

## Creating a Vision

Visions are not limited to shamans, but are available to everyone once they have mastered the appropriate skills. The following steps will help you reach personal, departmental, and organizational visions.

### Personal Visions

Visualizing personal success is a form of cognitive dreaming—dreams in which you “direct” the action. The following tips will enhance your experiences:

- Select an accomplishment or situation you would like to master.
- During a period when you are relaxed, picture (dream) that you are successfully accomplishing the task. Some say the best time to do this type of dreaming is right before you go to sleep.
- Engage all of your emotions and senses; add colors, odors, noises, tastes, and feelings to your images.
- Note any obstacles or problems you create in your vision. In the next “dream session,” picture yourself overcoming the obstacles.
- Practice regularly for short periods of time.

### Team Visions

Creating a vision for a team can improve communication, problem-solving, and decision-making skills. Managers and employees can sort through issues together and create action plans for solving problems they face. They should begin by asking a few leading questions, such as:

- What do you find most difficult about your job?
- What don't you understand about your job?
- What would help you do your work better?
- What would you like to see changed in your work environment?
- Have you ever been part of a group that reached an ideal goal? How did it happen?