

*A Mission or Personal Vision Statement*

We begin this seminar with the development of a personal mission and vision statement. We use this statement in this seminar to emphasize that your time at your own worker cooperative begins with dreams and visions you hold for the life that is still ahead of you. We ask you to write a mission statement that is reflective of who you are and what your sense of calling, purpose, vocation, or meaning of life. Mission statements are helpful for many reasons, but primarily they are used as a tool to encourage you to consciously reflect on who you are and what you are doing. As you progress through your experience at your worker cooperative, you will find that you will take many side roads, you will wander off the path, hurry ahead of yourself, and even become unsure of your purpose here. A personal mission statement is helpful when the way becomes cloudy; to return to a written statement of your essence and purpose in life can often help you forge your chosen path.

To get you thinking about the development of your mission statement, please spend some time thinking about the following questions:

1. Why are you here today?
2. What are the life values that you hold most near to your heart?
3. What is it you are most passionate about?
4. What hopes do you have for your worker cooperative experience?
5. What hopes do you have for your life beyond your worker cooperative?

The answers you develop through these activities and exercises will be the basis of your personal mission and vision statement. Please note that your mission statement can be in the form of poetry, an essay, a myth, a map or plan of action, and simple paragraphs. Most are 1 - 2 pages in length.

This mission statement is highly fluid. As you continue your life, some of your initial ideas and longings remain the same and you will be changed. To this end, the personal mission statement is a malleable document that begins today. The following worksheets are a guide to help you answer some of those significant questions in an organized format.

### **Creating or Revising Your Personal Vision**

It's good to create or revise the "personal vision" you have for your life. A compelling vision can help you succeed, be more satisfied with your life, and get the most out of your all relationships and experiences. Following is a tool for doing that.

### **Importance of Having a Personal Vision**

Numerous experts on leadership and personal development emphasize how vital it is for you to craft your own personal vision for your life. Warren Bennis, Stephen Covey, Peter Senge, and others point out that a powerful vision can help you succeed far beyond where you'd be without one. That vision can propel you and inspire those around you to reach their own dreams.

Senge defines vision as what you want to create of yourself and the world around you. What does your vision include? Making a vital change in an area such as health, technology, or the environment? Raising happy, well-adjusted children? Writing a book? Owning your own business? Living on a beach? Being very fit and healthy? Visiting every continent? Helping others with their spiritual development? What are you good at? What do you love to do? What aren't you good at now, but you'd like to be? All of these important questions are part of identifying your personal vision.

**Activity 1 – Vision Statement Brainstorming Questions**

Use this *Tool #1* to think through and start to craft your personal vision. It's adapted from many sources and should prompt you to think and dream. Answer as many of the questions as possible, and discuss your responses with someone you trust.

Things I Really Enjoy Doing	What Brings Me Happiness/Joy	The Two Best Moments of My Past Week	Three Things I'd Do If I Won the Lottery
Issues or Causes I Care Deeply About	My Most Important Values (Circle)	Things I Can Do at the Good-to-Excellent Level	What I'd Like to Stop Doing or Do as Little as Possible

Did any of these questions trigger some ideas about what you'd like to be doing with your life? If so, keep thinking about the questions and your answers, and continue your personal research.

## Writing a Personal Vision Statement

Your personal vision is what you want to be, do, feel, think, own, associate with, and impact by some date in the future. We recommend that you identify your Personal Vision as a development strategy. We're providing some tools to help you identify and implement your personal vision.

In the previous activity , *Creating or Revising Your Personal Vision (Tool #1)*, we encouraged you to begin thinking about your personal vision. It's now time to draft your Personal Vision Statement. Your vision must be unique and appropriate for you, so we offer the following Personal Vision Statement *only as an example*:

*My hopes are that I stay a healthy man able to perform multiple tasks. A loving father, husband, son, friend. I hope to live to at least the age of 90 years old and contribute to this world things that very few people have contributed before. In my lifetime I want to see the transformation of people from dirt poor and dire conditions to positions where they have choices and options. I want to transform the way poor young women live in many countries of this world. I hope to become a very influential and astute entrepreneur and hope to have millions of dollars in assets which I can use to build educational institutions that promote education that allows people to think not to believe. I hope to create a new education philosophy based on human values. I hope to protect and conserve our environment so that our children can live in a place without pollution or unsanitary conditions. I hope to be a loyal and committed husband and give my time and spirit to my wife. I hope to build a strong family with my wife based on common values. I hope to change the perception of man in my family and in my culture. I hope to provide love and support to my mom and brothers.*

Notice in this sample that the person included *several areas of life* (physical, intellectual, social, spiritual, emotional, and career). It's a *picture* of how the person sees himself/herself.

**Activity 2 – Creating a personal vision statement**

Use the following tool to synthesize what you've learned about yourself and to write your own statement.

**Tool #2: Personal Vision Statement**

**1. Based on my personal insight, these are the main things that motivate me/bring me joy and satisfaction:**

**2. My greatest strengths/abilities/traits/things I do best:**

**3. At least two things I can start doing/do more often that use my strengths and bring me joy:**

**4. This is my Personal Vision Statement for myself:**

Talk about your findings and your Vision Statement with someone you trust. If necessary, make a second, better draft, but don't compromise your passion. Think big, and hold onto your excitement! Now you're ready to turn your Vision Statement into an action plan.

### Activity 3 - Writing Your Development Plan

Good planning will help you find and become a good mentor. Now that you've completed the first two exercises, you're now ready to begin drafting a Personal Development Plan or mission for yourself.

Below you'll see a sample Development Plan and a blank one for you to use. The sample is only to trigger your thinking. Your own plan will probably look very different. Notice how the person plans to work on three objectives. For each objective, there are measures, development activities, potential mentors, and a timeline. Try these steps:

1. Print out the blank Plan.
2. Look at your completed Draft Vision Statement again, and choose one goal that will help you take a first key step toward reaching your vision.
3. Write the goal in the space, "My First Major Goal."
4. In the first column, write up to three steps/objectives that will help you accomplish one key part of your Goal.

Write the objectives as skills, knowledge, or attitudes to attain. Some people choose easy objectives that can be reached immediately (in order to build success and momentum). Others choose the most important objectives that will ensure they'll master the goal.

5. For each objective, choose a measure/proof to show you've reached it, at least one learning/development activity (class? book? internship? research on the Web?), some potential mentors or colleague who could help you, and finally a target completion date (June, 2008?) by which you'll reach the objective.

Take some time to work on your plan. Use a pencil if that feels better than a pen or computer. Talk to someone you respect about your proposal, and make changes as needed. Be sure your plan is challenging and compelling enough to excite you every day but not so difficult that you won't do it.

**Repeat** this process for your second, third, and/or fourth major goals.

**Tool #3: Personal Development Plan: SAMPLE ONLY**

<b>My First Major Goal:</b> <i>Stay a healthy man.</i>				
<b>Knowledge to Gain/Skills to Build/Attitudes to Develop</b> (What must I acquire/improve?)	<b>Proof</b> (How will I know I did it?)	<b>Development Activities</b> (How will I actually gain/build/develop these?)	<b>Potential Mentors</b> (Who might help me with my development?)	<b>Target Completion Date</b> (When will I be there?)
<b>1.</b> <i>Loose weight down to 160 pounds and keep it that way through healthy eating.</i>	<i>- When I weight myself and the scale shows me 160 pounds</i>	<i>- Drink water everyday and avoid sugars - Maintain a log of my calories, fats, carbs and proteins every day - Exercise at least 3 times a week</i>	<i>- Patricio</i>	<i>End of May 2008</i>
<b>2.</b> <i>Run a marathon at least every two months.</i>	<i>-Completion of at least 6 marathons in 2008</i>	<i>-Run at least 4 times a week Run at least 35 miles a week Sleep at least 7 hours per day</i>	<i>TBD</i>	<i>End of December 2008</i>
<b>3.</b> <i>Visit a general practitioner, acupuncturist or another alternative medicine professional at least twice a year</i>	<i>I got papers of my check up to see how healthy I am especially my heart.</i>	<i>Find a good general practitioner and research on alternative medicine practices. Find alternative medicine professionals and schedule appointments</i>	<i>TBD</i>	<i>End of March 2008</i>

**Tool #3: Personal Development Plan**

<b>My First Major Goal:</b>				
<b>Knowledge to Gain/Skills to Build/Attitudes to Develop</b> (What must I acquire/improve?)	<b>Proof</b> (How will I know I did it?)	<b>Development Activities</b> (How will I actually gain/build/develop these?)	<b>Potential Mentors</b> (Who might help me with my development?)	<b>Target Completion Date</b> (When will I be there?)
1.				
2.				
3.				