



LESSONS FROM GEESE

Self Mastery System

Introduction

Welcome to this Self Mastery system. This is a vehicle to take you from "good intention" to "automatic action."

Target Group

The learner or learners using the *Lessons from Geese* training video and/or package.

Objective of the System

Mastery is a conditioning process. Like the tuning of a piano, you have to gradually take on the new pattern, until it is firmly a part of you.

This Guide takes *Lessons from Geese* being learned, and breaks it down into do-able, visible actions, in a self-management format.

This means that the five Lessons are presented as a sequence of discreet, separate thoughts, actions and behaviour indicators. This Guide becomes your personal Coach (in a written form), as it spells out what specific thoughts and actions, when they become consistently repeated, will align behaviours to those of the Lessons... like a certain path to application of the successful strategies.

You are then able to self-coach, as you check your thoughts and actions against the guidelines to assess areas of alignment or deviation – then the Guide prompts you to plan corrective actions.

This is about SELF-MANAGEMENT – an essential expertise for advancement today, no matter what your vocation.

Variations to working on your own:

- (i) tandem approach: someone you know goes through the process at the same time and you compare notes, question, challenge and encourage each other.
- (ii) mentor approach: ask someone whose view you respect to act as a sounding board and/or provide observation-based feedback.
- (iii) team approach: everyone in the team commits to work through the Guide, and reviews are done as a team.

Commit to this today – design your future opportunities, with a firm commitment TODAY.

Overview of the System:

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How to Use this System

This Guide is presented in columns, and should be reproduced so that each even number page faces an odd number page, making one continuous table across all seven columns.

The first two columns present the Characteristics of Geese flocks and the Lessons from the video. The second column also has some **essential features of PERFORMING teams** from the Training Pack available in this series. There is room for you to add your own specific factors.

Geese Survival Tactic	Organisation Success Tactic
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Typical Behaviours		
 (drag)	 (drift)	 (uplift)
1	2	3

These three columns give clarity as to which behaviours will deter the "V" effect (drag), those behaviours that have the potential to cause "drift", or wasted energy, and finally those that fully align with the V effect. Tick the behaviours most typical of you (or if it is being used as a team, typical of the group). There is room for you to give some actual examples that illustrate the items you have ticked.


Assessment Starting Point: Assess where you're at at this point in time: a V is represented by 3, \wedge by 1 and $>$ is a 2. An arithmetic average can tell you across all behaviours ticked what your starting point is for that one area (out of all five Geese Survival Tactics).


Use these columns to Commit to specific actions that will move you in the target direction. This is like plotting your course in the right direction, and as you then return to assess your implementation of planned actions, you have these great course indicators, so that you can keep heading where you want to go!


Uplift	Start/Complete Date
I/we commit to:	


Follow Up: Re-assess your behaviours by ticking the items again at a time you have set as part of your action planning. By using another colour pen (on the original copy), or re-doing the assessment on a copied version, you can assess your gains.


Enjoy the freeing up of energy as you improve your shape! "V" means more height, less wasted effort!

Geese Survival Tactic #1	Organisation Success Tactic #1	 (drag)	Typical Behaviours		Uplift Actions	Start/Complete Date
		1	2	3		
<p>As each goose flaps its wings, it creates an 'uplift' for the birds that follow.</p> <p>By flying in a 'V' formation, the whole flock adds 71% extra flying range.</p>	<p>People who share a sense of community can help each other get where they are going more easily... because they are travelling on the trust (trust?) of one another.</p> <p>Agreed purpose and goals.</p> <p>Clear and agreed roles.</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> let people down <input type="checkbox"/> spend time on things that don't influence the result. <input type="checkbox"/> don't do what others are expecting, without alerting them in time <input type="checkbox"/> cause drag, by doing my/our own thing <input type="checkbox"/> don't see the obstacle or problem coming – spend time reacting 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we : <input type="checkbox"/> sometimes let others down, with good reason <input type="checkbox"/> are fairly clear about what's important <input type="checkbox"/> usually give early warning when a commitment may/will not be met <input type="checkbox"/> sometimes act in isolation <input type="checkbox"/> am aware when a problem is looming; don't always act in time 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> can be relied upon 100% <input type="checkbox"/> understand our purpose <input type="checkbox"/> have clearly defined goals and roles <input type="checkbox"/> follow through on every commitment - know what's expected <input type="checkbox"/> am/are aware of the needs of others in the team <input type="checkbox"/> anticipate difficulties and act in advance 	<p>I/we commit to:</p>	
<p>Notes:</p>	<p>Additional Items:</p>	<p>Specific Examples:</p>				
		<p>Score (average) as at (date):</p>				

Geese Survival Tactic #2	Organisation Success Tactic #2	 (drag)	Typical Behaviours		Uplift Actions	Start/Complete Date
		<p style="text-align: center; color: orange;">1</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> stubbornly cling to sole efforts <input type="checkbox"/> justify ineffectiveness with excuses <input type="checkbox"/> complain that no one helps <input type="checkbox"/> make unreasonable demands of others (in their view) 	<p style="text-align: center; color: orange;">2</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> willingly lend support if the payoffs make it worthwhile <input type="checkbox"/> are happy to lend support as long as our/my efforts are recognised 	<p style="text-align: center; color: blue;">3</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> willingly lend support to others efforts <input type="checkbox"/> give others the credit <input type="checkbox"/> expect others to do their best, knowing they will be trustworthy <input type="checkbox"/> never expect more of others than I'm/we're prepared to do. 	I/we commit to:	
Notes:	Additional Items:	Specific Examples:				
		Score (average) as at (date):				

<p>Geese Survival Tactic #3</p>	<p>Organisation Success Tactic #3</p>	 (drag)	<p>Typical Behaviours</p>		<p>Uplift Actions</p>	<p>Start/Complete Date</p>
		<p>1</p>	<p>2</p>	<p>3</p>		
<p>When the lead goose tires, it drops back into the formation and another goose flies to the point position.</p>	<p>It pays to take turns doing the hard tasks.</p> <p>We should respect and protect each other's unique arrangement of skills, capabilities, talents and resources.</p> <p>Get to know the strengths and talents of others – use and value everyone's contributions.</p> <p>Put the Team FIRST – cooperate to achieve the best overall outcome (no personal and/or hidden agendas).</p>	<p><input checked="" type="checkbox"/> I/we (typically):</p> <p><input type="checkbox"/> prefer to let others do the hard yards</p> <p><input type="checkbox"/> only work hard if we can goof around too</p> <p><input type="checkbox"/> consider it unfair to always get dumped with the lousy jobs</p>	<p><input checked="" type="checkbox"/> I/we (typically):</p> <p><input type="checkbox"/> will do what's possible to help others</p> <p><input type="checkbox"/> prefer to stick to what fits into current range of abilities and skills</p> <p><input type="checkbox"/> believe some people can do things easily because they're lucky</p>	<p><input checked="" type="checkbox"/> I/we (typically):</p> <p><input type="checkbox"/> consider that giving 100% whether or not I/we feel like it, is critical to team success</p> <p><input type="checkbox"/> act according to the belief that if I slacken my effort, someone else has to carry me</p> <p><input type="checkbox"/> know that others in the group have as yet undiscovered talents and abilities</p>	<p>I/we commit to:</p>	
<p>Notes:</p>	<p>Additional Items:</p>	<p>Specific Examples:</p>	<p>Score (average) as at (date):</p>			

Geese Survival Tactic #4	Organisation Success Tactic #4	 (drag)	Typical Behaviours		Uplift Actions	Start/Complete Date
		<p style="text-align: center; color: orange; font-weight: bold;">1</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> winge and complain <input type="checkbox"/> grizzle that "no one appreciates us" <input type="checkbox"/> expect others to know what I/we want by way of support and encouragement ("surely it's obvious") 	<p style="text-align: center; color: orange; font-weight: bold;">2</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> believe management should recognise the team's efforts <input type="checkbox"/> patronise others with non-specific compliments, eg. "Great work!" or "Well done!" <input type="checkbox"/> assume people know that we appreciate their efforts <input type="checkbox"/> wish others would change their behaviours 	<p style="text-align: center; color: orange; font-weight: bold;">3</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> acknowledge people's ideas and efforts <input type="checkbox"/> am/are quick to please and slow to annoy <input type="checkbox"/> get inspiration from special contributions from others <input type="checkbox"/> speak up 	I/we commit to:	
Notes:	Additional Items:	Specific Examples:				
		Score (average) as at (date):				

Geese Survival Tactic #5	Organisation Success Tactic #5	 (drag)	Typical Behaviours		Uplift Actions	Start/Complete Date
		1	2	3		
When a goose gets sick, two geese drop out of formation and follow it down to help and protect it.	If we have as much sense as geese we will stand by each other in difficult times as well as when we are strong. Give support and/or get behind others. Be honest, even if it causes disagreement, driven only by your commitment to the team's success.	<input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> blame someone or something when things go wrong <input type="checkbox"/> overlook others' difficulties <input type="checkbox"/> believe in deep ending "People learn best under stress." <input type="checkbox"/> keep my/our thoughts hidden, yet allow resentment to build	<input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> get impatient with the learning curves of others <input type="checkbox"/> find it impossible to cut any slack, no matter what the circumstances <input type="checkbox"/> let conflict go unchecked <input type="checkbox"/> participate in cliques	<input checked="" type="checkbox"/> I/we (typically): <input type="checkbox"/> believe that we're only as strong as our weakest link <input type="checkbox"/> identify quickly who needs help <input type="checkbox"/> take action to help those who are struggling <input type="checkbox"/> demonstrate understanding without compromising commitment to an extraordinary result <input type="checkbox"/> bring disagreements to surface and discuss/resolve these promptly, calling in an impartial 3rd party if necessary	I/we commit to:	
Notes:	Additional Items:	Specific Examples:				
Score (average) as at (date):						

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