



TOPIC: MOTIVATION

TITLE: EXPECTATIONS AND OUTCOMES

"A great manager has a knack for making ballplayers think they are better than they thing they are. He forces you to have a good opinion of yourself. He lets you know he believes in you. He makes you get more out of yourself. And once you learn how good you really are, you never settle for playing anything less than your very best."

- Reggie Jackson

It's occurred to me recently how often our expectations drive our behaviors. In fact, very often we get the exact result we expected.

Let me share my perspective - children are likely to live up to what you believe they are capable of. If you believe they are capable of achieving or being anything they choose, they will likely achieve exactly that. If you believe they aren't capable of great achievements, and limit them with your thinking, they will probably prove you right by limiting themselves. The wonderful thing is that there is often an innocence that exists with children that helps us hold great expectations for them. And, children learn to model that and hold great expectations for themselves.

My perspective on adults is no different - they are also likely to live up to what you expect of them. If you expect greatness, you have a much better chance of seeing it, and if you expect failure, you have an even better chance of witnessing that. With adults, I notice that many of us don't hold great expectations with the same childlike innocence. In fact, we sometimes hold expectations of failure, even if they are unspoken.

My purpose today is to challenge you to look at the expectations you hold of yourself and of others around you. But first, let's look at how expectations drive behavior.

I read once that the human brain has a flow of constant, distinct thoughts. And, that 90% of these thoughts are "gremlin" thoughts, or negative thoughts. The gremlin is the term I use to define the self-defeating voice that sometimes lives in our head. I'm sure you've heard it - it's the voice that reminds you of what could happen, and it's usually something awful like failure, embarrassment, or some other negative result. With this in mind, I am convinced that you can't escape the results of your thoughts - they are driving your thinking, and your thinking is driving your actions. So in other words, what we think, we actually become.

continued on next page



TOPIC: MOTIVATION

TITLE: EXPECTATIONS AND OUTCOMES

So, with that in mind, my mission today is to help shift the limits of your thinking - to think in terms of limitless abundance. Just imagine what's possible if you start thinking of the amazing possibilities available to you? And, that's possible if you think of your employees in terms of the amazing possibilities available for them?

One simple way to make this shift is to adopt a mantra, or daily statement and say it everyday. What this does, in fact, is put a positive thought into your mind, and consequently, drive positive behavior and expectations. I can guarantee its success because I have done it personally, through some great coaching I received from my coach. It won't replace effort, and willingness to stretch, grow and learn - all these are necessary for success. But, it will be a first step on the path of helping yourself and others around you achieve what's possible, and never settling for anything less than that.