

ESBA

PERSONAL AND PROFESSIONAL
DEVELOPMENT

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My number one takeaway from this video

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ALWAYS GROWING

Growth is hard. It can be exciting - but it can also be highly difficult, challenging or even sad.

GROWTH TAKES TWO

Before you begin working on you, your goals and identifying areas of growth, it's important that you recognize what you can and cannot control and pursue forgiveness or letting go of those areas over which you have no power. We're talking about the power of the other ¹.

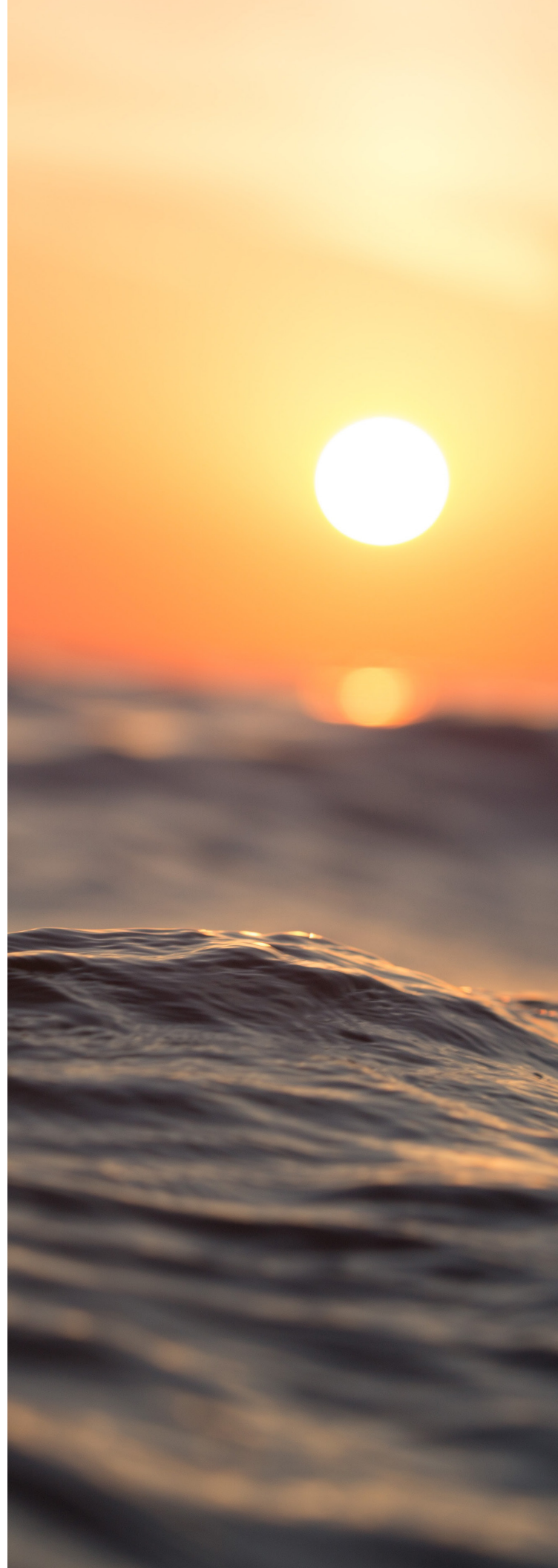
Growth happens on multiple levels. Oftentimes, business growth is tied to personal growth. That is one reason why it's important that you don't neglect taking care of yourself.

However, growth doesn't occur in a vacuum. Oftentimes, we say we want growth but then insulate ourselves from experiences or challenges that would produce that growth.

Think of these examples of growth that require time and pressure:

- Caterpillars >>> Butterflies
- Coal >>> Diamonds
- Sand >>> Pearls

¹ "You don't have a choice whether or not others have power in your life, but you can choose what kinds of relationships you want." [Dr. Henry Cloud](#)



The truth is that growth requires pressure, friction, challenge - and other people.

Even though you've set boundaries in place to create a well-watered foundation, dealing with others can be one of the biggest causes of foundation problems to your success.

Most often, it's because we don't realize there's an issue with our foundation.

For some, it's a bad relationship with parents you walked away from - or who walked away from you. For others, it's a marriage, a friendship, a tragedy or a loss of a loved one.

SLOWING THE GROWTH

List out relationships that have affected your foundation and how they've affected you:

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Have those pressures caused you

- ☐ Anger
- ☐ Sadness
- ☐ Motivation
- ☐ Drive
- ☐ Depression
- ☐ Other _____

You have zero control over what others have done to you but you have 100% control over your response to them.

If any of these hidden roots are creating internal pressure for you, it's time to clean them out.



THE FASTEST WAY TO STOP GROWTH

The fastest ways to kill any forward movement in your life or business are (a) to think you have no need for change or (b) to refuse to forgive others.

You've metaphorically placed your hand in a cage, clenching the offender, and therefore stopped yourself from moving. Until you let go, you cannot move on.

Pride says, "I'm proving my strength by refusing to let something out of my grip."

Refusal to forgive says, "I'm willing to stay here forever to prove my right!"

What are some ways you've been growing or would like to grow:

Professionally

Emotionally

Spiritually

Financially

Academically

Where have you faced challenges in these areas of growth this year?

Relationships

Business

Finances

Health

Other

Are there any areas you are not 'letting go' of that are hindering your forward movement?

If so, what are some things you might do to move on?

WHY THEY'RE CALLED GROWING PAINS

Growth requires stretching. You've got to make room for what you've learned and you may not always enjoy the process. Every person's 'stretching' looks different:

- For the workaholic, stretching may be time off.
- For the introvert, stretching may be conferences.
- For the extrovert, stretching may be listening.
- For the prideful, stretching is engaging with humility.

What areas stretch you? Make you uncomfortable? _____

How can growth in those areas help your Brand? _____

EMBRACING THE GROWTH

Embracing growth means to welcome the challenges that come with change or hard times. Recognize that aborting the process will only prolong, not shorten, it and force you to repeat it. Going through the challenges are what change you, not skipping them. To grow is to develop or mature. In life and business, development and maturity are choices.

Pursuing development can happen through

- Scheduled time with relationships
- Scheduled time for business activities
- Attending seminars
- Hosting events
- Facilitating webinars
- Local networking
- Listening to business podcasts
- Reading business or personal development books
- Getting away on a 'vision' retreat

² Not sure what forgiveness or moving forward looks like? [Reach out to Philip](#); ask him & he'll help you through whatever your process may look like.

PRUNING FOR GROWTH

Gardeners prune fruit trees to allow for better sunlight penetration (which produces growth) and so that the tree's structure is strong enough to bear it's load. Pruning also gets rid of diseased or infested limbs. Pruning is a regular, essential practice to successful fruit productions.

You and your business are like a fruit tree that must be pruned. Each season of life and business require pruning of both bad and good things so you can create the best things. And to be strong enough to sustain the weight of all you carry, pruning should be done regularly.

Prune by saying no. Being involved with local networks is good; joining online masterminds for your own growth is good. Taking online courses is good. But it's easy to say yes to hundreds of small activities or events and lose time for what matters most. Be ruthless in protecting your time. Your weekly calendar should look something like this:

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
0800	Rest day	Organize day; bill pay	Work day; no phone calls	Work day		Meetings	Family day
1000	X	Week review		Lawyer	Lunch	X	X
1200	X	Meet company leaders			Date w/	X	X
1400	X				Hubby	X	X
1600	X					X	X
1800	X				X	X	X
2000	X	X	X	X	X	X	X

Prune by budget. Set a budget for travel time, money, and vacation. Having a budget keeps you laser focused on which events are best for your business at this time. Consider planning out conferences you want to attend in 3 year increments, attending each big conference once per 3 years and implementing what you learned and nurturing relationships from the event in the meantime.

Prune by solitude. Time away from your routine allows for clarity of vision, goals and planning for 'what's next' in your business, life, relationships. This time should be well-planned and you should consider going somewhere without wifi and cell service. (Hint: this is also great for marriage retreats; take your spouse for a marriage vision getaway, just not on the work weekend).

AREAS YOU CAN PRUNE

What time-wasters can you cut? _____

What people or organizations do you need to say no to during this season? _____

What conferences should you put off? _____

Regularly prune your schedule, commitments and pursuits by order of priority toward your personal and business goals.

Plan your away weekends now. What weekends can you get away?

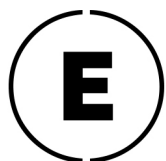
- For current year: Marriage retreat in early February.

- For upcoming year: Business vision retreat in November or early December.

THE FIRST SIGNS OF SPRING

In winter, all you see for a while is snow covering the ground. But underneath the snow, growth is happening. And one day, the buds will spring forth, ready to blossom, just in time for the sun to melt all the snow away.

When you've gone through the hard times - keep going! This is where perseverance & endurance show up! Because you've done the pruning, your structure is strong enough to carry the new growth that will happen!



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