

**2023-24**



# Briefing Session

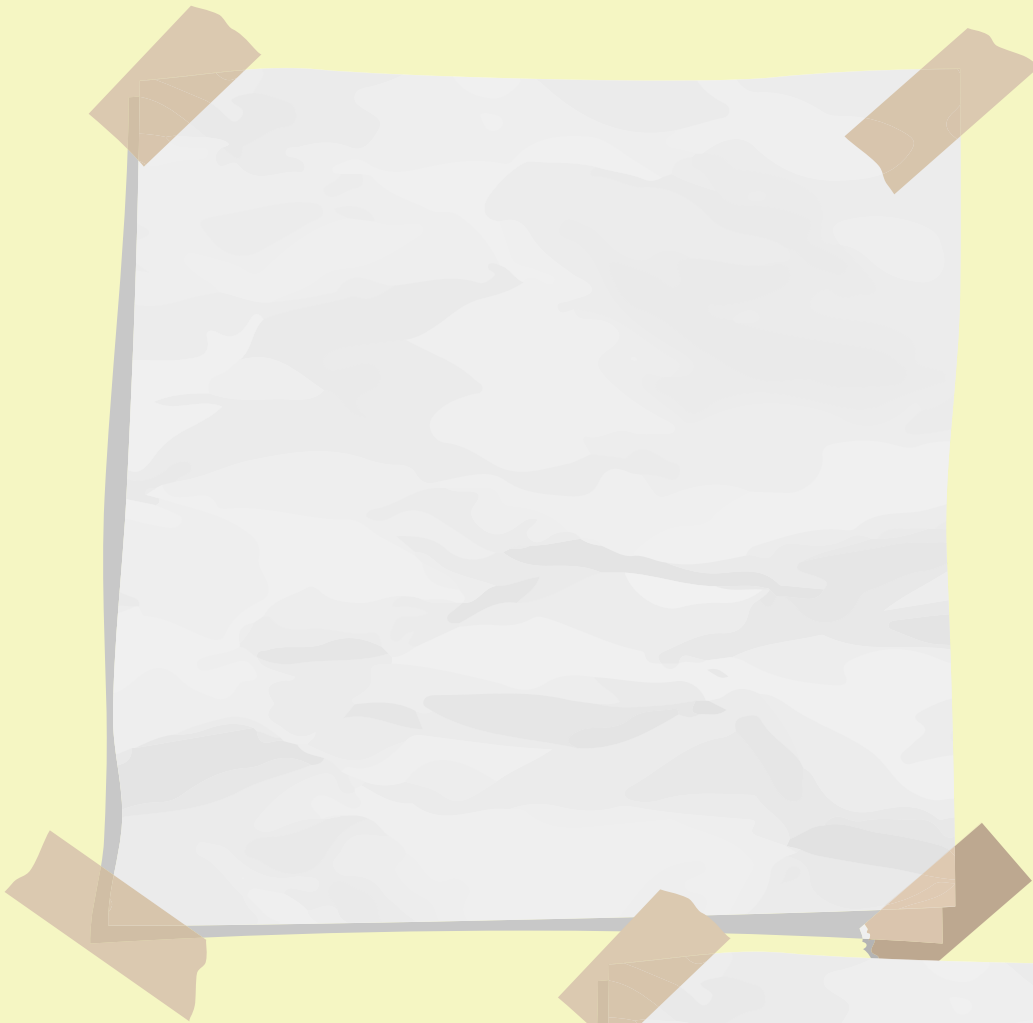
# Resources

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# How do you feel right now?

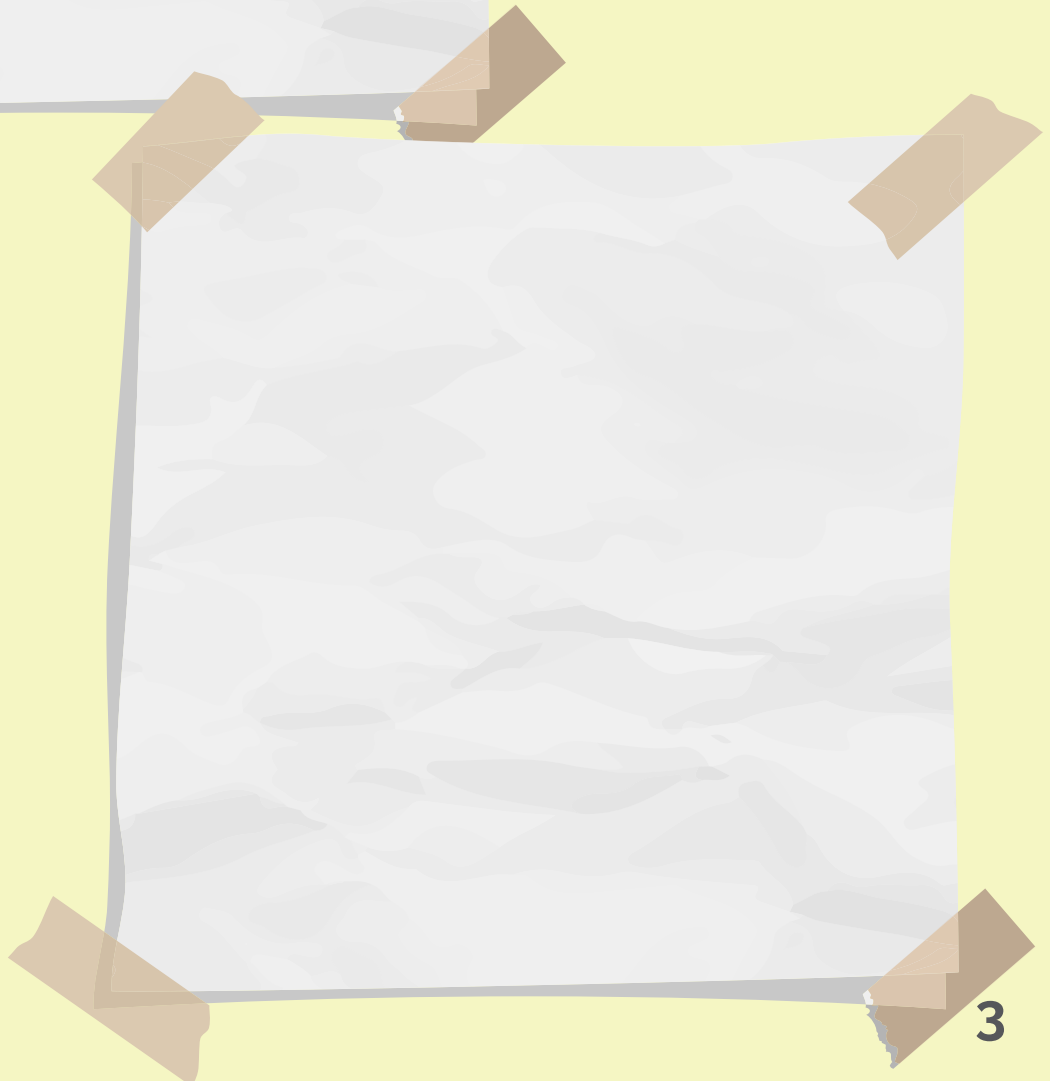
At the beginning of any change, we often have mixed emotions. Use the spaces below to look at your hopes and fears. We can look at these again at the end of the programme and see the change!



**Hopes**



**Fears**



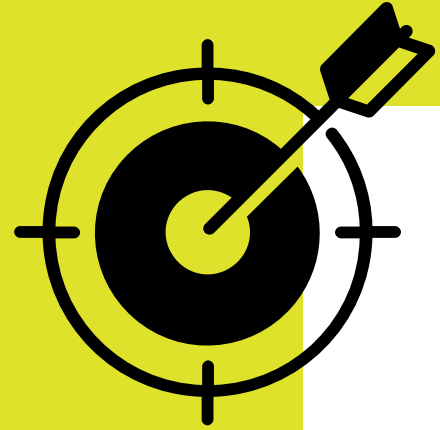
GROW is a model to think through where we are and what we need to do to reach our goals.

You can work through the following questions and use the goal setting techniques in your Personal Development Log.

We have left you space to make notes:

## Goal

- What is your goal or aim?
- What is the first step you would like to take?
- How will this move you forward?
- How much personal control do you have over your goal?
- When do you want to achieve it by?
- Is that challenging, achievable, measurable?



## GROW MODEL

# Reality



## GROW MODEL

- What is happening now?
- What are the current issues?
- What is the effect of that on you or your progression?
- What have you done about this so far?
- What results did that produce?
- How does that make you feel?
- Who else supports you in your development?
- What are the major constraints to finding a way forward?
- What other blockers might there be?

# Options



- What options do you have?
- What else could you do?
- What if you had more time/ less time or unlimited finance?
- Who might handle this well? What is it specifically that they do? What might they do that you could do?
- If you could get further advice, who would you go to?
- Have you got another suggestion? (What else .. What else .. What else?)
- What are the benefits and costs/time constraints of each?
- Which option would you like to choose to help you move forward?

# Will



## GROW MODEL

- What are you going to do next?
- Will this progress you towards your goal?
- When are you going to do it?
- What obstacles could you face?
- How will you overcome them?
- Who needs to know? And how will you get their support?
- On a 1-10 scale, how likely are you to carry out this action?

**One way of setting goals into our mind is visualisation.**

**This is NOT wish granting or manifesting - just visualising the future will not make it real.**

**This is based on real Cognitive Behavioural Therapy techniques.**



"If my mind can conceive it and my heart can believe it – then I can achieve it"

Muhammad Ali

Visualising your possible successes rather than the failures, can be a very powerful tool, which we can use in many ways. In this resource, we are looking at the initial stages, and will build on this through the programme.

The first stage we are looking at is the **END GOAL** visualisation.

We will look at that achievement moment; getting to the top of a mountain, getting the new job, creating a successful event, etc.



**Take some time,  
somewhere quiet  
where you won't be  
disturbed. You won't  
need too long!**

Imagine that END GOAL coming true, you have got that job, or won the race - think of something that is personal to you.

Really try hard to imagine it as if it was real and happening now, what are you wearing, how the clothes feel, what can you smell, taste, etc. Add in your emotion, how do you feel. Holding onto that image will really help - but we have to remember this is not just day dreaming - it has a purpose.

We will in future start to look at the process and the work that it will take you to get there. We are concentrating this time on some techniques to develop that initial step of discovering what you want.

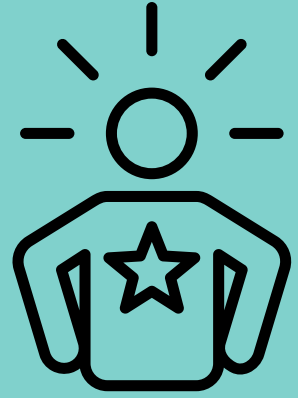
See the next page for further reading and exercises.

However, to close off your visualisation, imagine a flip book series of images that will bring you back through all the work you will have to do etc to the present day.



## Best Possible self exercise

For an expansion on the exercise on the previous page,, you can try the Best Possible self exercise.  
The time frame in which you work is down to you.



**Take some time to imagine the future, It is a future in which you are happy and feel you are the best that you can be.  
Start by writing down as much as you can about how you feel, what you do etc:**

**Think about all areas of your life that are important to you; like your family, career, studies, relationships, hobbies, and health.  
What would these look like in your best possible future?**

**Repeat this until you fully understand what your best possible future is like.**

**Be honest with yourself, we are not going to marry super heroes or pop stars, nor are we going to be CEO in a few months.**

Here are some TED Talks to listen to/ watch to help you investigate your sense of self and what goal you might aim for this year.

Adam Galinsky – How to speak up for yourself

Andy Puddicombe – All it takes is 10 mindful minutes

Isaac Lidsky – What reality are you creating for yourself?

Al Gore –The case for optimism on climate change

Linda Hill - How to manage for collective creativity

Simon Sinek – How great leaders inspire action

Tony Robbins – Why we do what we do

Susan Cain –The power of introverts

Daniel H. Pink - The puzzle of motivation

Rita F. Pierson - Every kid needs a champion

Angela Duckworth - Grit -the power of passion and perseverance

If you have any suggestions you want to share with us all of Ted Talks you have enjoyed, email them in to us or start a conversation on Pushfar!

# RECOMENDED PODCASTS



## HDN Podcasts

There are two series of HDN podcasts that you can listen to:

<https://open.spotify.com/show/1kxpS2poQXOXsq5x3yec9P>

Search Housing Diversity Network on Spotify

The Daily Mastery by Robin Shand

<https://open.spotify.com/show/3CYErAwtwuTZ6VXXo1gyA1>

The Jordan Harbinger Show

<https://open.spotify.com/show/5RVoEOIACQbBDZnGBJ7Ec2>

Dare to Lead - Brene Brown

<https://open.spotify.com/show/3oEPsPKDhPVoNNL7pH5db6>

# Additional and free online training that is available

**One of my mottos is**  
**"Every day is a school day"**

Continual learning through our lives happens naturally, if we are open to it, but there are a lot of free options out there to get additional learning and development.

Here are a few examples:

OpenLearn is the free courses from Open University and has thousands of free courses for you to choose from. Here are a selection that might be useful to you at the moment, but there are plenty to have a look at:

- Building Confidence in using online forums
- Discovering management
- Extending and developing your thinking skills
- An introduction to intercultural competence in the workplace
- Leadership and followship
- Making sense of ourselves
- Motivation and factors affecting motivation
- Personal branding for career success
- Succeed in the workplace
- Develop career resilience
- Exploring career mentoring and coaching

**KEEP LEARNING**





Alison

Has a large range of business development courses

<https://alison.com/>

Reed

The job site has a great range of business skills courses for free

<https://www.reed.co.uk/courses/free>

Other ways to learn:

- Volunteering
- Asking if you can shadow a supervisor or someone in another department for a day
- Ask if there is any training available through work,
- Look at your local colleges - depending on your circumstances there can be free options there as well

Remember, learning does not just have to be about work, learning a new craft or skill can also improve our motivation and wellbeing.

# REFLECTIONS

**What went well?**

**What went wrong?**

**What will I repeat?**

**What I have learnt?**

Don't hesitate to get in touch if you want more information or support during your journey:

**General queries to HDN and the Mentoring team;**



**Mentoring@housingdiversitynetwork.co.uk**



**01484 652 606**



## **Address**

Housing Diversity Network  
30 Manor Row  
Bradford  
BD1 4QE



## **Socials**

**Facebook** - <https://www.facebook.com/HousingDiversityNetwork>

**LinkedIn** - <https://www.linkedin.com/company/housing-diversity-network>

## **Website**

<https://www.housingdiversitynetwork.co.uk/>