This is episode 25, milestone results and your ultimate result.

Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

Welcome to the Get a 6-Figure Job You Love podcast. This is episode 25, milestone results and your ultimate result.

Hey there. Welcome to the Get a 6-Figure Job You Love podcast. I'm your host, Natalie Fisher. I'm a certified career mindset coach who also happens to want to skip all the BS and get to what it really takes to create real results for you in your career. On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No fluff here. If you want to get a six-figure job you love and create real concrete results in your industry and make a real impact, you're in the right place. Are you ready? Let's go.

Hello, hello. Welcome to the podcast. And I hope you had a great holiday and looking forward to New Year's Eve, and 2021, and everything that we're going to create in 2021. I thought this was a really appropriate episode to do, because of all the posts and things on goal setting and what we've done this year, and what we haven't done this year. So I wanted to bring a little bit of a different approach to it, because I've been coaching a lot of clients. I've coached probably over 40 people this year, and everybody moves at their own speed, but everybody has to go through their own milestones. And so what we often do is we say to ourselves, "Well, if we haven't achieved the ultimate goal, then we failed," and we get really down on ourselves.

So I want to introduce this concept that I created that kind of shows you how you have to kind of create a bunch of little milestone results in order to get to your ultimate result. And if you're not at your ultimate result yet, it doesn't mean that you are failing. It just means that you are on your way to creating it. And this is what I see happening with all my clients and what's happened when I'm creating something. And so that's what I want to talk about today, is the difference between your milestone results and your ultimate winning the game result.

So with me and my clients, the ultimate winning the game result is getting the job, getting the salary, having that contract signed and that goal achieved. And then we're normally pretty quickly onto the next goal. But that's your winning goal result, as it stands for me and my clients, and what I've been kind of putting all my work, all my thoughts and energy into, is how do I get clients to create this result? What has to happen for them to create it?

So working with a lot of people, everybody goes through their own kind of little milestones that are little wins along way that they're not putting the attention on that they should. So they kind of discount that. And then a lot of the times, it's like, "Yeah, but I haven't got it yet. Yeah, but I haven't got it yet." And it's like, "But you've done so much along the way that you're kind of discounting." And so that kind of leads you to a lower quality mindset where you don't really access the resourcefulness that you have, because you're kind of dismissing all the things that you have done, achieved, all the many transformations that you

have had in order to go to your ultimate result. So just from watching so many people go through the process, I can tell you that everybody's going to go through a bunch of little milestone results before you get to your ultimate result.

I'm going to give you some examples on the podcast. And I had two analogies to explain this principle and I couldn't decide which one I wanted to use, because I thought they were both really good, so I got to explain them both. So hopefully I can do that really clearly and I don't get anybody confused. So the first analogy that I like to use is say you are playing a video game and your winning result is to win that game. And then you're done. You've won the game. The screen does all this big celebration thing and then that's it. But along the way, you have to do a lot of things, die a few times, collect gold coins, fight off monsters or whatever. Whatever the game is, you have to do a bunch of things first and you have to go through a bunch of levels.

So you have to level up in a bunch of different areas until you can actually get to the game where you win the game. When we're playing the game, it's normally fun and we're not thinking, "Oh, but I haven't won the game yet. Oh, but I haven't won the game yet." We're not beating ourselves up. Because the computer or the game is designed to make you want to play it, because it gives you these little... Like when you get a little gold coin, your brain gets a little dopamine hit. You're like, "Oh cool." And then you keep going and you get a little gold coin. And then, this is just how I'm imagining playing, because I used to play Donkey Kong when I was a kid, and that's how it was.

So that's one way that I use to describe it. And then, yeah, you're going to die sometimes in the game, and then it's going to be fine, because you can just get another life and come back or start again. And then there's going to be things that you got to fight off, and levels that are harder to go through, and levels that are more fun or easier maybe for some people. So that's the one analogy that I like to use. And so I'm going to use this analogy with the job hunt and how if you use the thought process of like, "Okay, this is kind of like a game, and these are all the things that I need to do, all the little gold coins that I need to collect in order to reach my end result, which is winning the game, getting the job, offer, getting that salary that I want.

So that's the first analogy, and then the second one is... So forget about the video game for a second. That was the first one. The second one is you're climbing the mountain. And I've used this one before, but it's kind of like you're climbing the mountain then your ultimate winning result is to reach the top of the mountain where you have your ideal role in the organization that you love, that loves you, where you're getting paid, what you want. So when we're walking up the mountain, normally with our default mindset, as I've noticed with my clients, is they are carrying a lot of really heavy things with them that are not useful. So they've got a lot of big boulders in their backpack, a lot of rocks, a lot of things that are just weighing them down that are not helpful.

And they have some good things in there, but they're really not paying attention to them. So it's kind of like they have some things that they do really well and they have some milestone results that they've gotten, some little wins, but they really aren't even stopping to put that stuff in their backpack. They're just kind of carrying these big boulders and it's making it very difficult for them to climb the mountain at a good pace. So what I do with clients and how I like to kind of think about this is we unpack the backpack, we take out all the rocks and we empty the backpack. And then we start with the things that are going to be useful along the way. So all the things that you're going to need to climb the mountain really effectively.

So maybe we'll put some water in there, we'll put some snacks in there, some tools for climbing or whatever you want to use for climbing the mountain effectively. And you're packing this backpack really thoughtfully and really intentionally, instead of having these rocks that are just weighing you down, and it makes it really hard to climb. And so this is just something that we do unconsciously. We don't really know that we have these rocks in our backpack. And so we're thinking, "Oh, this is so hard." And really, it doesn't have to be hard. And that's what coaching is about. You get to unpack this stuff, and then you get to see, "Okay, I see how that was blocking me. I understand now." You get this awareness, and then you get to be like, "Okay, so what do I want to put in my backpack instead, and how is this going to help me?"

Then you can see very clearly, and then climbing up the mountain becomes... I mean, I'm not going to say it's always easy, but it becomes totally possible and totally clear and totally focused. And you're like, "Okay, I know where I'm going now. I know what I need to do." And it just becomes... Imagine if you're actually climbing and you get to take all these rocks out of your backpack that were so heavy. And then you still have a backpack and it's still got some weight in it, but it's useful. And you understand exactly why you have those things in there and what you're going to use them for.

So those are my two analogies. I love analogies, and I had to just put both of them in there because I couldn't pick which one was better to illustrate it. So the two analogies I used, if you're playing the video game, it's kind of easy to imagine that that's going to be fun when you're collecting the gold coins. And if you're climbing the mountain, you can imagine that if you like to go on hikes and stuff like me, that if you've got a backpack full of useful things, then it's going to be... It could be even kind of fun to climb the mountain, right? If you like to climb, to do hikes. But if you are always focusing on what you don't have and the fact that you're dying in the video game all the time... And yeah, I have talked to some people, they get frustrated if they're not good at a video game and they keep dying. They could get very frustrated with that, then they might not want to play that game anymore.

They might be like, "Yeah, I'm done with that." And then some people might really thrive on the challenge and be like, "Oh, I got to figure out how to kill that

monster in the video game. I got to figure this out, I'm going to Google it and see if anyone else had this problem." And then it's like you can look at it the two ways with both analogies. But I feel like the video game is a little bit easier to imagine that it is going to be fun for you to do it. But some people can get very frustrated with video games too. And then climbing the mountain, nobody wants to climb a mountain with rocks in their backpack. Why would you even do that? It's completely making it a lot harder for you for no reason. If you're training for something, maybe, but I would still put water bottles in there, because then you can actually have something useful.

And so the problem with this is that a lot of people make the process really miserable of getting where they want to go, because you're always telling your brain that you're failing. It's like, "Oh, it's so hard, and I'm not getting very far, and I keep failing, and it's not working." And that's where your brain is always focused, and it always seems hard, and it always seems treacherous. But there are always so many things that are working in motion along the way to your ultimate result. And all those little things need to happen in order for you to win the game, for you to get to the top.

So some examples of some milestone results in the job hunt. Okay. So very simple, very small little wins that we totally discount. So if you are even getting interviews at all, if you're submitting resumes and you're having people respond to you and say, "We want to talk to you." That's a win. That's like a little gold coin. You can use it as like a, "Yay, I collected a gold coin. I'm on my way to winning the game." No matter what happens with that interview. And then there's a whole bunch of other little gold coins that you get to collect when you go to that interview. And this is the whole process that I teach within my intensive one-on-one coaching program.

So little things like you go and you're not focused on the fact that they're judging you. You're not worried about what they're thinking. You're worried about what you are going to bring to the table and you're concentrating on how to be effective in helping them. So that's a little gold coin that you can collect, if you're able to focus your mind in that way. Or maybe you go to the interview and you're not fearful. You're not nervous, because you're not having those negative thoughts about yourself anymore. That's a gold coin. Or you go to the interview and you get to effectively communicate some of your stories, and you feel really good about them. That's a gold coin. And even if at the end of it, you don't get the job, these are all still gold coins that you're collecting. You do not want to discount these, because what most people will do is they won't pay attention to any of that. And they'll just be like, "Yeah, but I didn't get it."

And then of course, that makes you feel bad, and it makes you not want to continue playing the game. But if you pay attention to all the little things that happen there, then you will get to feel fueled. And I'm going to give you a set of questions at the end that you can ask yourself after every little win or big win that you have, so that you can break down to see what went really well, and

what you did do, and all the gold coins that you did collect. So we want to bring our attention to that, because that's going to fuel us. It's not going to demotivate us, because that's where the problem lies, is we often just go, "I haven't done it yet, haven't hit my goal yet. It's not working yet. It's just, it hasn't happened yet. Therefore I'm failing, therefore it sucks, therefore I'm down, therefore I'm not happy with myself."

But all these little things that you are doing. So even listening to this podcast, or paying attention to things that are going to expand your mind. Putting good input into your brain, that creates new ideas for you, that invites new thinking from you. That is a gold coin too. You get to be like, "Yeah, I'm feeling more optimistic about this. I have a better outlook on this. I have a new thing I'm going to implement now, a new thing I'm going to try." That's a little gold coin, because you're going along and collecting these useful things that are helping you.

Reframing your own accomplishments. So this is another big thing that I do with clients, is they come to me and they don't think that their accomplishments are that big of a deal, or at least they're talking about them in a way that doesn't seem like that big of a deal. And we get to reframe them and kind of show them why they are a big deal, the exact value that they contributed, the exact amount of money they saved the company. Well, we normally estimate on that, but they get to see the big picture of what they're actually doing and creating. And so if they have that new reframe of their own accomplishments, then they get to go and talk about that and even be impressed by themselves first, and then proudly talk about what they've done. That's a gold coin. That's a useful thing that you put in your backpack.

And if you go into an interview and you don't get the job, and you don't immediately get disappointed, or you don't immediately make it mean something about you, and you don't immediately get knocked out of the game. And instead, you're able to get curious and be like, "Okay, well, I wonder why that didn't go as I thought." And you get to do a self evaluation and then you get very clear on why and what you need to do differently next time. That's a gold coin, because that's not something most people do. Most people are not evaluating their interviews. They're just saying like, "Oh, okay. Well, I guess that didn't work. I wasn't a good fit." And then they'll get thrown out of the game for a while.

But again, this is another concept that I teach my clients. If we evaluate and we do a proper evaluation, and we're very clear on where the learning was and what went really well there, what you did well, then you get to use that and fuel yourself forward. You get to be like, "Okay, next time I'm going to do this better. I'm going to talk about this a little bit more. I'm going to ask these questions instead. I'm going to pay more attention to this." There's so much there that so many people are missing because they're just like, "Yeah, but I didn't get it." But all of those are little gold coins that you collect along the way.

So that's another thing. And I love it when clients are just moving through the process, that they have a conversation and they get all this good information. So it doesn't lead to a job offer, but they're not disappointed, or sad, or knocked out of the game. They're just like, "Okay, these are the things I got from it. This is what I learned. This is the new action I'm going to take." Or, "It inspired me to take this, this, and this action now." All in how they are approaching it.

And so another one is if you were perhaps people pleasing. So some of my clients, they end up going into interviews, and they're trying to answer based on what they think the other person wants. And they're paying really close attention to the other person's face and their expressions. And if the other person doesn't acknowledge them, they start to feel kind of shutdown. They're like, "Uh-oh. I don't think I'm doing it right. I'm not saying the right things." And then that kind of throws them off. And I call this outsourcing your own validation, because you are waiting for someone else to tell you that you're doing good, or that what you're saying is valuable. And so that's where another thing that we work on is you get to decide that beforehand. You're confident in what you're saying, and you are the one who gets to decide whether or not your answer was good or not, whether you're proud of it.

So if you go from people pleasing to just showing up as your authentic self and being proud of what you said, that's a huge gold coin. If you're able to stop outsourcing your validation to other people, that's a major win. And another one is if you have your own back throughout the process. So if you don't beat yourself up, if you used to beat yourself up, if you're somebody who has the tendency to do that, I know I used to do that myself. Where say, you go to an interview and you mess up, and you forget to say something. Or you think, "Oh, I should have done this and this and this. I should've known the answer to that question." A lot of negative talk that you give to yourself. So if you used to do that and you stopped doing that, that's a major gold coin. And that's a huge one, because that doesn't serve you in moving forward. And that's another thing.

So all these little wins are kind of things that my clients have gone through, and I can see how it propels them forward when they have these little wins, and we often just discount them. Every milestone result you achieve is going to fuel you forward, make you feel more motivated. Imagine every milestone result is literally like jumping up and collecting a little gold coin. And then what would it be worth to you, if the rest of your life and the rest of your career, you kept collecting these milestone little gold coins? Even if you haven't gotten your ultimate result yet, what is it going to be worth to you?

All these other little lessons that you've learned, you get to apply them to not just this goal, but every other goal. And they are all leading you in the direction. They will all lead you to your ultimate winning game result, because you only fail the ultimate game if you give up, if you literally give up. That is the only reason you fail. And so these milestone results, and assessing them, and analyzing

them, and paying attention to them, that's going to keep you in the game right up until you get the result.

So what it means is it's going to decrease your overall stress. It's going to make you happier as a person. Because if you imagine, if you're just playing a video game... Depending on whether or not you love video games, how happy are you when you're just playing a video game? You're going to have control over your mindset and the ability to relax into just being a human being, and honoring yourself for your own effort, and for your own learning, and for your own insights, and being willing to go back out and do it again until you get the ultimate result.

A good example of this is one of my clients. She came to me and she had been let go. She was amazing at her job, super qualified. There would be no reason why somebody wouldn't hire her. She was let go because she was being too ethical. So the organization that she was working for, it didn't really match up to her ethical standards, and she didn't want to stand for that. So she stood up and she spoke, she spoke out about what she believed in. She wasn't just going to sit down and shut up about it, and then they let her go as a result. And she was devastated and she made it mean something about her. She said, "You know, maybe I should have behaved differently. I could have handled it differently." And after I coached her on it, she realized that she gets to choose to be proud of who she is. And how, in fact, she wouldn't have handled it differently.

So removing that blocker was able to let her go forward to her next interview confidently and land the job right away. So just some release of any shame that you might be hanging onto from a past circumstance, or somewhere where you might be beating yourself up over something that isn't necessary. That's like a big boulder that you're trying to climb up a mountain with. When you really get to see what you're capable of, when your blockers are removed, it's a huge weight lifted and you can succeed very quickly. And that was a huge milestone result for her. So the milestone result for her was letting go of the shame, kind of putting the shame down and being like, "Okay, I actually don't need that shame. I am actually proud of how I am, and my ethical standard is very high, and I love that about myself."

So she got to decide that, when before, her default thinking was just showing her that she had been let go, and good people don't get let go. And she was really beating herself up over how she responded to the event. When that wasn't necessary, and it was just like a boulder weighing her down. So then she got her ultimate result very quickly, but she had to have that milestone result first, in order to gain that confidence to then move forward fast. So these milestone results always lead you to your ultimate result every single time.

So the point that I want to drive home is that each one of your milestone results needs to be celebrated no matter how small you think it is. And you want to pay attention to them as much as you possibly can, because what this does is it

provides fuel. Every time you acknowledge a milestone result, every time you allow yourself to collect a little gold coin, it provides fuel for you to keep going to create your ultimate result more easily, and more effortlessly. I see them happening all the time.

So here are some questions that you can ask yourself when you create either a milestone result or your winning result, so that you can access the part of your brain that created the success. And you get to teach your brain that this is what you do. You create little successes, up until you create the big success. So you can create anything using this. And the success evaluation questions, which is what I'm going to go through with you, even if it's a small success or whatever, are going to be the leading reason why you keep going, the leading reason why your mindset is going to be elevated throughout the process.

So even if it's small, no matter how small, I don't care. If you got an interview, if you got a response from somebody after reaching out to people, and you got somebody who responded, you had a conversation. Doesn't matter what it was. Or if you felt more confident doing something that you didn't feel confident doing before. Or you did something that you felt uncomfortable doing, but you did it anyway. Something you were scared to do, but you did it anyway. That's a huge milestone result. No matter what the result turned out to be, if you pushed yourself out of your comfort zone, that's a huge result. That's definitely a gold coin.

So you can ask yourself these questions simply after an interview that you got, or after a job offer that you landed, or after you did something that you felt was really out of your comfort zone, any small or big win, it's important to analyze it, so you can see what led to it, so that you can recreate it and always keep yourself moving forward. This will guarantee your success in any area.

So, first question. What about this are you most proud of? How were you resourceful in creating this? How were you resilient to create this? What challenge or obstacle were you proud of overcoming? What was your biggest learning? What was the most helpful thought you had throughout the process? So a thought is the sentence in your brain. And this is where we really want to get curious and analyze specifically what it was, because the sentences in your brain are everything. What was the most helpful emotion that you felt? So if you did something and you felt uncomfortable doing it, but you did it anyway, perhaps you felt courageous, or you felt motivated. Or whatever the feeling was that you had, what was it, and how is it most helpful to you to get you to take that action?

What did this success teach you about yourself and your own strengths and what you're capable of? So you're teaching your brain, you're like, "I know that I didn't want to do that. I know that it was scary, but I did." So what did it teach you about yourself? And what would you say to your future self as a reminder when you're working towards creating your next result, your next milestone

result, or your next ultimate result? What would you say to your future self as a reminder, based on this experience?

And there you have it, my friends. So I hope this was really, really helpful to you. I definitely think that for me, it's a huge part of my success and a huge part of my client success, because we need to be recognizing what is working. And from there, we can create so much more. So with that, thank you so much for listening to this week's episode. And I will talk to you next week. Happy 2021. Bye.

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