



TriMetrix®HD Self-Starting Ability

Self-Starting Ability

The ability to find your own motivation for accomplishing a task, and the degree to which you will maintain this course in the face of adversity.

Why is this skill important?

Self-Starting Ability is the ability to initiate energy toward the achievement of a goal. A good self-starter must identify and implement concrete, practical ideas and methods for achieving the goals in his or her life.

A good score in this capacity reflects a person who is adept at synchronizing their internal drivers (e.g., level of initiative, persistence, goal focus, etc.) and directing these combined abilities toward a common goal or task. This person is also most likely capable of marshalling these strengths on their own without much external supervision or motivation.

A poor score in this area may reflect a person who has some lesser abilities in one or more of the key internal drivers mentioned above. He or she may tend to require greater external influence to accomplish goals or become distracted from the target more easily than someone with a higher score.

"Getting off the ground" is the first, and most important, step in any project. Here are a few points to think about related to getting off the ground:

1. Everyone dreams and sets goals.
2. Champions are generally better dreamers and goal-setters.
3. Defined and pursued dreams/goals give direction to your life.

Oftentimes, people believe that in order to be successful at anything, they have to do it 100% perfectly every time. However, worrying about DIRECTION is much more important than worrying about PERFECTION. Your focus and your willingness to TAKE ACTION toward your goals are far more important than being perfect.

Planning lets you take a long view of your decisions, and it enables you to take charge of your life. Good planning consists of four components:

1. Goals are the foundation on which every worthwhile activity rests and starts. All planning must be directed toward reaching your goals—even if it means passing up good opportunities if they lead you away from your goals.
2. Objectives form your plan of action, providing you with a way to break down your goals into bite-sized assignments for yourself. This plan of action is what enables you to become a self-starter.
3. Strategies are the methods and tactics you use to meet your goals. (Objectives tell you what you need to reach your goal, while strategies tell you HOW you will do it.)
4. Tasks are the individual steps you take to lead you to your goals. Altogether, the combination of planning and ACTING on your plans is what will make you a self-starter. Remember, goals are stepping stones; no matter what happens, even if you don't reach them.

What are skills associated with Self-Starting Ability?

Someone who has mastered skills associated with Self-Starting:

- Uses self-motivation to initiate activities.
- Maintains momentum when faced with opposition.
- Readily creates opportunities without outside stimulus.
- Doesn't require supervision to initiate and stay focused on a plan. • Can be counted on to find work, projects, or activities on their own.
- Doesn't waste time on irrelevant, non-business-related activities.
- Can begin projects without being told what to do. • Is creative and innovative in identifying projects and activities.

- Get organized. Don't spend all your time saying, "I'm getting ready to get started once I am organized."
- Be an optimist! Believe that your dreams are worth pursuing and that your talents are equal to achieving whatever you set your mind and energies to.
- Set specific, achievable goals that are important to you and worth doing.
- Break down your goals into three categories: long range (several years), intermediate (annual or semi-annual), and short range (monthly or weekly).
- Take action. If you have clearly identified your plans, goals, strategies, and tasks, you should never be at a loss for something to do toward your objectives.
- Set a timetable for accomplishing each goal and **HOLD YOURSELF TO YOUR DEADLINES**.
- Monitor your progress. Always think about results and constantly test to see that you are getting the results you want.
- Check your schedule regularly, reviewing your overall progress toward reaching your goals.
- Show up ready to play every day—keep your head and your heart in the game at all times.
- Learn to distinguish between the important and what is urgent. Always giving in to the urgent is called the "fireman" approach—always running around putting out fires and never getting anything else done.
- Find ways to do things better and in less time. • Learn how to delegate appropriate tasks and take advantage of resources at your disposal.
- Avoid the temptation to procrastinate. • Avoid the temptation to waste precious time when you discover that you are ahead of schedule.
- Don't live by impulse—if you do, you will miss the opportunity to make the decisions that really shape your life.
- Remember that **YOU** control your destiny. Don't allow circumstances, moods, and other people to dictate how you live, how successful you are, or how your career unfolds.
- Periodically step back and assess your goals—What goals have you met? What new goals should you be working toward? What do you need to do to achieve new goals?

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Activities

Activity 1: Changing Your Gameplan—Setting Goals

PART A Write a statement about what your life could be like in five years, providing you keep on living as you are RIGHT NOW. Remember to cover all major areas, including:

•Career Growth •Social Development •Wellness •Family Life •Financial Security

PART B Next, write a brief but comprehensive statement of the changes you would like to make in your life in each of the important areas.

Activity 2: Defining Your Objectives

Looking at your answer to Activity 1, Part B above, list the key goals you described in each of the five life areas in the table below. Remember that goals are your top-level plan, but objectives are your mini-assignments to yourself.

Life Area	Goals	Objectives
Career Growth		
Social Development		
Wellness		
Family Life		
Financial Security		

Activity 3: Developing Your Strategies

Once you have defined your objectives, as you did in Activity 2 above, you can work on developing strategies toward accomplishing them. Use the table below to list your objectives from the previous activity; then write down at least three ideas about your strategy for accomplishing EACH objective.

Life Area	Goals	Objectives
Career Growth		
Social Development		
Wellness		
Family Life		
Financial Security		

Activity 4: Your Task List

Once you have developed your strategies for accomplishing your objectives, as you did in Activity 3 above, you can work on assigning yourself specific, manageable tasks within the framework of your strategies. Use the table on the next page to list at least four tasks related to accomplishing your goals in each of the life areas.

Life Area	Task List
Career Growth	
Social Development	
Wellness	
Family Life	
Financial Security	

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