

Choose Your Focus

Modified from David Rock – “Quiet Leader”

Vision (Dark Green)

Vision thinking is focused on opportunities and solutions that move you to a new place. What are you trying to achieve? What’s your goal here? What needs do you hope to fulfill in doing the project?

Having a vision is about knowing what your goal or objective is in any given conversation or project.

Planning (Light Green)

Planning thinking is about how you’re going to get to the vision.

Putting in place good planning, without worrying about the details yet, is an excellent way of ensuring the success of any ideas.

Detail (Blue)

Detail thinking is about action steps needed to carry out the plan to achieve the vision.

Detail is where people tend to naturally put most of their energy unless they step back and think about how they are approaching what they are doing.

Problem (Orange)

Problem thinking is focusing on events going wrong.

Focusing on problems is unfortunately a common experience in business, as there are lots of them. Problems can be explored, but need a vision and/or planning focus.

Drama (Red)

Drama thinking is the place where vision, planning, detail, and problems have fallen apart and all that is left is emotional charge.

Sometimes it’s unavoidable that you spend time in this mental state – for example, in a grieving process you might be unable to do much as your emotions have taken over.

