Unleash YOUR Potential

Presented by:

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Task 1: Expectations

- In the blank space below, write down why you chose to be here, and what you hope to take from our time together. With your neighbor, share what you have written.

- In this session you will:
  - Identify the five ingredients needed to unleash your potential.
  - Decide if you want to unleash your full potential.
  - Develop a plan to reach your full potential.
Task 2: What is Potential?

Definition: In groups of three or four, select a leader. Come up with two or three definitions of potential. In one minute, I will write on the board as each group to share their definitions.

- Possible, as opposed to actual: the potential uses of nuclear energy
- Capable of being or becoming: a potential danger to safety.
- Possibility - A latent excellence or ability that may or may not be develop
- Capacity for development: a capacity to develop, succeed, or become something
- Existing in possibility: capable of development into actuality <potential benefits>
Task 3: Unleashing YOUR Potential

- A story from pre-revolutionary Russia
  - Halt! Who are you?
  - Where are you going?
  - Why are you going there?
Task 3a: What is MY Potential?

- **Who are you?**
  - Who am I? – What are your values, what’s important to you?
  - Being vs. Doing – are you what you do or is what you do an expression of who you are?

- **Where are you going?**
  - Where am I in 20 years?
  - Who do I want to be?
  - What do I want to be doing?

- **Why are you going there?**
  - Check alignment to your values.
  - Seek feedback from a trusted person.
Task 3b: How to unleash your potential

1. Assess your willingness
2. Assess and build your competency
3. Assess and secure opportunity
1. Willingness

• Deep Change versus Slow Death

• The Burning Platform syndrome

• It’s not my fault versus ownership mindset.
### Willingness Questions

<table>
<thead>
<tr>
<th>Question</th>
<th>YES</th>
<th>NO</th>
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<tbody>
<tr>
<td>Do you know who you are?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you know where you want to go?</td>
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<td></td>
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<tr>
<td>Do you know why you need to go there?</td>
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<td>Do you know what the journey will cost?</td>
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<tr>
<td>Are you willing to pay the price?</td>
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<tr>
<td>Are YOU willing to reach YOUR potential?</td>
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2. Competency

Begin with the end in mind. Based on where you want to go…

1. **SKA needed for you to reach YOUR potential.**

2. **Develop your SKA**
   1. Making sure you are focused on the right tasks that support your goals. [The Ice Scraper](#)
   2. Invest in yourself.
   3. Learn from others to accelerate the pace of your development.
3. Opportunity

How do you get access to opportunity?

1. Know where you want to go.

2. Have your “bags packed.”

3. Invest in the organization – volunteer for significant projects, take on risky opportunities.

4. Help others become successful and help them to develop.

5. Learn the discipline of active patience.

6. Find a lid lifter.
Task 4: **What is a Lid Lifter?**

A person who creates an environment to help discover and unleash potential in others. A lid lifter is willing to take off the jar lid to help people out of the jar.

**My Lid lifters:**

Ron Mcconaughey - teach by championing me
Vivian Towns - teach by encouraging and listening
Tom Collins - teach by giving opportunity
Jac Hug - teach by sharing insights
Roger Hodsdon - teach by listening & friendship
Dave McIntire - teach by trusting, ... second chances
Ray Rood - teach by asking questions, shifting paradigm
Don Aslett - teach by example
Task 4a: Your lid lifters

- Based your willingness, competency and the opportunities you need, who are your potential Lid Lifters?

- Why did you select these individuals?

- What will they need from you?
MY PLAN to Unleash MY Potential

- MY POTENTIAL IS ______________________
- I am willing to reach MY POTENTIAL because
  _______________________________________
  _______________________________________
- My competency development plan includes
  - Education____________________________
  - Skill development____________________
  - Knowledge development________________
- The next opportunities I need are: _____________
  __________________________________________
- My potential lid lifters are: ___________________
  __________________________________________
In this session, we encouraged you to:

1. Decide if you want to unleash your full potential.

2. Develop a plan to reach your full potential.

The five Ingredients to unleashing your potential

1. Initiative (willingness)
2. Courage (willingness)
3. Integrity (willingness)
4. Sound Judgment (competency)
5. Positivity (+willingness +competency = opportunity)
It has been an honor to spend this time with you.

Thanks for participating in this session.