

Team Activity – Giving Yourself an ‘A’

Time: 30 minutes

This session is taken from the book ‘The Art of possibility’ written by Ben and Roz Zander and is a simple technique to help visualise a goal and work out how to get there.

Very often we presume failure before we have started. None of us can see into the future so why not presume success and plan for that instead.

The principle of ‘Giving an A’ starts with awarding yourself a mark of success before you have even started. All that is required after that is to work out how you will earn that mark.

By taking yourself to a point into the future when you have completed your goal, you then use your imagination to work out what happened just before that, and then just before that, until you have worked out what had to happen from now to reach the goal.

You then have a complete action plan of how to successfully achieve that goal.
Simple!

[The Art of Possibility – choosing success](#)

The goal of this session	What you’ll need:
Through individual activity be able to identify: <ul style="list-style-type: none"> • How you completed your goal and what steps you took to achieve the mark of success you awarded yourself. 	Note paper Pens Handout: Example letter
The Aim of this session:-	
To demonstrate that: <ul style="list-style-type: none"> • It’s better to presume success than failure • Everyone can achieve a goal when they believe in the possibility of it being true. • Changing behaviours to encourage useful planning and recognition to reach a goal. 	



Activity – Giving Yourself an ‘A’

The purpose of this exercise is to give yourself an ‘A’ grade for something you want to achieve in the next 3/6months.

Write yourself a letter as if that time has passed. Your letter outlines how you have achieved your goal that you set yourself and why you deserve your ‘A’.

Doing this exercise this can help you to own your own development and drive the ‘what’s’ and ‘how’s’ of what YOU want to achieve.

This is not about boasting but is about moving ‘away from the world of measurement and into the world of possibility’.

We want you to think about how changing your behaviours to choose possibility moves you forward and away from the downward spiral of presumed failure.

When you accept the possibility of success, it will have a useful impact on you and your team over the coming months.

How to write your letter

Choose a specific goal that you want to achieve in the next 3 to 6 months.

Write yourself a letter dated in the future when you expect to reach your goal.

Start the letter with, Dear..... I got my ‘A’ because.....or I achieved my goal because.....

Remember to place yourself in the future and write the letter as if you are looking back at what you have done.

In the letter put in as much detail as you can, the story of what you did, and what will have happened between now and then that is in line with you achieving your ‘A’ grade.

Detail all the insights, milestones, achievements and behaviours as if those accomplishments had already happened and were already in the past. (Avoid phrases like ‘I hope’, ‘I intend’ or ‘I will’ as this is future tense and not past)
Also think about your attitude and the feelings you experienced

Handout: Example letter to demonstrate how their letter might look

Read through together

Handout paper and pens and give 15 minutes for completion of the task



Ask: How would you feel if you were writing this letter for real having achieved so much?

Expect: Really proud, happy, excited, fulfilled etc.

Explain: This activity is designed to get you to think about the possibilities open to you by putting your plan into actions and the positive impact to both you and your team. If you haven't already made a commitment and put your plans into action I'd like this to be the catalyst to do so and for you to be able to take this letter and review it again in three months' time and at that time be seeing the actual benefits that your behaviour changes have made.

Close: Encourage the team to store their letter in a safe place and diarise a review activity session in 3 to 6 months' time to see how accurate the letters are now and if their writers' have implemented any of their actions.

Handout – Example Letter

< todays date>

Dear Fred,

I got my A because I have built much stronger relationships with my customers. I feel better about myself and realise there's a lot of things I can be proud of. I've also started to understand what my team members are good at doing too and we now openly praise each other when we notice we've done something good.

This has also meant that people are more willing to share their knowledge and skills.

I make a conscious effort to really listen to what my customers are saying and make sure my tone of voice reflects my positive intent to really help them as much as I can.

I now feel more confident about my abilities and more readily ask for help from my colleagues who I know have areas of strength that support my own knowledge and skills gaps

The regular feedback I get from my colleagues who are doing this too has created a really supportive working environment and I now feel more valued.

Going forward I'm going to make sure I give my customers 100% of my attention when I'm dealing with them so they know they're important to me too.