



Welcome to
HOW TO FASCINATE®
Participant Handbook

Presented by: Name
email
website

Best Self Check In

- ▶ With the distraction and the next shiny object vying for your attention you rarely get an opportunity to check in and reflect on when you are performing at your optimal or at your best. Where is it that you feel energized and in the flow?

I am most likely to show up in my best self when (describe the situation, circumstance or event):

When I`m in my best self I am (describe how you felt, behaviours, actions, what was this experience like for you):

Not So Best Self Check In

- ▶ With the distraction and the next shiny object vying for your attention you rarely get an opportunity to check in and reflect on when you are performing at your optimal or at your best. Where is it that you feel energized and in the flow?

I am *least* likely to show up in my best self when (describe the situation, circumstance or event):

When I'm *not* in my best self I am (describe how you felt, behaviours, actions, what was this experience like for you):

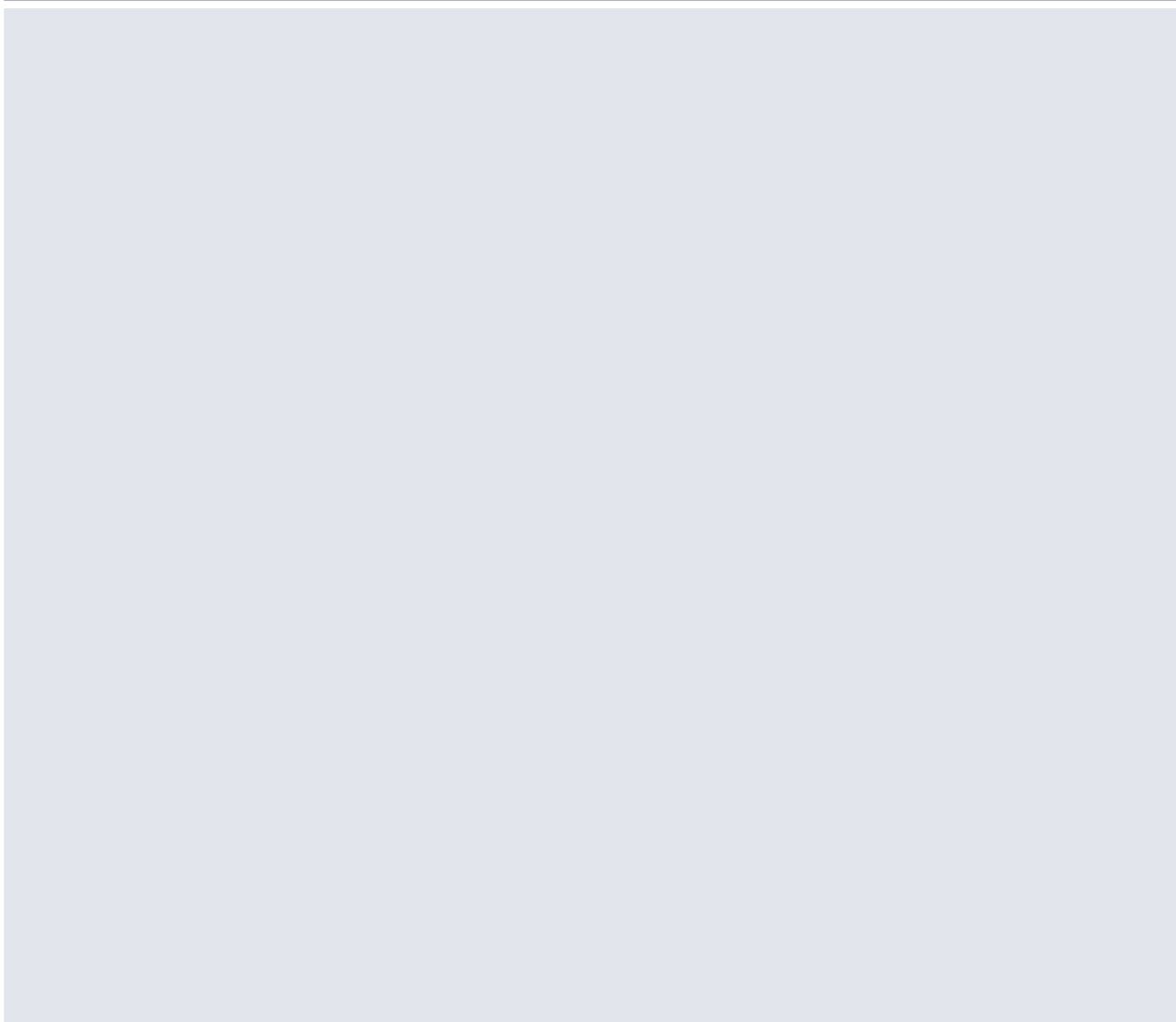
5 Day Wellspring – Quicksand Challenge

- ▶ Pay attention to projects, tasks and activities for the next 5 days. Write down the activity or task you were doing to find out if you're spending more time in your wellspring or in quicksand.
- ▶ **TIP:** Put a reminder in your calendar every 3 hours to remind you to `check in`.

Wellspring	Quicksand
<p>Signs that you're in your Wellspring:</p> <p>You feel focussed and `in the flow`, invigorated, fueled with a sense of vitality and happiness. You're having fun and the task feels effortless. You're productive and energized with the challenge. You feel empowered and motivated.</p>	<p>Signs that you're in your Quicksand:</p> <p>You feel bored, drained, distracted or loathing an activity or task. It feels like you're swimming upstream or going against your natural grain. You feel depleted, neutral or you're exhausted, discouraged and tired.</p>

Peak Performance

Identify an event(s) where you have been at your best. These events can be something that happened in a moment or spanned over a period of time. It's important that your peak performance event is meaningful and memorable to you. Think back to your Wellspring. It's an experience that had you feel focussed, in the flow, energized or challenged. Write them here:



Fascinate Anthem Method

- ▶ You do not have to be perfect at everything. But you do have to be extraordinary at something.
- ▶ Your Anthem lights the way to your most extraordinary qualities, so that you can focus on what you naturally do best.
- ▶ Your Anthem is a very short phrase, usually just two words long. It describes how you are different and what you do best. This is the fastest and easiest way to describe your distinct value. Think of it like a tagline for your personality.

ANTHEM BUILDER

1. What makes you different?

- | | |
|----|-----|
| 1. | 7. |
| 2. | 8. |
| 3. | 9. |
| 4. | 10. |
| 5. | 11. |
| 6. | 12. |

2. What you do best?

- | | |
|-----------------|---------------|
| Ideas | Action |
| Service | Relationships |
| Action | Character |
| Leadership | Expertise |
| Details | Results |
| Influence | Insights |
| Attitude | Organization |
| Problem Solving | Solutions |
| Team Building | Flexibility |
| Reputation | Energy |
| Experience | Skillset |

3. Your Anthem - Make a Match!

Take how you are different and what you do best and write your options below.

Write your top 3 pairings here:

- 1.
- 2.
- 3.

ANTHEM BUILDER

4. Complete your Anthem

Add your Anthem to the sentences below:

- “In my distinct value I deliver _____”
- “If you need someone who delivers _____, I can help.”
- “Even when things get tough, I promise to give _____.”
- “If you’re like me, you want someone who can give _____.”

Top Skills List

Accountability	Dedication	Ideas	Organization	Resourcefulness
Accuracy	Dependability	Impact	Passion	Responsibility
Action	Development	Inclusiveness	Performance	Responsiveness
Adventure	Discover	Influence	Proactive	Results
Advocate	Diversity	Innovation	Professionalism	Rigor
Assist	Educate	Invention	Quality	Security
Attitude	Empathy	Insights	Reputation	Sensitivity
Autonomy	Emotion	Inspiration	Respect	Solutions
Balance	Encouragement	Instruction	Risk Taking	Standards
Brainstorming	Energy	Intelligence	Safety	Success
Calmness	Enthusiasm	Intuition	Security	Support
Character	Ethics	Knowledge	Service	Teamwork
Coach	Excellence	Leadership	Sincerity	Tenacity
Community	Experiment	Learning	Skillset	Thoughtfulness
Commitment	Experience	Loyalty	Stability	Thought- leadership
Communication	Expressiveness	Management	Stamina	Traditionalism
Compassion	Expertise	Mastery	Persuasion	Trustworthiness
Cooperation	Fairness	Mindset	Planning	Understanding
Collaboration	Facilitate	Mindfulness	Playfulness	Uniqueness
Connection	Flexibility	Model	Precision	Venture
Consistency	Forethought	Momentum	Preparedness	Versatility
Contribution	Fun	Motivation	Proactivity	Vision
Creativity	Growth	Network	Problem Solving	Warmth
Credibility	Guide	Nurture	Professionalism	Wisdom
Curiosity	Flexibility	Optimism	Relatedness	
Daring	Honesty	Open- Mindedness	Relationships	
Decisiveness	Humility	Originality	Reliability	
Design	Humor		Resilience	

Homework

Anthem in Action:

- ▶ Complete your Fascinate Anthem Statement.
- ▶ Find 3 ways where you can apply your Anthem and how its the perfect solution to your clients needs.
- ▶ Name 3 instances where you`ve solved a problem or had a success that demonstrated your Anthem in Action.
- ▶ Ask 5 colleagues, clients, previous managers/coworkers, family and friends, etc. to tell you how your Anthem has helped them? What examples do they have of working with you where you`ve delivered your Anthem.

End of Day Take-Aways

Training is an event, learning happens over time. Take a moment to reflect on what you are taking away from the investment you made today. What's changed? What will be different going forward? What will you do to make it happen?

What's the one thing you will do differently as a result of this training to stay committed to using your Advantages and Anthem?

What's the one thing you will do differently to stay committed to supporting your team members to use their Advantages and Anthem?

What's the one thing you will let go of, that is no longer working for you and/or the team?