

## **Get Out of Your Own Way—Dave Hollis (Book Notes)**

I am responsible for finding fulfillment, for being happy and for knowing my value regardless of my title, the company I work for, the salary I make or the way anyone else looks at all of it. I must find the motivation to chase growth from within rather than relying on anything external.

### **Define Your Measure of Success**

1. The IMPACT I have.
2. Waking up PASSIONATE about what I do.
3. Feeling ALIVE and WHOLE while doing my work.
4. Providing for myself/my family in a way that allows me/us to THRIVE.

### **Accept Responsibility for Your Career Growth**

1. Push yourself to test your skills in new, less comfortable ways.
2. Seek new avenues of growth to stay impactful, passionate, alive and whole.

### **Focus on Building Your Personal Brand**

1. Focus first on being a warm and competent human being and treating everyone well.

### **Get Comfortable with Discomfort...it is a reality of a meaningful life**

1. Assess your vices that you turn to when triggered with discomfort, anxiety and insecurity.
2. Shift from these vices to healthier forms of comfort.
3. Create a support team to stack the odds of success in your favor and get to where you want to go.

### **When tests, lessons, disappointments and hard knocks come that you cannot seem to fix, *allow***

1. Seek counsel from others who have been there and moved through the hard time in a positive manner.
2. Become more trusting and resilient by NOT fixing some of the 'little things' (i.e. don't rescue your children when they make mistakes, tell them you trust them to find a solution. Let your spouse vent about a difficult day without offering advice.)
3. Visualize the outcome you want, not the problem. Start with the end in mind and work backward to how to accomplish it. I.e., I want my child to be independent, responsible, respectful and kind...what do I need to do to accomplish this?

### **Decide what 'being your best' is to you and push yourself daily to live into it**

1. Vision--What do you want people to take away after interacting with you?
2. Action—Choose actions that support this vision of yourself so people describe you in this way.
3. Take care—treat everyone like they may be a decision-maker in a future board room and hold your fate in their hands.

### **If you fear rejection**

1. Get therapy.
2. Take stock of the people who know, accept and love you as you are.
3. Challenge the fearful voice in your head.

### **Cultivate excellent relationship skills to foster good communication and connection**

1. Explore personality tests (i.e. Enneagram, 5 Love Languages, Myers-Briggs) to learn more about yourself and others.
2. Check in on your relationship health regularly.
3. If you experience a lack of mutuality in a relationship and you are doing all the 'work' (and perhaps feeling resentful), back away and see what happens. If they connect, you have an opportunity for deep conversation. If they don't, consider whether the relationship is actually important to you.
4. Maintain healthy boundaries with everyone in your life.

5. Surround yourself with a diverse community and promote (give a hand up, mentor, financial support).

Challenge limiting beliefs and the stories that hold you back. Turn them into empowering beliefs!

**Dave's Truths:**

1. Work to live; don't live to work.
2. Find a mentor you trust who will champion you.
3. Grow by taking assignments that put you out of your comfort zone.
4. Do more than one thing with your career...be diverse and therefore more valuable and marketable.
5. Develop initiatives, name them, represent their value to create visible value to your team.
6. Surround yourself with strong people and let them shine.
7. Deliver honest feedback regularly in a genuine, considerate way.
8. Act with integrity, then don't worry about what anyone else thinks of you (& ask for feedback from people with mastery in areas where you want to grow)
9. Be a solution provider.
10. Commit to truth—address problems openly and insist on solutions.

**Leverage your Life:**

You can either employ the type of leverage that makes you think of how good things can be and motivate you to build a road map to get there

OR

You can employ the type of leverage that makes you think of how bad things can get if you don't get a handle on your life, how much you could lose or how bad you would feel at the end of your life for not having chose to fully live.

Actually---you likely need both! Paint the pictures! You can be grateful for what you have and still want more.

**You are what you focus on.**

What would it take for you to have the things you want?

Then choose the habits, routines and people that will support you to get there.