



# Impossible Goals for Agents of Change That's YOU!

## Objectives

- ▲ Define an “impossible” goal: A goal that you want desperately, but one that your brain has been telling you that you can't have for whatever reasons
- ▲ Envision a person who achieves this goal: What do they think, feel, and behave like?
- ▲ Identify the gap between your current self and this future self: who do you need to become to embody the person who achieves the impossible goal?

In this worksheet, we'll prepare for the inevitable setbacks and feedback you'll encounter as a leader—and explore how to use the Model to turn those moments into fuel for growth.

## Navigating Roadblocks: A Real-Life Example

Meet Taylor, who's facing a leadership opportunity but struggling with self-doubt:

*Taylor is in their third year on faculty at an academic health center. They have the chance to apply for a new educational leadership position aligned with their goals but feel underqualified and already anticipate rejection.*

### Let's look at Taylor's Unintentional Model (UM):

#### **C (Circumstance)**

**A new leadership opportunity is posted.**

T (Thought)

"I want this! But I'm too inexperienced and not ready for this role."

F (Feeling)

Insecure

A (Action)

Avoids discussing interest, procrastinates on application, compares self to others, avoids updating CV, vents to colleagues, ruminates on feeling "stuck."

R (Result)

Does not apply, so is not considered for the role.

This makes sense, right? It's completely normal to want success to feel easy and effortless. But our lizard brain's main goal is comfort and conserving energy. For many of us, simply putting our names forward can feel like a huge hurdle—even when we're committed to the goal.

The downside here is Taylor is **failing ahead of time**, limiting their growth before even trying.

It's unrealistic to expect Taylor to jump from, "I'm too inexperienced" to "I'm perfect for this job!" overnight. Instead, we could consider a **bridge thought**.



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**R (Result)****Give the selection committee the best chance to offer the role!**

A (Action)

Imagine yourself in the role, seek advice from trusted colleagues, communicate interest, identify negotiation points, practice interviews, research the opportunity.

F (Feeling)

Motivated

T (Thought)

"Though it feels like a stretch, applying aligns with who I'm becoming."

C (Circumstance)

A new leadership position is posted.

*\*\*\*Note: We can't control others' actions, including the selection committee's. Even if Taylor is the right fit, they might not get the role. What we can control is **how we show up**.*

Ok- your turn!

**Name a goal you haven't achieved yet that feels far away**

**Is this goal possible? Why or why not?**

**What's the main reason you haven't pursued it yet?**



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## Common Road-Blocking Thoughts

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### Road-Blocking Thought

I'm not ready yet

I'm not good enough

This isn't possible for me

.....

.....

(Your thought here)

### What You Could Think Instead *(on purpose)*

I'm becoming a person who...

I can learn new skills, just like before

It's tough, but I'm capable  
and will figure it out

.....

.....

(Your thought here)



If you find yourself stuck around confidence or your belief in your ability to do the thing, revisit **Better Together Month 4, Week 1: Confidence** to remind yourself how to move forward!