started to do but you didn't finish.

**Daphne:** Ugh. My hands are sweating.

**Katie:** We have a whole exercise we do with people on incompletions that's very powerful. How you'll know you have an incompleteness is that something will keep coming up in your mind.

**Daphne:** Yes. The mind is so beautiful in that way, isn't it? It'll remind you.

**Katie:** It will.

**Daphne:** Like every 30 seconds.

**Katie:** "You didn't write that letter."

**Daphne:** "You didn't write that letter. You didn't write that letter. You didn't call that guy."

**Katie:** "When are you going to write the letter?"

**Daphne:** Yes! Yes, it'll just keep reminding you.

**Katie:** "What about that phone call you said you were going to make last week?"

**Daphne:** Are you in my head?"

**Katie:** "You still owe your uncle \$150." These things will come up, so the first thing we recommend is to get it out of your mind and onto paper.

**Daphne:** Yes.

**Katie:** Now this will probably bring up some shame for you.

**Daphne:** Well...

**Katie:** You'll get critical, like, "Oh God, I don't even want to put that down because I just would rather ignore it," and then it will go back into your head where it will take up a lot of space where you could be present and creative and having a lot of effective fun.

**Daphne:** Yes.

**Katie:** Get it onto paper.

**Daphne:** Yeah. If you're keeping it in your head, you're not going to have any energy for anything else, that's for sure.

**Katie:** It's a three-part process. Let me just suggest this and then, Daphne, you can riff on it with me.

**Daphne:** Yeah.

**Katie:** First, you get it onto paper. We once did this in a workshop, and one person really got into it, and I think they had somewhere between 12 and 15 single-spaced pages of just the stuff.

**Daphne:** Wow. Yeah.

**Katie:** They were just getting it out and getting it out. That would be column one: what we call the *incompletion*, the thing.

**Daphne:** Mm-hmm.

**Katie:** Then the second column would be, "Okay, what's the action? What's the action that would be needed to complete this?"

**Daphne:** Yeah.

**Katie:** It's always going to be an action. It won't be just a thought or a wish. It's going to be a measurable action.

**Daphne:** Right.

**Katie:** Then the third column is the most important one. That is the, "By when?"

**Daphne:** Yeah!

**Katie:** That is, "When do you plan to have done this?" It could be that... We've actually had people in a workshop say, "I've never had that conversation with my dad about how I was so mad that he didn't come to my graduation," and somebody will hand them a phone.

**Daphne:** Mm-hmm. Yes.

**Katie:** "Call your dad."

**Daphne:** "Right now."

**Katie:** The completion... It's like, "How long do you want to be letting your energy leak and your manifestation ability just kind of dribble rather than being focused and creating the life you really want?" Your completions kind of caulk up all of the leaks in your boat.

**Daphne:** Yeah. Absolutely. One of the words you said there, Katie, was *energy*. Boy, to create and to manifest, we have to have access to our full energy capacity, right? I've done that practice, and it's one of my favorite things to do on Fridays, actually. I call it a brain dump.

**Katie:** Yes! Yeah, it's a great way to talk about it.

**Daphne:** Yeah! I just let everything get dumped out of my brain, anything that has... Here's the other important thing. I have a very specific capture system where I keep all of my tasks. I loved your action column because once I write down everything in my brain, it's very easy to get to a next action.

**Katie:** Right.

**Daphne:** Yeah, and it's only the one immediate next action, which, by the way, everybody, is to call somebody, email somebody, write a letter... When you start boiling it down, it's actually not that complicated. You're either calling someone, emailing somebody, sending a piece of paper... There's usually some form of communication, or you're going into the next room to put the thing in the folder. When you boil it down to your very next action, it becomes very easy. Don't take my word for it. Just try it yourself.

**Katie:** You have to try it out, because you'll find out that each time you make a completion like that, you put the piece of paper in the file or you make the phone call, you'll feel more energy.

**Daphne:** Yes, and when I do this with groups who I lead, they will feel more energy. I feel more energy and they'll feel it. I want to just come back to the body for a second because I usually will have people, if they've been sitting and writing, get up and move their bodies and breathe. They get a huge hit of energy doing this exercise. Keeping themselves grounded...

If you try this, leaders at home, or you have your teams try this, really allow them the space to move and move their energy. Just getting it all out of your head is a big energy gainer for sure. Actually, it's a big energy gainer (I don't know if you've had this experience, Katie) to get it all out on paper, whether you take the next action or not.

**Katie:** Yes. It's a wonderful first step because you literally are de-cluttering your brain.

**Daphne:** Yes.

**Katie:** So you can think about what you want to think about.

**Daphne:** Yes, and point the hose where you want to point it.

**Katie:** Yes.

**Daphne:** If you listened to last week's episode, you'll know what I'm talking about.

**Katie:** Right.

**Daphne:** If not, this is just going to sound like a weird comment, okay? All right, so with the Law of Completion, there are three columns. Then let's talk about the Law of Love, which I just think is such a great, wonderful law in our world of manifestation. How we come to what we want to create... Right? Do we come from fear, or do we come from love? Whoa.

**Katie:** Yeah, and the Law of Completion is great for stuff.

**Daphne:** Yes.

**Katie:** If you want a new car or you want a new dress or you want stuff, measurable stuff, completing de-clutters your space so that you have room for stuff. It's great for stuff.

**Daphne:** Yeah.

**Katie:** Love is really great for relationships of all kinds: your relationship with yourself, with your family, and with your team. If something isn't working, the best way to change it is to love yourself for what you're experiencing right now.

**Daphne:** Yeah. Yeah.

**Katie:** You can love yourself for not being able to stand it. You can love yourself for feeling jealous of the person who got the promotion. You can love yourself for just not feeling like you're confident enough to give that speech.

**Daphne:** Yes.

**Katie:** The act of loving yourself is literally turning your attention toward yourself in a welcoming and embracing way, and we like to ask people to jumpstart that by thinking of someone they know they love until they're having the experience of loving and then to give that to themselves for just what they're feeling...not for what they wish they would be feeling, but for exactly what they're feeling. That unkinks the hose.

**Daphne:** Yeah. Yes, and again, when we're talking about unkinking the hose, we mean getting your vitality, your energy, back, right? It unkinks that so you have access to it. It's not that it goes away. We just dampen our access to it, and we kink our hoses. So yes, the Law of Love... Then our creating comes from a space of being able to love ourselves no matter what space we're in. Now our creating and manifesting comes from a space of love as well.

**Katie:** Yeah!

**Daphne:** Yes! Versus fear, wanting to create it out of fear, like, "Oh, I need to create more money because I won't be able to pay the rent!"

**Katie:** Well, fear and scarcity really boogie together.

**Daphne:** Yes. Yes they do. They do boogie together. I love that image. Okay, so that's the Law of Love. Then the Law of Gratitude... Boy do I have a big, big appreciation for this law. I have a couple of comments I want to make about it too, but let's talk about this Law of Gratitude in manifestation.

**Katie:** Well, as you were saying that, I was thinking about how wealth is having what you want and enjoying what you have.

**Daphne:** Ah.

**Katie:** Enjoying what you have is a gratitude move.

**Daphne:** Yes.

**Katie:** It's really opening up. It's really the result of the ongoing practice of appreciation.

**Daphne:** Mm-hmm.

**Katie:** If I'm appreciating... Like today I was riding my bike over to an appointment, and I was appreciating being on my bike, and I was appreciating all of the different shapes of the foliage as

I was going by and these amazing trees that are there in one part of where I live and just that experience of an entire bike ride of appreciation.

**Daphne:** Yeah.

**Katie:** When I got to where I was going, I felt like a cornucopia of gratitude.

**Daphne:** Yeah. That's so great. You weren't thinking something like, "Oh, I wish I had more bike rides"? I want to say a word about this because I think this is one of the most skipped-over parts of manifesting. "I want more \_\_\_\_\_." Fill in the blank. What I find is that any time I'm asking that question, Katie, I'm asking the wrong question. "How do I get more?" would be the question, right? I made a statement there, but, "How do I get more \_\_\_\_\_?"

**Katie:** Yeah.

**Daphne:** Again, it's not a problem with that question in and of itself. I think that's a fine question. However, when I find that I'm asking that question, one of the other things that pop up for me is, "Am I appreciating first what's here now?"

**Katie:** Yes. That's such an important question.

**Daphne:** Yeah. Our facility... I work primarily with finance organizations and healthcare organizations, which involves this obvious one: "We want more patients." That's always funny. We want more money or we want more clients. Let's just use that one. "I want more clients. How do I get more clients?" I ask people. I'm like, "Well, how appreciative are you right now of the clients you do have?"

Boy, that question starts to just open up a whole host of other questions for people and clients who I do coach and work with. "Are you appreciating what's here now first?" I find that's the practice of gratitude, and without that, our quest for more takes on this really weird life, and it starts coming from a consumption versus a conscious choice, right?

**Katie:** Mm-hmm.

**Daphne:** That's kind of my experience of it, that it starts coming from a consumption versus a conscious choice, and it starts coming from fear. We can morph that into a fear-based wanting of more very quickly.

**Katie:** That's such a good point. I'm thinking about the distinction we often make between being a consumer and being a producer.

**Daphne:** Yes.

**Katie:** When you're loving yourself and you're in gratitude and you do your best to live in completion, you're actually the warehouse. You're where stuff comes from.

**Daphne:** Yes.

**Katie:** Because you're the creator. We can each grow our ability to shift from scarcity and consuming into creating and gratitude and generosity.

**Daphne:** Yeah. That's where I come from when I start thinking about what I want to manifest, the goals I want to accomplish. Again, there's nothing at all wrong with wanting.

**Katie:** Exactly. Exactly. Yeah.

**Daphne:** Right. There's nothing wrong with it. Yeah. It's where it comes from, our consciousness around it, right? I think that's what is so important, and I think the Law of Gratitude and the practice of gratitude really speak to that in a powerful way.

**Katie:** It's also a great antidote to complaining.

**Daphne:** Yes, it is.

**Katie:** That's something that shows up a lot, I think, in leadership positions. People are always coming to you to complain about something.

**Daphne:** Yes.

**Katie:** To actually work with people on the skill of gratitude and the skill of appreciating creates more space inside for consciously choosing what you want to manifest rather than giving attention to the complaint.

**Daphne:** Yeah, giving attention to what's not there.

**Katie:** Right.

**Daphne:** Right. Yeah. So great. All right, I want to say a couple more things, and then I know we're going to wrap up. I wanted to say one thing about the importance of our goals, especially with our leaders out there who are working with goals on their teams or know they want to create some things with their teams. There's research from UCLA and California Tech that demonstrates that more parts of your brain become involved when you have a *why* and a *how* attached to each other.

**Katie:** Yes. The left brain and the right brain.

**Daphne:** Yes! I can't say enough about the *why* that gets missed through our quest for goals and manifestation. "What will I have once I have this? What is it about this manifestation in my life or with my teams or accomplishing this goal? What is it about this? What's my big *why* for accomplishing this?"

I think that also, Katie, points back to what you were just saying about that scarcity mentality versus contributing, consuming versus contributing, and attaching the *why*. We actually get more of our brains involved when we have the *why* and then our action steps, which would be the *how*.

**Katie:** Yeah, and both of them really come to life through your breathing, through your enjoying being in your body, and all of those body wisdom skills we've mentioned in each of our podcasts. For example, the fear melters would allow you to really then let go of the fear that might be keeping you from letting your *why* and your *how* really blend together to give you the best dynamic to achieve what you really want to, what your goals are.

**Daphne:** Yeah. Thank you so much for bringing that up, because I think that is just a critical skill to learn, to be in our bodies, to check in with our hearts and with our guts and to feel what's going on below the chin level.

**Katie:** Yes.

**Daphne:** Or maybe even the jaw level. I would count that.

**Katie:** Yeah. Count the jaw. Count the jaw.

**Daphne:** Definitely count the jaw. It's that versus what's just going on in our minds, so thanks for bringing that into this, Katie. I think that's a very important part of goal setting and a very important part of manifestation that gets skipped over regularly. It's just, "How does this feel in my body when I think about this? Ooh." I can get through the fear. I've had this experience regularly where I'm feeling fear, and then I start breathing, and guess what it turns into?

**Katie:** Excitement!

**Daphne:** Yes! Waves and waves of excitement! Again, don't take our word for it. Try it on. Try it on yourself and see what your experience is. If you have something you're really wanting to accomplish or something you want to create or something as you're working with your teams... I think that's a great conversation to have with teams too, Katie.

**Katie:** Mm-hmm.

**Daphne:** "As we consider embarking on this path, as we consider accomplishing this goal, what comes up for everyone? What are all of the fear thoughts that you have?" Boy, that can be really fun.

**Katie:** Really fun, and also, as a leader, if you're open to this discussion and including people's fears and their experiences, and saying there is a place for them to go ahead and voice those, that really allows those wisps... It's kind of like cleaning out spider webs.

**Daphne:** Yes. Yes. I love that. I'm going to clean out my spider webs. Okay, I digress. I just love the image so much. Great. Last, for those of you who might not be familiar with it... I do like to

bring in the SMART structure for goals: specific, measurable, achievable, I just forgot the R, and timely. You can look up the SMART acronym yourself.

You guys can Google it, so Google it. It's a nice structure for writing goals, and I've worked with teams and with leaders and people for long enough to know that to just even have a nice structure to follow to write out your goals is important and very helpful. Katie, in last week's episode, you gave the toss around action verbs.

**Katie:** Yes!

**Daphne:** Words like *create*, *manifest*, and all of these very important action verbs. You can play with that and Google that too. Google that. The SMART structure acronym is a really nice structure to follow for goals, and leaders, another consideration is you might have gotten a lot of this through other courses you've taken or things like that, but take the time to teach your teams and the people on your teams how to write meaningful goals, which can be really helpful.

**Katie:** Yeah, beautiful. We focus on that a lot, and you can find some additional resources at [www.hendricks.com](http://www.hendricks.com) in the Genius section.

**Daphne:** Yes. Genius. I think that's the section I was thinking of. Genius.

**Katie:** Yeah.

**Daphne:** Yes. Go to that. It's great. All right, well, I think we'll wrap this up. I think there's more we can say on this, but we'll just...

**Katie:** Of course. Always.

**Daphne:** Always.

**Katie:** But let's let them try some stuff out.

**Daphne:** All right. So if you've been listening, thank you so much, and we hope you enjoyed this podcast and you remain more inspired than ever. If you dig the show, you can always support us. We really appreciate you taking the time to listen. If you dig it, support us with some ratings on iTunes, and you can post your comments at [www.daphne-scott.com](http://www.daphne-scott.com). Keep living a Super Fantastic Leadership life!