



Deciding What You Want

Deep transition is a concept concerned with maximizing opportunities for change. *Webster's Ninth New Collegiate Dictionary* defines transition as: "Passage from one state, stage, subject, or place to another: CHANGE; Movement, development, or evolution from one form, stage, or style to another."

Life is full of transitions. Every single human being has experienced numerous transitions. But some transitions in life are deeper than others. *Deep transitions* challenge our values. They make us introspective. They force us to define ourselves in different ways. They stretch us and make us grow. And they occur in both our personal and business lives. Our decisions and approaches to problem-solving are wrapped up in those *deep transitions*.

Since the beginning of our physical existence we have been transitioning through various stages of development and life. Your physical life started when the sperm and egg were united. In your mind, imagine when you were in the womb of your mother. During this nine-month process you

were transitioning from stage to stage. You transitioned from being an embryo to a fetus. Your hands grew bigger and your organs developed.

In this womb, everything you needed of food, nutrients, safety, and security was provided for you, through your mother, in warmth and total comfort. Then all of a sudden, nine months down the road, your mother's water breaks. If you could talk, you might have said, "That's kind of strange. I've been floating in the water and now it's gone." Then your body shifted and your head came down. You heard this muffled noise outside. Screams and shouts. "Ahh – push – Ahh – push." That went on for a few minutes. Then it stopped. It may have been repeated several times. Suddenly you began feeling pressure from the back pushing you downward. After some time, you felt additional pressure in the front of your forehead as your head began to emerge.

Eventually your head came out. You were looking at things you never saw before. You'd never seen light before. You'd never experienced air before. You were getting cold because this was your first contact with air. Human hands had never touched you. Since your body was all the way out, you were exposed to a totally new environment.

You've been in this new environment ever since that moment. You emerged out of darkness into light. You were not by yourself; there were all kinds of people around. Nurses, doctors, family members scrambling around, making noise, talking, and pulling on equipment. Human hands had never touched you. Then suddenly someone picked you up and spanked you on the butt. What did you feel then? PAIN!!!! This experience was your first *deep transition*. You'd never transitioned like this before. Once you felt that pain how did you respond? "Wha-a-a-a-a!" You cried and screamed. Why? You didn't know how to deal with everything happening to you.

Whether through this process or another, we all were birthed. This is the very first *deep transition*. Throughout other stages of our lives we have and will experience other *deep transitions*. So what do you think are the elements and characteristics that would define *deep transitions*? First, we move from a very comfortable environment to an environment that is uncomfortable. It's not until things change in the environment that we begin to feel uncomfortable. We've gone from darkness into elements of light; from a closed environment with no air to an environment that is open with elements of air; from muffled sounds to elements of multiple sounds, different pitches, and a range of volumes; from not having any people around to many people around. We had to figure out a way to adapt to this new world. Yet, it didn't stop there. That was just the beginning.

Transitions come up all the time. While you were in grade school; fourth, fifth, and sixth grade, you were transitioning, but it wasn't a *deep transition*. You were doing the same things you did in each grade: reading, writing, and arithmetic. Same workload and the same people in classes. Maybe you had different subjects and different teachers. But when you made that jump from middle school to high school, that was a *deep transition*, wasn't it? You asked questions like, "How will I be accepted? Am I good enough? How can I succeed in this new place, a bigger school?" Your body was changing and hormones were jumping. It was a whole new environment, inside and outside of you.

Deep transitions come in many ways. Moving from high school to college; and college to adulthood are *deep transitions*. Anyone who was single and then married experienced a *deep transition*. Married with no children to married with children; that's a *deep transition*. Sometimes people get divorced; that's a *deep transition*. If you've lost a loved one – a spouse, a parent, a sibling – then that's a *deep transition*. And this is all a part of life. And while some might say it's inappropriate to bring per-

sonal issues into the workplace, when a person is going through a *deep transition* how does he keep it out of the workplace? It's very difficult because it consumes him.

In business, moving from being an employee to owning a business is a *deep transition*. The events of 9/11 sparked a *deep transition* in many levels. When you look at the number of federal agencies coming together to form the Department of Homeland Security; that's a *deep transition*. Any business merger is a *deep transition* because it concerns developing strategies on how to integrate different visions, missions, policies, procedures, and ways of doing things. Additionally, there is the challenge of getting people from varied experiences and perspectives to work together.

What Is a Decision?

It is important to understand what it means to make a decision before discussing how to do it. Decision-making is the ability to set a goal for accomplishing something. Have you decided what you want to accomplish? The decision is only the beginning. Once the decision is made, there will be some problems down the road that will need to be solved. So problem-solving can be seen as the "other side of the coin" of decision-making. Decisions and obstacles come and go throughout the process of accomplishing any goal. It's a cycle. The goal is set. Challenges appear and will need to be overcome, and then another goal will need to be set.

It's important to remember that accomplishing any goal will require a change in behavior. It is impossible to achieve any goal without changing your behavior in the direction of your intended results. Plans, skills, and knowledge are not enough. You must make a firm decision to change your behavior if you want to accomplish more in your life. This sounds simple, doesn't it? The challenge is that human beings don't like to change. Many

of us resist change. Yet, change is the only constant in our lives. We need a way to keep up with the changes in our lives. We need a way to overcome our resistance; development processes that will help us change our behavior positively. Generally speaking, we need a way to acquire the necessary knowledge and develop the appropriate skills, attitudes, and habits to accomplish what we decide we want.

Dissatisfaction is the key to deciding what you want as you move through your *deep transitions*. If the strategies you've been using are not working for you, then get another strategy. How will you know they are not working? You become dissatisfied with the consequences. The situation doesn't feel good. The dissatisfaction in your life is a necessary discomfort because it tells you what you don't want and guides you toward what you do want. This dissatisfaction is wonderful because it will help you decide to do something different. Therefore, dissatisfaction, discomfort, and pain seem to be prerequisites for making a firm decision to change and transition. Let's look at the areas of your life to help you identify your dissatisfaction. Thereafter, you can make a decision to transition deeply.

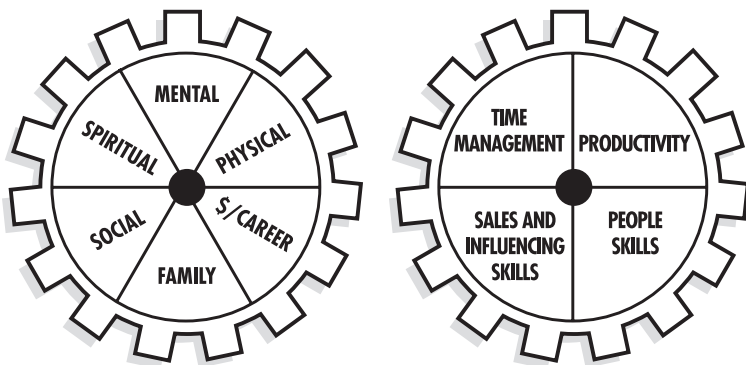
In their leadership development course materials, Resource Associates Corporation, a world class leader in learning and development, with over 25 years of experience, uses two wheels to describe the major areas of life. One wheel relates to development of the personal areas of your life; spiritual, mental, physical, financial/career, family, and social development. The other wheel relates to development of the business areas of your life; productivity, time management, sales/influencing skills, and people skills. Through my affiliation with Resource Associates Corporation, I've worked with hundreds of people to help them make decisions to improve their life areas. The following exercise and life wheels (Figure 1 and Figure 2) are adapted from the Resource Associates Corporation (2004) *Leadership*

process and materials, with their permission. Please take the time right now to do the following exercise. It will only take two to three minutes.

Decision-Making Exercise: Defining a Goal

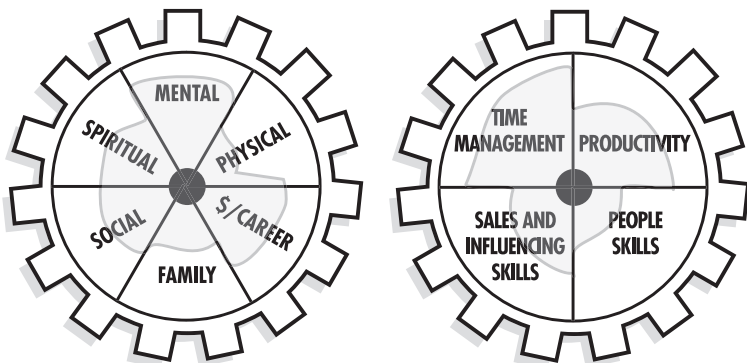
To jump-start your life, it's important to get some perspective on your present life situation. This exercise will help you focus on where you are now in multiple areas of your life and help you decide where you want to be. You'll notice the life wheels have different sections like slices of a pizza. The personal wheel has six slices and the business wheel has four slices. Let's identify the point where all lines intersect as 0% and the outside line as 100% for each slice. Now please draw a horizontal line across each slice that represents the percentage of your potential that you use on a daily basis in each area of your personal life wheel and your business life wheel. For example, if you think you use 75% of your potential for mental development, then your horizontal line would be closer to the outside line of that slice of the wheel. If you think you use 25%, then you would draw a line closer to the intersection of the lines, which represents 0%. Please do the exercise now.

Figure 1:
LIFE WHEELS



When doing this exercise, ninety-nine percent of people will have lines that represent different percentages for each personal and business development area. Consequently, most diagrams resemble something like Figure 2, titled Unbalanced Life Wheels.

Figure 2:
UNBALANCED LIFE WHEELS



Do your wheels look something like Figure 2? If so, what does it mean? First, it means this is a visual of your life. It shows where you are now, concerning the use of your potential, as opposed to where you want to be. I've yet to meet anyone who is using 100% of their potential in all areas. Second, those areas that are identified at 50% and higher are areas where you are more satisfied with the results. Things are going well for you in those areas. However, those areas identified at 50% or below represent areas where there is some degree of dissatisfaction. There may even be some pain associated with some of these areas from time to time. If your life is traveling on the two wheels in Figure 2, what kind of ride are you having? Most people answer with the word bumpy. Why is the ride bumpy? Because things are out of balance. Balance is the key concept operating in the universe and within you. When your body is out of balance you are moving toward discomfort and disease.

How can you begin to bring more balance into your life? Identify one of these areas of dissatisfaction and pain. Which one is most important to you at this moment in your life? There are three questions for you to answer regarding this area of your life. Before answering, please understand these questions will help you define what you want in this area. Make sure the answers to these questions are specific, measurable, and achievable. Write the goal down on a separate sheet of paper. Make sure it has a target date for completion. This decision-making process may require time for critical reflection and dialogue. Take the time to make a firm decision for your development and write your answers. The three questions are:

Where do you want to be in relation to this specific area of your life?

What do you want to accomplish in this area?

What will give you some relief from the dissatisfaction you feel?

For example, maybe you are dissatisfied with your financial situation because of the pressure of debt. Then you may want to achieve freedom from debt. You could decide to pay off all your creditors to feel the freedom of living without debt. Feeling hopeful and paying off one bill at a time will bring you some relief to the dissatisfaction you feel. By getting in touch with the dissatisfaction, you can decide what you want in any of the areas of your life. That decision will help you move forward in your life.

Deciding what you want is like a launching pad for attaining your desires. It is a first step in drawing support to you from universal forces that operate to give you what you want. Revealed knowledge from the Source of all life provides us guidance on this underlying process:

“And when you are asked by my servants about me, then certainly I am near. I respond to the call of the caller when the call is made. Then immediately, they respond to me and believe in me that they may be rightly guided.” – Holy Qur’an, 2:186

These words are miracles when fully understood and experienced. Upon reflection, these words identify underlying guiding principles that support human life. The key concepts are:

1. Call
2. Response(s)
3. Belief

Experiencing these concepts will unlock the doors to attaining what you want in your life. First of all, it is an answer to a question by a certain group of people – servants of Source. Human beings who choose to be servants may ask these types of questions about the One they serve. Even small children will ask questions about God, The Source. This answer was revealed because of the question.

How close is Source to you? Close enough to respond to every call when you call. Think of calling someone on a cell phone. When you dial the number you anticipate speaking to another person on the phone. However, often times no one answers the call. Maybe they are away from the phone or are talking with someone on the other line. Voice mail and call waiting were invented to address these situations. The difference is when you call on Source, the call is always received and responded to with an answer.

What is the call when you are calling? The call is your asking, your request for what you want. The call is deciding what you want and actively asking, requesting, and calling for it through your thoughts, emotions, and actions. This is the first step in your *deep transition*. Why? Because without call-

ing actively there can be no answer and no response. You need to develop clarity about what you are asking for. This is why deciding what you want is the first step.

Once you decide what you want, in every aspect of your life, then Source responds immediately to your calling. There is no gap between the calling and the response. No voice mail and no call waiting. The response from Source is immediate, every single time you call.

The response from Source is not the only response needed, though. You have to respond too! The Source is responding to your call. Now is the time for you to respond to Source's response to your call. There must be no hesitation in your response. Your response must be immediate. This means you are willing to receive the response given to you.

Source always does the job of responding to your call. Unfortunately, the process begins to break down at the points of human engagement. Sometimes we don't decide, with clarity, what we want. Sometimes we don't maintain focus on what we want. Other times we don't respond and receive Source's response to our call. Reasons for our lack of response could be: 1) the details of the response are different than our initial thoughts, 2) fear gets in the way, and/or 3) belief is not strong enough.

Just because you or I don't receive the gift from Source doesn't mean it's not there. Source always does the job. It's up to you to do your job. What is your role? One, to actively call or ask for what you want with clarity and belief. Two, to respond to Source by receiving the answer to your request. These are the keys to open the door of your current *deep transition*. The next step, accepting spirit over ego, will help you walk through the door and position yourself to begin receiving what you want.

Key Points for Step 1:

***Deep transitions* are a natural part of the evolution from one stage of life to another. They usually involve some form of pain and dissatisfaction.**



Decision-making and problem-solving are opposite sides of the process of achievement. Decision-making will be followed by problem-solving and vice versa. Anticipate this flow in accomplishing any goal and persevere through it.



Your success requires balance in multiple areas of your life, personal and business. You can decide to strengthen a shortcoming or strengthen an area of strength. Most importantly, make a decision, define specifically what you want, create a plan, and take action!



Actively call on Source with clarity about what you want, respond to the answer that is given, and believe so you may have the chance to be rightly guided.



Recognize that sometimes your goal achievement will come in forms slightly different than you imagined. Keep an open mind about the outcomes you will achieve. Keep an open mind about how, where, when, and through whom the outcomes will come to you. If you become rigidly attached to the form of the goal achievement, you may miss the opportunity.