

## How Can We?!!

To create PassionFlow for yourself, you must create a feeling of progress. However, if you are feeling stuck and don't know what actions to take to create progress, try using a single, but powerful, question: "How can we... (e.g., advance our market position by 5 points)?" Putting this question before our minds, will kick start your creative thinking.

### Accepting Possibilities

A "how can I/we" question does not ask the left brain to conduct a feasibility study or deliberate on the risks involved. It does not ask whether it is possible, given the situation. It simply asks the brain to generate possibilities for bring your goal into being.

The question **HOW CAN WE** accepts that there is a way and, at the same time, acknowledges that the solution has not yet been found. It engages the mind and the heart to take a journey: to explore possibilities; to find a way. When you put a challenge before yourself, the brain will not let you down.

### Generating Ideas

WHY? Our brain is designed to create. Our right brain will start to generate ideas, if we do not allow our left brain to shoot down each idea. Our right brain will look for connections and relationships between disparate things in search for a solution. Our right brain will ask "what if" questions and intuitively use many other creative-thinking techniques to resolve the discrepancy between what we desire and where we're at.

### Including GIVENS

But that's not all.... You must also ensure that the brain doesn't debate with itself by adding the constraint into the question. So we add the following to our question: "**GIVEN these limits or constraints or circumstances, HOW CAN WE....?**" The brain is now building the constraint into the accepted mental picture and it will now work with the reality, rather than fighting against it. It will focus the brain's energy on how to create what you want, NOT on wishing it were different or trying to figure out how to change what is beyond its sphere of control.

By asking this very sophisticated question, we are teaching the brain to accept the reality of its circumstances, to refuse to be a victim of circumstance, and to move beyond it to generating other solutions and paths forward. This question allows us to invest all available energy in creating our desired future!



## Celebration is Key to Fulfillment!

Through years of research and speaking to clients about the role of celebration at work, we now know one thing for certain: **We deprive ourselves of celebration.**

### Our Data

“I regularly celebrate my accomplishments at work.” This statement is consistently rated **lowest** on our online survey. We assess 40 core drivers of passion in the workplace and hands down celebration hits the bottom every time.



### Stop. Acknowledge. Appreciate.

We are so focused on getting to the “next thing” that we don’t stop to appreciate and celebrate our achievements. As a result, we create a barrier to experiencing authentic fulfillment at work. When we take actions with results that move us closer to our goals, when we reach milestones, when we overcome an obstacle, we have made authentic progress which needs to be acknowledged. If we don’t take time to stop, appreciate and celebrate, we will not be able to comprehend our achievements in a manner that encourages the heart and enables us to create and sustain momentum as we work toward our goals.

Celebration also allows us to take a little break, a brief rest, which over time will allow us to sustain our PassionFlow. We cannot fire all cylinders all the time. This just leads to burnout.

### Here’s an exercise to try:

In our consulting work, we often work with busy people who feel they are working hard but are never feeling like they are accomplishing anything. I ask them what if as you finished each task you asked yourself the following:

1. What did I just achieve?
2. What does it support/help?
3. Then encourage yourself, sincerely: “Well done!” “You made it work!”
4. If you did this enough times in a day, how might it change how you felt about your achievements?

### Your Team

Also begin celebrating with your team. It doesn’t have to cost money or take lots of time but it can add fun to your work environment and reinforce what’s meaningful in the workplace. Celebrating milestones and objectives tells everyone that efforts and results are valued and rewarded, even if it’s just with a bit of fun!

### How do you celebrate?

Make a list of ways you like to celebrate, big and small. Now start incorporating this into your day. You’ll never regret a little celebration!