

# Imagine it!

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*Inspired by a conversation  
between Daryl Conner and  
Peter Meyer*

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An exercise to begin visualizing how you want to the culture to be on your team.

1. Think about the best experience you've ever had leading a meeting or leading a team or working with a group of executives.

What was that like? Okay, time to write some things down -- write down all of the adjectives that come to mind. Just keep writing and writing until you run out of adjectives.



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*This exercise works for teams and organizations of all sizes – it's a starting point to imagine what's possible and to decide what you truly want*

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2. Look at what you've written and ask yourself, what made it that way?

What was happening? Write down what was happening. Again, keep writing and writing until you've exhausted all thoughts.

3. Then ask yourself, what did you accomplish because of all that was happening?

Write down what you accomplished.

Now, sit back and look at it all. You have this great experience inside you. You know what's possible because you've experienced it. It's your story, not someone else's.

4. Now that you're looking at what you've written and remember, what one or two things would you like to apply to your current team?

What would it be like if that could happen? Picture it in your mind.

5. With that in your mind, write down what success looks like for your current team by completing this sentence, "I'll know we're truly working together toward successful outcomes when..."

Write down as many thoughts come to mind for completing the sentence. This is what success looks like for you!

6. Now comes the hard part: The question to ask next is, what must be true to make this happen?

This is when it's time to be really honest with yourself. What do you need to change to make this happen? How do **you** need to be different? How do **you** need to think differently about all of the players? And, who's help is critical to make this vision happen?

There are people to enlist to help you change what's happening. More often than not you'll find others want that too. If you are the leader of the group, you have a legitimate position to work from and others will be happy for your willingness to lead the group to a different place. If you

aren't the leader you can still have an influence. Just your presence, how you think about all of the players and holding your vision in your mind can have a positive effect.

There's much more to do, but this is a solid start. A shift in your thinking alone will cause a shift in others. Things might start happening that surprise you. Your best bet is to be open to surprises. Look for them. Step in when they happen. Hold that vision while being open. Involve others. Pay attention to the negative but filter out what's not constructive.

We know that work is what you make of it. Of course, it's hard to remember that when you're in the middle of the day, week, year packed with work responsibilities. The question is, now that you remember, what's possible? Even more importantly, what are you going to do?

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