

wlpg



# STAGETHree

I can map out my route

STEP 1 – WHERE AM I NOW?

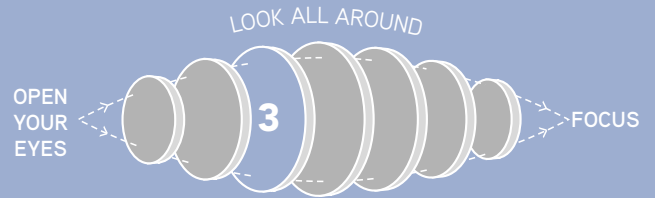
STEP 2 – I CAN PLOT MY POSITION

STEP 3 – I CAN MOVE FORWARD

STEP 4 – MY WLPG CAN GET ME THERE

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WHEN WE PLAN A HOLIDAY, WE LIKE TO LOOK AT ALL THE POSSIBILITIES TO HELP US WORK OUT WHERE WE'RE GOING AND ENJOY THE WHOLE JOURNEY. THIS IS EVEN MORE IMPORTANT IF YOU'RE PLANNING THE REST OF YOUR LIFE. AND THE FIRST THING YOU NEED IS A MAP.

## OVERVIEW

You've now decided where you want to go in life. And to inspire yourself you've created a vision of what your typical day might be like in five years time. To get to that point means going on a journey – the journey of your lifetime – so you need a simple map to guide you.



### MORE TIME FOR THE FAMILY

Steph Sargent knew her ideal picture depended on getting the right blend of work and family life. Although she loved her job as a senior insurance assessor, her husband worked off-shore. To free up more family time she decided to re-train as a teacher to get the benefit of school holidays. She may not enjoy work quite as much (or earn as much) but she has a better blend between the important parts of her life.



'Improving my WLPG is starting to pay wonderful dividends for the family'

- STEP 1** > STEP 1 LETS YOU QUICKLY ASSESS HOW FAR YOU ARE NOW FROM THAT LIFE YOU'VE PICTURED. IT THEN CHECKS ON HOW WELL YOU COULD SUSTAIN THAT LIFE
- STEP 2** > GIVES YOU A MORE ACCURATE PICTURE OF HOW CLOSE YOU ARE TO YOUR VISION
- STEP 3** > SHOWS HOW YOU'LL MOVE TOWARDS YOUR VISION BY IMPROVING YOUR BLEND OF WORKING, LEARNING, PLAYING AND GIVING RATHER THAN MERELY BALANCING IT
- STEP 4** > GETS YOU THINKING ABOUT THE ENDLESS VARIETY OF WAYS IN WHICH THAT WLPG COULD BE BLENDED TO MAKE YOUR PICTURE A LIVING REALITY

### HOW STAGE 3 WILL HELP YOU

Don't worry if you find some parts of this stage difficult. You'll still get real benefits and insights that help you to:

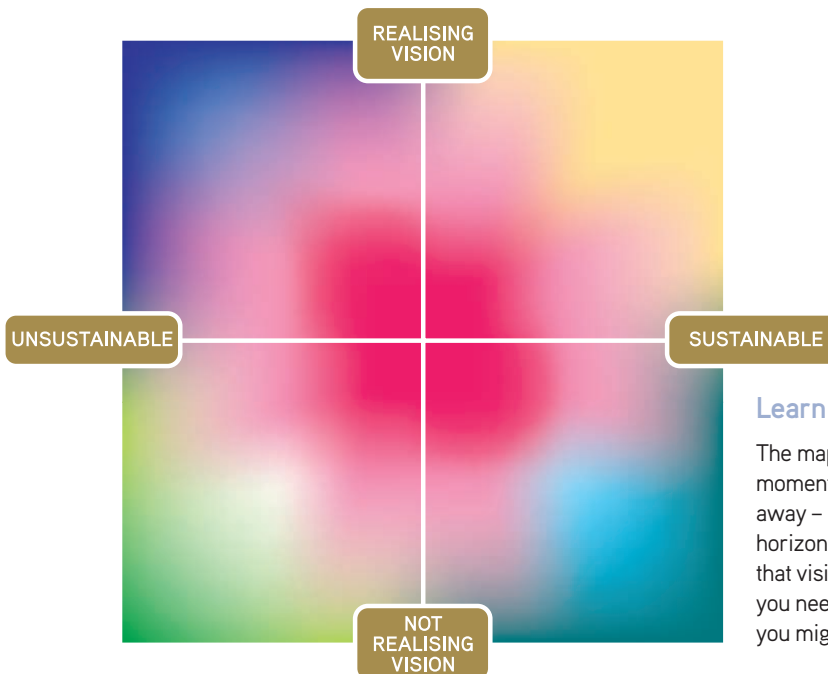
- Become clearer on where you are heading and get there quicker
- Understand how WLPG can make your life's essentials real
- Increase your chances of success by creating alternatives

'If I were to begin life again, I should want it just as it was, only I would open my eyes a little more' – Jules Renard

## STEP 1 – WHERE AM I NOW?

This step helps you work out where you are in relation to the life you pictured for yourself in Stage 2. But if you reach that life, you'll want to go on living it – so you also need to know that your vision is sustainable. Once you know where you are up to at the moment, you can think about ways of using your working, learning, playing and giving to move you forward.

The remaining stages will help you plan your real-life route. Whichever direction you finally choose, you'll be creating a blend of WLPG that will help you achieve that dream life – and then sustain it.



### Learn to read the map

The map lets you plot just where you are at the moment. The vertical axis shows how near – or far away – you are to realising your vision. The horizontal axis shows how far you could sustain that vision. To help understand where you are now, you need to look first at the four extreme positions you might find yourself in. (see overleaf)

### WHAT DO WE MEAN BY SUSTAINABILITY?

Sustainability is about keeping your life going, and may be different things for different people. It may also change at different phases in your life. Sustainability is likely to be low if you haven't got enough money, skills, energy or motivation to achieve your vision. High sustainability may occur when you've set realistic, practical goals, shared them with the people who matter to you and want it badly enough. Usually sustainability is about passion, money, support you get from or give to others, employability or emotional resilience and personal wellbeing.

**PASSION:** "How much does this really mean to me? Am I bursting with enthusiasm and excitement? Does it feel like a dream come true?"

**MONEY:** "Can I earn enough to sustain my lifestyle? Will that job I've dreamed of pay me enough? Can I afford to work part-time or risk going freelance?"

**SUPPORT:** "What childcare support will I need? Who can I rely on for encouragement? Who could help me find a job? What support does my family need from me? What impact will the change have on my relationship?"

**EMPLOYABILITY:** "Will the skills I enjoy using still be needed in the future? Do I have 'back-up' skills I can transfer to other work situations as the market changes?"

**EMOTIONAL RESILIENCE AND WELL-BEING:** "Long hours can damage my family life. Demanding clients can sap my enthusiasm. How long can I cope with pressure?"



### 1 GREEN ZONE

The worst-case scenario. You're a long way from both your vision and the resources to sustain it. You'd probably feel really unhappy and frustrated, unsure about how to get out of this situation. Being in the green zone may explain why you've committed yourself to the WLPG process.

'Life has a practice of living you, if you don't live it'

– Philip Larkin



### 2 TURQUOISE ZONE

The next extreme on the map is in the turquoise zone, but presents a different set of challenges. Your situation is sustainable and you're earning lots of money but something's missing – a vision. The chances are you have not even recognised your personal priorities – let alone tried to meet those six Ps you identified as your all-important life's essentials.

'The danger of business success is it's one-dimensional. Some people don't have time to spit, let alone watch a sunset: some of them have more cars than best friends' – Tom Murray



### 3 PURPLE ZONE

If you're on the left side of the map, in the purple zone, you are close to the vision. But you are a long way from sustaining it. This might be the typical desert island dream. I might imagine myself on a desert island, swaying gently in a hammock, palm-fringed beach, waves lapping on the shore. You're there too now, aren't you? Idyllic... but how sustainable? I'd probably get bored for a start, and how would I pay for a new hammock when that one wore out? Perhaps that's why lots of people still work when they seem to have no need to.

'The minute you begin to do what you really want to do, it's a really different kind of life' – Buckminster Fuller



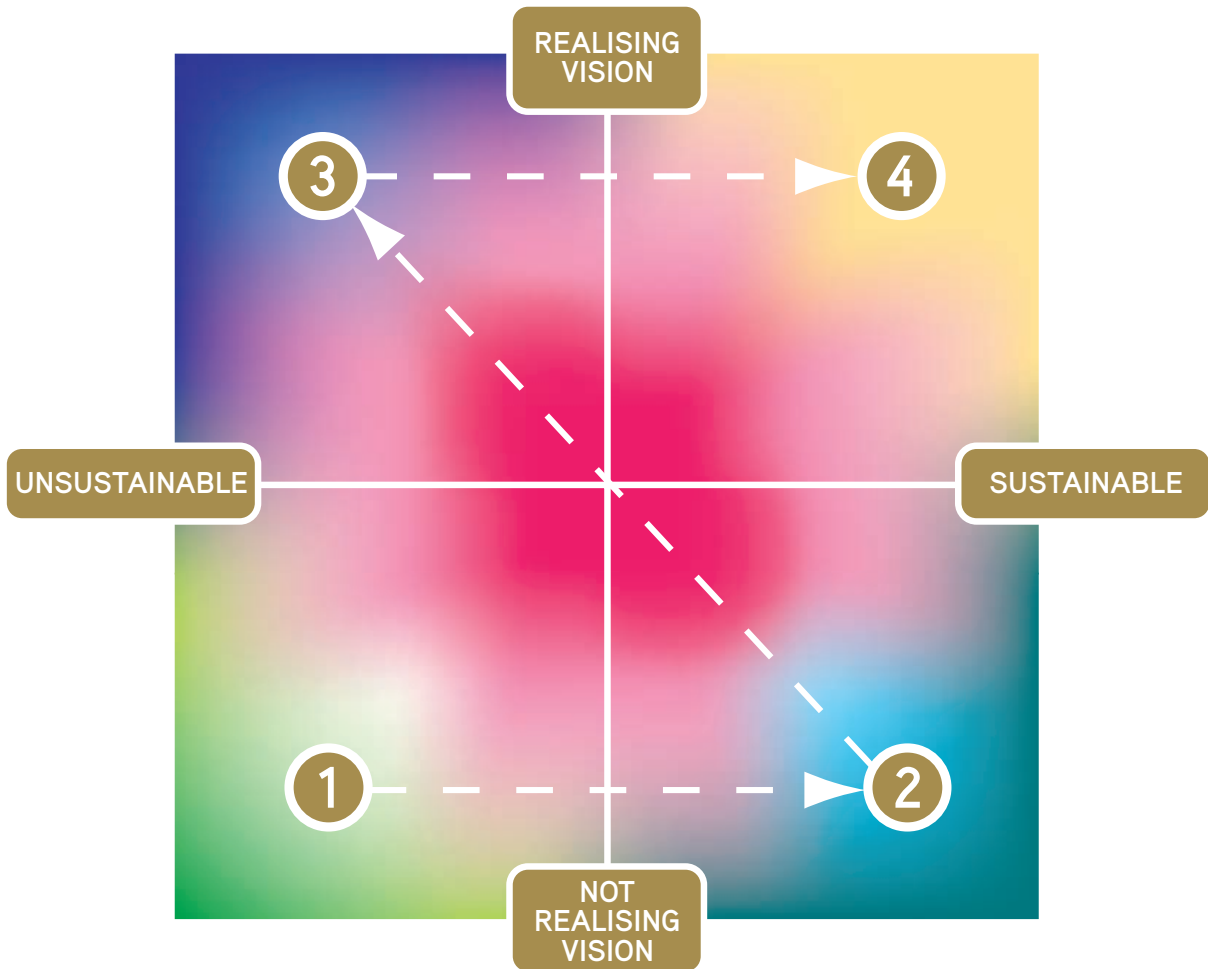
### 4 YELLOW ZONE

The ideal scenario. If you reach this point, you've realised your vision and you are in a position to sustain it over time. You'll have a blend of WLPG that really inspires you. You should be doing what you're best at and enjoy most and getting real satisfaction out of life. Just imagine how good that must feel!

'A man is a success if he gets up in the morning and gets to bed at night, and in between he does what he wants to do' – Bob Dylan

### I can check my bearings

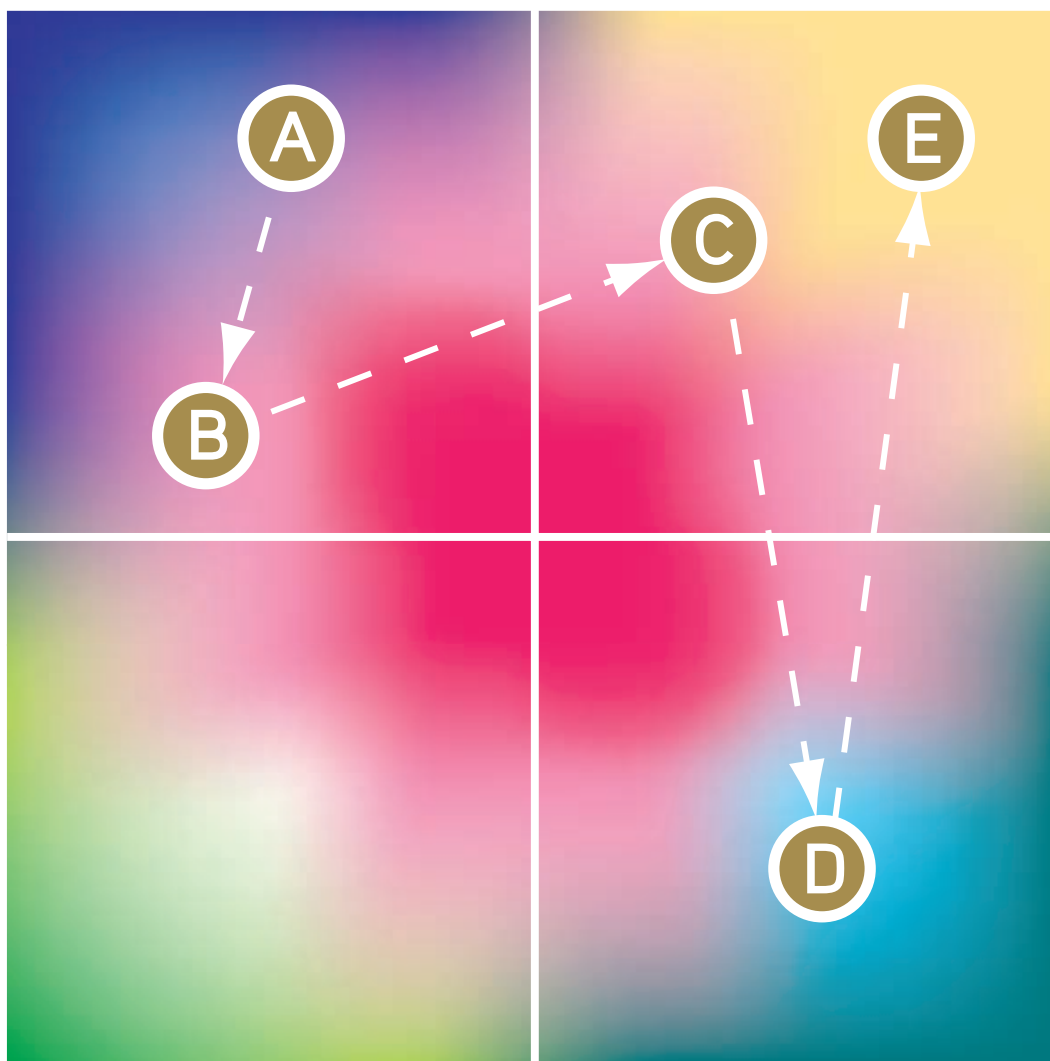
Ask yourself which zone you are in right now. How near are you to that vision – and to being able to sustain it? Go by your gut instinct and put an X on the map now to mark the spot.



‘Vision isn’t enough unless combined with venture. It’s not enough to stare up the steps unless we also step up the stairs’ – Vance Havner

‘It is good to have an end to journey towards; but it is the journey that matters in the end’ – Ursula K Le Guin





#### SHARON'S STORY

'I did this exercise. This is my map and story. It shows where I am now (point E) and the route I took to get there'

● POINT A – IN THE PURPLE ZONE

Close to the vision – but a long way from being sustainable. I was doing what I wanted to do. My job was enjoyable, challenging and fun but travelling all over the country made it difficult for me to spend quality time with my young child. For me the vision became unsustainable.

● POINT B – CLOSE TO THE GREEN ZONE

Further from the vision – and further than before from being sustainable. Not only did the travelling continue but the office relocation added cost and time to my journey to work. A new manager rejected my proposal for part-time working.

● POINT C – CLOSE TO THE YELLOW ZONE

Closer to the vision and with higher sustainability. I found a new job, based locally and more sustainable, given my need to give time to my family. Almost as satisfying as work I'd had in the past but with the bonus of regular, ongoing client contact lacking in the previous job.

● POINT D – IN THE TURQUOISE ZONE

Vision low and sustainability lower than before. This resulted from changes in the job which meant more travel again. Also, despite having got quite close to the vision and working part-time, I realised that some of the things I'd valued about the work were less important than I'd thought.

Now I was back on the road I was also regretting the impact on my family life. If I'd been enjoying the job, I might have been happier to tolerate and compromise on the family issues – but I wasn't. Time to do something.

● POINT E – IN THE YELLOW ZONE

Very close to the vision and with high sustainability. I am now working on two really exciting and challenging projects with the same organisation. I am learning all the time and feel I have lots of scope to meet my personal needs. Part-time working and high levels of flexibility mean I can enjoy lots of time with my young family. I am much clearer on what it is that I want and value.

SHARON'S THOUGHTS...

I've walked around a lot already. I'll probably have to walk around some more.

I've sometimes had to go backwards to go forwards. I'll probably have to do that again too. The moves don't have to be giant leaps. They can be shifts.

I can influence things and shape my life the way I want it to be.

As my values have changed, so bits of my vision have changed. I've realised that's OK. What's more important is having a clear vision.

I've got closer to my vision as my self-awareness has improved. It's so important to know what matters to you. It's definitely helped me.

Sustainability is crucial but can also change. For me it changed as my family circumstances changed.

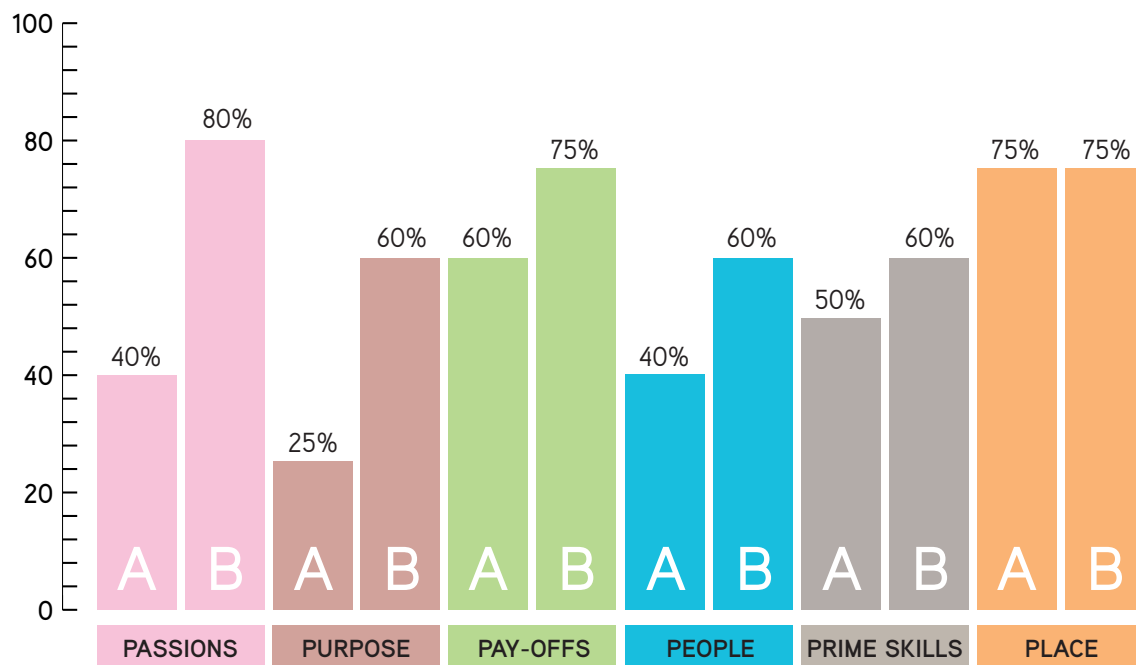
*You too might like to use the map to plot where you were before. Write your own life story of the changes you've made in your life to help you move on. This will give you confidence to make more changes and reach your vision.*

## STEP 2 – I CAN PLOT MY POSITION

The next exercise helps you plot your own present position on the map more accurately. You will compare the vision you created in Stage 2 with a picture of your present life, as well as checking how far you can sustain each of those situations. The chart below analyses how far your present blend of working, learning, playing and giving meets your six life's essentials. You can then see the gaps you need to fill to achieve your vision. It's easier than you think to move towards that vision right now – you'd be surprised how much difference just a small change can make.

*Note: (A) is the percentage now and (B) is what you would like it to be.*

### Sharon's six Ps



### e I can see how far I have to go

1. List your six Ps along the horizontal axis of the chart. List them in priority order starting with the most important on the left.
2. Go through your six Ps one by one and focus on your top three priorities within each. Ask yourself 'Are they a large part of my life at present?' Enter your percentage score on the chart in column A (100% = maximising them, 0% = not at all).

To what extent are you achieving them at the moment?

*For example your three most important pay-offs might be, making a difference, reward and recognition, and balanced lifestyle. Ask yourself: To what extent does my working, learning, playing and giving provide those pay-offs?*

*If your top three passions are books, coaching and recruitment. Ask yourself: To what extent does my working, learning, playing and giving revolve around those passions?*

Don't worry if you don't score 100%. You may well be happy to compromise on the lower priorities provided you can score higher on your top ones.

For example, you may settle for a lower score on 'place' provided your 'people' score is high. You might rate size of organisation and travelling distance less important than being able to work with creative, positive and caring people.

3. Now consider what percentage you would like this to be for each of your life's essentials – mark this in column B.



4. Now you are in a position to analyse the gaps and start filling them in. You'll be doing this by the ways you use – and blend – your working, learning, playing and giving.

Look at your chart. What's it telling you?

Does your work really give you the opportunity to use your prime skills? If you're the creative type with lots of new ideas, why are you working in a bureaucratic, administrative role?

Are you failing to use your precious free time doing the things that really interest and excite you?

Why do a computer course at night school if you'd prefer to learn the cello? Why are you working in a commercial organisation if you'd rather contribute more directly to the local community?

5. Compare your ideal with your reality. What would you need to change to raise your percentage scores?

Resist the temptation to modify your vision and settle for less – that's not an option at this stage. Remember that small changes can have a massive impact on your perception of how near you are to the vision. Try to go for changes that take minimum effort but bring maximum gain.

What do you need more of in your six Ps at the moment? And how can you blend your working, learning, playing and giving better to get it?

6. Now write your thoughts down. I need to:

*Use more of the following prime skills:* .....

*Get more involved in my passion for:* .....

*Meet my true purpose in life to:* .....

*Live and work in a place that is:* .....

*Become more involved with people who are:* .....

*Get more of the following pay-offs:* .....

7. Make a list of ways you could blend your working, learning, playing and giving to make this happen.



### SHARON'S STORY

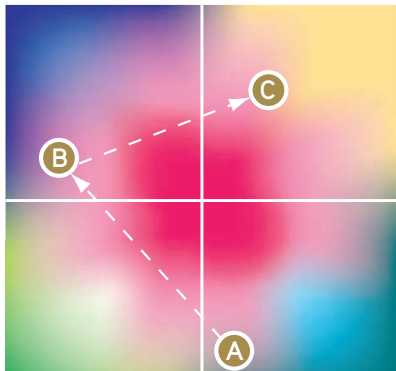
It's clear from the chart opposite that Sharon needed to find ways to gain a sense of purpose in her life and become involved in something she feels passionate about.

As a result she's decided not to go back to full-time working now her youngest child has started school. She'll do more giving by working with children and use the work time she's freed up for more playing. Ideas she's discussing with people include getting involved in summer school activities for children, running an out-of-school club in IT skills and assisting in the classroom at her children's school. This will let her blend her playing and giving to give her life the purpose and passion she's been seeking.

## BRIAN'S STORY

Brian McIvor hated his job in the insurance sector and this affected his health and relationships. He now enjoys a portfolio of training work, music, production and sailing. His journey is mapped out below:

- A Locked into a job for the rest of his life. Paid pretty well with long-term security but working under pressure and on bad terms with his boss. No real life outside work.
- B Job under threat. Found a mentor and took voluntary redundancy. Put a lot of time into music, giving many charity concerts and working on his self-confidence. Invested in a two-week course and addressed his biggest obstacle – fear. Took the plunge and started his own business.
- C A lot closer to vision and doing more things he loves (see pictures below). Lifestyle is framed around LPG rather than W, putting more into relationships. Giving not pushed out because of focus on corporate success. Now getting paid to do what he loves. Future sustainability depends on range of training and music clients and spending time with people who believe in him.



‘Never lose sight of your vision. Take lots of low-level risks and combine them to create a high-level one’

## e I can make it sustainable

In mapping out your journey it's also worth exploring how you can sustain your vision over time rather than in a mere two weeks of the year as you do when going on holiday.

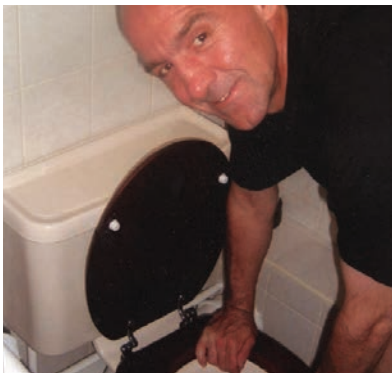
1. Use the examples below to list all the practical things that will help keep your vision going.
2. Try to prioritise the key elements that will sustain your vision and keep it alive. Be as specific as possible, eg: I need to spend at least three days a week with my family.
3. Now estimate the extent to which these are in place at the moment. This will help you plot your position on the horizontal sustainability axis.
4. Highlight any steps you need to put in place to increase the sustainability of your vision.

### PASSION



Jim McKeon's vision is kept alive by playing in three bands every week.

### MONEY



Phil Williams funds his art & sculpture work by cleaning at night.

### SUPPORT



David Scott loves his life but needs help with independent living.

### FAMILY



Moir McCaul's parents keep her going with child-minding, renewing her confidence and helping her see the bigger picture.

### LEARNING



Carol Buckman sees lifelong learning as a way of keeping her vision alive, even down to learning salsa dancing with her husband.

### PLAYING



Sharon Clayton sustains a meaningful life by having fun at every opportunity.

### STEP 3 – I CAN MOVE FORWARD

Now you've mapped out your current position, it's time to start moving towards the ideal life you've pictured. That will involve getting closer to your vision (the vertical axis on your map) as well as making it more sustainable (the horizontal axis).

The secret of moving forward – in both these directions – lies in your working, learning, playing and giving. In Stage 1 you started breaking down the barriers you could easily place around your WPLG. Now you need to start blending these four areas of your life and not simply balancing or boxing them.

To understand this it will help to look at another person's WPLG (Helen's story, see opposite). You can then try re-assessing your own. You'll not only find this useful – you'll also find it fun.



#### I can re-assess my WPLG

1. Look again at the diagram of your current WPLG blend you came up with at Stage 1. Do you need to revise it now you have a better understanding of what WPLG is all about? That's fine – do it now if it's necessary. *Take a good look at it and ask yourself what kind of a life is it sustaining for you now? Does it inspire you – is it the kind of life you really want?*
2. Think about that picture of the future you created in Stage 2. Draw a second diagram showing a blend of WPLG that you think could help you achieve your ideal life and sustain it. Remember you might need a few attempts to get something you're happy with.
3. Now compare the second diagram with the first. *Look closely at each of the four areas and how each relates to the others. What changes have you made? How far you are from the blend of WPLG you really need? Are you standing still? Going round in circles? Or just plodding on uncertainly?*
4. Imagine you are living the life that future WPLG represents. Look back. Ask yourself:
  - What was the biggest barrier I overcame in turning that vision into reality?
  - How did I overcome it? What actions did I take?
5. Finally write down the ways you'll need to change your WPLG to match the future diagram.

To reach where you want to go in life, you need to use your working, learning, playing and giving to achieve your personal priorities – this will close the gaps you identified earlier when you checked the bar chart of your six Ps. What you are aiming for is to satisfy more of your six Ps and to do it in a way that is sustainable. The right blend of WPLG will not just help you achieve your vision – it will help ensure you can go on enjoying that life you've always wanted.

'The longest journey starts with one step' – Lao Tse

'It's not what you do once in a while, it's what you do day in and day out that makes the difference' – Lenny Craig





## HELEN'S STORY

A) My first job was with a large retail company. I progressed well and had an interesting and fulfilling role that used my skills, satisfied my desire for travel and involved a wide range of people. I felt I had a good blend of working and playing plus learning that was focused mainly on work. However my giving was minimal and largely outside work. I married a few years later and when my first child arrived, I realised the long hours of retail were not ideal. My vision had changed and was unsustainable so I decided to take a career break.

My blend of WLPBG became focused on LP and G while my work revolved around the home. I even took the opportunity to go back to learning and complete a HNC which I loved. With two young children to care for now, this was a special time but we were struggling financially having lost one major income. I was close to a new vision but knew I couldn't sustain it in the longer term.

B) I then had the offer to return to work part-time managing my own store in a senior role. Once again I could use my skills and supplement my husband's salary. But I found myself asking whether I could do this job for another 25 years – it was ceasing to interest me.

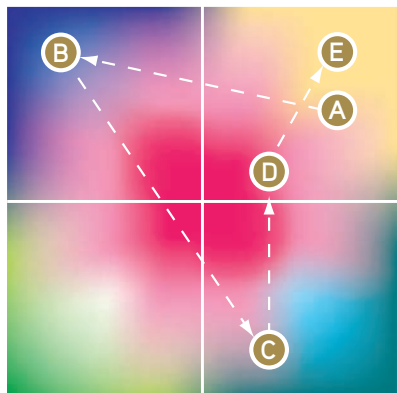
C) When Sunday trading came along, I again reviewed my life. My vision was changing and my WLPBG was not well blended – work was too big, unsocial and not much fun. I was not using the skills I really loved and felt I was learning nothing. My giving was compromised by work and as there was little time for play, I needed to change something.

Having worked for only one employer, I started looking for work opportunities that used my skills in training and development but with more regulated hours – no more late nights or Sundays!

D) I was lucky enough to get a full-time training position which in fact involved fewer total hours than my part-time retail job. My blend here was still dominated by work but the 9-5 Monday-to-Friday hours gave me the chance to do more giving. It was a new job so I was also learning, even if this was clearly all work-based. It didn't feel much like play though as I was extremely nervous and lacked belief in my ability. Although my WLPBG was quite well blended, none of this felt very comfortable.

E) I have continued to work on this and am now using my skills in areas I feel passionate about. I've reduced my hours to allow more time with the children and my community while I've increased my giving at work by supporting colleagues. Having just completed a master's degree, my learning has been significant – although this still seems work-focused.

Overall I'm enjoying more play than ever in work and can honestly say to people "work's great, thanks!" when asked. My WLPBG blend still needs some tweaking but by continuing to put effort into it, I'm closer to my vision and in a position to make it sustainable.



'Changes in my life have made it difficult to know if I've been heading in the right direction. Taking time out to find out what's important to me has helped me to work out the next steps I've needed to take'



## STEP 4 – MY WLPG CAN GET ME THERE

You should now have a good idea of where you are on the map and how you can start moving forward. Blending your WLPG will not only get you to your ideal life quicker – it's also likely to make the journey more interesting and fun. Next you will discover the many exciting ways you can do this and start exploring all the possibilities.

The more routes you explore, the more responsive you'll be when things don't go quite to plan.

You'll always have a 'Plan 'B' – in fact lots of them – in the back of your mind – and there will be no need to go back to square one. Having lots of options may lead to taking a more roundabout, less direct route to reach your vision. That's often a good thing.

The shortest route may not be the easiest and it's important to enjoy the journey. So don't worry if you have to make a lot of detours to bring your vision to life.

Think of the difference between a motorway journey and a main road route. You need to think of ways to ensure happiness isn't just the destination but the journey too.

The important thing is to broaden your thinking and not just go for what looks like the obvious choice. If you're interested in working with children, for instance, there are lots more options than simply being a teacher!



Julia originally trained as a jewellery designer and had her own shop but then gave it up to bring up her two children. Now the children are older, she has begun to review her options and open up new opportunities. She is gaining new skills through a City & Guilds embroidery course and does meals on wheels one day a week as part of her giving.

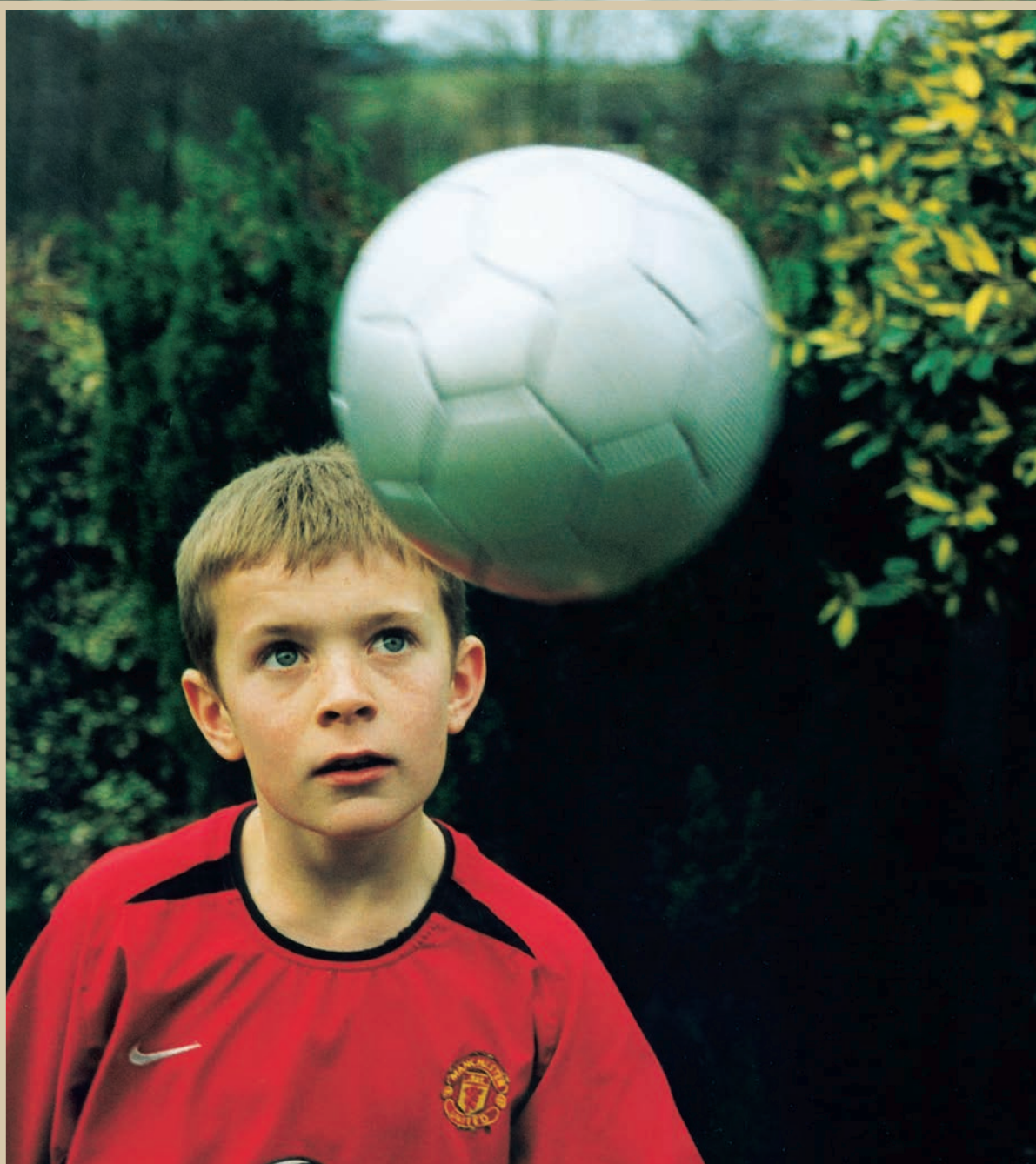


Rod MacGregor hated life as a solicitor and had always dreamed of owning and running his own pub. He decided to move forwards by resigning from the practice to take a trainee pub manager job at a huge drop in income. After learning the trade, he progressed to managing a pub for a major brewery chain and three years later was able to realise his dream and buy a pub of his own.

## What kind of options are there?

The next two pages overleaf suggest just a few of the options you might consider for your various WLPG areas. And you can see how some of these have worked for other people.

In fact the list is endless and it's up to you what you choose to do.



### JOE'S STORY

Joe is 11 and dreams about being on the Manchester United club photo. His obvious route would ideally be to become a professional footballer and sign up for United. However, he's also talked about becoming a physiotherapist – he'd still be on the photo and that's the dream. What other suggestions would you offer Joe to help him make his dream a reality? There's lots of them when you think about it. What about your own inspired future? There are many different ways you could aim make your vision a reality.

# WORKING

> GO SELF-EMPLOYED > LOOK FOR A SIDEWAYS MOVE > MAKE YOUR CURRENT JOB WORK HARDER FOR YOU > LOOK FOR ALTERNATIVE FORMS OF WORK > EXPLORE ALTERNATIVE WAYS OF MEETING YOUR FINANCIAL COMMITMENTS



Evelyn Bhatt has worked creatively towards her sales management role. From being underemployed and undervalued in a marketing role for a large healthcare business, she has moved into a top sales role with a fast-growing competitor. She has always aimed to be her own boss and gained this experience by setting up a network marketing business in her spare time. This experience has provided the confidence, selling and networking skills for her current position. She has now recruited a team with complementary skills around her, allowing her to focus on building and maintaining relationships with key clients. This is both something she loves and something of great value to the business.



‘Believe in yourself and make the most of every day. Don’t wait for opportunities – create them’

# PLAYING

> DEVOTE QUALITY TIME TO SOMETHING THAT’S IMPORTANT TO YOU > DO SOMETHING FOR NO REASON OTHER THAN IT’S FUN > DEVELOP SKILLS THROUGH LEISURE INTERESTS, EG: COACH A JUNIOR FOOTBALL TEAM > READ MORE FOR PLEASURE



David Scott is a role model for all of us. As a Downs Syndrome child he was rejected from birth but has spent every day since with a sense of playfulness and mischief. The spirit with which he approaches the mundane daily tasks can lead to all kinds of unexpected consequences.

While his vocabulary is not great, he gives everyone he meets the most unconditional love you’ll find. His hugs last for minutes rather than seconds and his smile is worn throughout the day rather than once a week. David has the gift of play – and the ability to help everyone who meets him to put their own life into perspective.



‘I love water fights, holidays, ghost trains and playing music. What do you enjoy?’



# LEARNING

> STUDY FOR FORMAL QUALIFICATIONS > GO ABROAD ON A WORKING HOLIDAY WITH A CONSERVATION GROUP >  
LEARN A NEW SKILL FROM COLLEAGUES AT WORK > ATTEND EVENING CLASSES



Lynne Parle struggled for years as a single parent and lacked the confidence and awareness to recognise her wealth of experience. Gradually she discovered a theme in her life – a need to help people.

In a massive leap of faith she embarked on a social work course to gain formal recognition for her experience. Faced with a 7,000-word essay on her first day, she returned home in tears, but after a few false starts realised just how many skills she had. After securing a social worker position, she caught the learning bug and soon jumped at a secondment opportunity to set up a new helpline.



‘Learn about what you believe in.  
The day I stop wearing my heart on  
my sleeve is the day I stop working  
and learning’

# GIVING

> GET INVOLVED IN YOUR CHILD’S SCHOOL FUNDRAISING > OFFER TO BABY-SIT FOR A FRIEND > MAKE REGULAR  
CHARITABLE DONATIONS FROM YOUR SALARY > SHARE YOUR TIME AND ENERGY WITH FAMILY AND FRIENDS WHO  
NEED IT



Mike Adkin has always been shy and retiring. As a civil engineer for a building company, one part of his life was in place but a major piece was missing – a partner and family. It was through a chance meeting on a train that he met his wife-to-be. Too shy to say anything, he simply offered her a chocolate then got off the train with a smile, leaving his business card behind.

The rest is history and Mike and Christine now have a son called Thomas who has changed their lives. Mike has recently negotiated a four-day week to spend quality time with his son and his work has taken second priority to giving to his family. Mike always marvels over what would have happened in his life if he hadn’t offered Christine those chocolates on the train. It can be amazing what you receive from one kind act of giving.



‘Giving costs nothing but brings so  
much happiness. Think of one small  
thing you can give today’

## e I can find lots of WLPG options

Using the previous pages as a prompt, make a list of your ideas and select the ones that fit in best with the picture you've created of your future. Keep looking for opportunities that give you the chance to blend two or more WLPG areas.

Getting involved in fundraising activities for example could bring you skills you can use in the workplace – here you'd be blending giving and learning with work.

Or a part-time job may give you an opportunity to study for the qualifications you need to work with clients with special needs – a blend of working and learning that allows you to give in a particular way.

### Start exploring the possibilities

So now you can explore all the possibilities open to you if you blend your WLPG. Try these suggestions:

- Go back to the brainstorm exercise in Stage 2, page 25 and add some more ideas
- Read the case studies for help and inspiration
- Talk through your thoughts and ideas with someone who can add to your options and help you shortlist the best
- Speak to someone already in the position you'd like to be in (Stage 5, page 16 The Art of Information Interviews)
- Get some professional careers advice. Look for organisations in the Yellow Pages or ask a friend
- Build relationships and partnerships with people who can support you (Stage 5, page 1 – This Is My Community)
- Have fun with the ideas – don't agonise. 'What's the worst that can happen?'
- Try using music or simply daydream to think more creatively

It's worth investing time in this process. Having lots of possibilities will let you:

- Blend WLPG more successfully
- Build a strong shortlist of ideas you can 'test' against those six Ps you've identified as your life's essentials
- Develop various Plan B options
- Enjoy the process of 'getting there'
- Experiment more and bring your vision to life

### Use your imagination

You should now understand how to use your WLPG to create ideas and opportunities. The more creative you can be at this stage the better. This will give you lots of options to choose from and the ones you finally shortlist should be really strong.

Don't worry if your ideas mean taking a longer, round-about route.

That's fine as long as you keep focused on your destination – the vision you created back in Stage 2. The stronger the opportunities you create now, the better placed you'll be to put your ideas into practice in Stage 6.

To prepare for that, Stage 4 will give you the confidence to take control of your whole WLPG process and Stage 5 will help you build a back-up team to help you through this journey of your lifetime.



‘THE SUCCESS OF ANY EXPEDITION IS DEPENDENT ON THE QUALITY OF THE BASE CAMP. ARE YOU SETTING OFF ON YOUR LIFE JOURNEY WITH THE RIGHT PROVISIONS TO REACH AND SUSTAIN YOUR VISION?’

YOU’VE NOW MAPPED OUT HOW CLOSE YOU ARE TO YOUR VISION AND HOW THROUGH WLPG YOU CAN MAKE IT MORE SUSTAINABLE. STAGE 4 WILL HELP YOU TO TAKE THE FIRST STEPS.

## IT’S MY LIFE!

Collect and consider everything you’ve gained from this stage in a file or notebook. Use your Life planner to:

1. Check you have done all the exercises.
2. Record the lessons you have learned and what you found surprising or puzzling.
3. Note down any ideas that could form part of your plans for the future.



THE WINDMILLS APPROACH TO  
WORKING, LEARNING, PLAYING & GIVING

‘When the wind blows, some people  
build walls – others build windmills’

**Windmills is about dealing positively with the winds of change in your life.**

The Windmills approach to working, learning, playing and giving will open your eyes to possibilities you never dreamed existed. You'll discover it's far easier than you imagined to achieve the life you really want and deserve. You'll find out how to make some plans for the future that will begin to make that ideal life a reality.

#### THE WINDMILLS PARTNERSHIP

Windmills is a partnership between The University of Liverpool's GIEU (Graduate Into Employment Unit) and Dr Peter Hawkins. It has evolved from extensive delivery programmes funded by National LSC, NWDA, Greater Merseyside LSC, IAG Partnership, ESF, DfES and GONW.

#### DR PETER HAWKINS



Dr Peter Hawkins is a Fellow of The University of Liverpool and a world expert on career and life management.

As a visiting lecturer at Harvard University and advisor to UK Government, he writes, speaks and consults on an international basis.

Peter is the author of seven books, including the acclaimed 'Art of Building Windmills' and enjoys working with a range of partners including VSO, KPMG, Unicef, European Commission, BBC, DfES and the Association of Graduate Recruiters.

Passionate about working with people with special needs, Peter leads a charity for adults with learning difficulties and is an advocate for individuals with disabilities.

#### THE WINDMILLS TEAM

The Windmills team is part of GIEU, based at The University of Liverpool. Team members, in particular Helen Wakefield and Sharon Nicholson, have significantly contributed to the concepts, development and writing of this resource.

Windmills was developed through the team's experience and its success has included; increasing the employability of 20,000 under-employed and unemployed individuals; enhancing the competitiveness of 2,000 businesses; creating 1,250 entirely new jobs, and adding over £30 million value to the economy.

Windmills includes a portfolio of job, career, work and life resources together with tailored training programmes. The process has been successfully used with a range of clients, including women's groups and graduates, as well as for staff development, public, voluntary and commercial organisations and career and life practitioners.



For more information visit our website [www.windmillsprogramme.com](http://www.windmillsprogramme.com) or contact:

The Windmills Team, GIEU. T: +44 (0)151 709 1760 // F: +44 (0)151 709 0576 // E: [mail@gieu.co.uk](mailto:mail@gieu.co.uk) // [www.gieu.co.uk](http://www.gieu.co.uk)