

## What and Where do I want to be during COVID-19?

### HOW TO OPERATE IN THE GROWTH ZONE - AND -- 10 GROWTH ZONE TIPS



A **comfort zone** is a psychological state in which things feel familiar to a person and they are at ease and in control of their environment, experiencing low levels of anxiety and stress. In this zone, a steady level of performance is possible. [Wikipedia](#)

The **growth zone** is the zone in which you will be able to achieve exceptional success. This is the famous zone where you will have achieved your main objectives and where you will be able to define even more ambitious new ones. Most of the most successful people have made this journey and have taken the risk of leaving their comfort zone.

Once you have made the decision to leave your comfort zone, you will reach an unknown zone. This is the **zone of fear**. To reach this **zone of fear** and evolve successfully, you must learn to see failure as a stepping-stone to success. You have the right to make mistakes and you must be convinced of them.

In this fear zone, you will probably lack self-confidence. On difficult days, you may even seek an apology. The opinions of others may affect you. Worse yet, they may discourage you. Nevertheless, with your desire to move forward and reach the growth zone, you will stop for a moment and think. Your passage through this new and unknown **zone of fear** can last for some time. You will persevere and successfully cross this zone.

You will then enter the **learning zone**. Once in this zone of awareness, of the opportunities available to you, you will make the decision to face the challenges and problems you will encounter. You will learn new skills, but it will not be without cost. To learn continuously throughout your life, you will have to become a learning machine.

Expanding your **comfort zone** though means exploring the limits of your **learning zone**. Often jumping into **panic zones** send people running back to their **comfort zone**, never wanting to leave again. By finding your **learning zone**, you're much more likely to **learn** in a way that builds confidence.

Through learning and perseverance, you will finally reach the **growth zone**. You will be able to realize your dreams and achieve your goals. But before that, you will have to find a goal. You can find your goal through 3 quick questions:

- What motivates you?
- What are your natural gifts?
- What do others see in you?

When you have found what you love, what you know how to do and what others are willing to pay you for, all you have to do is target the union of these 3 sets to find your goal, and see a gold mine of opportunities open up for you.

By remaining humble, persistent and mentally strong, you will be able to survive in this **growth zone**. You will eventually set new goals and your wildest dreams will be within reach.

## What and Where do I want to be during COVID-19?

### FEAR ZONE:

- ▶ Hoard food, toilet paper & medicines I don't need; complain all the time; transmit my anger and fear related emotions to others; forward all messages to others?

### LEARNING ZONE:

- ▶ Stop compulsively consuming things that harm me (from food to news); start letting go of things that are out of my control; identify my emotions; make myself aware of the situation and think about the best way to act; verify information before I share it; acknowledge everyone is trying their best.

### GROWTH ZONE:

- ▶ Find a purpose; think of how I can help others; use my skills to service the ones in need; show empathy to myself and others; live in the present and focus on the future; keep myself emotionally happy and transmit hope; show gratefulness; find ways to adapt to changes; practice calmness, patience, relationships, and creativity.

### HOW TO OPERATE IN THE GROWTH ZONE

- ▶ Listen
- ▶ Design
- ▶ Deliver
- ▶ Examples:
  - ▶ Information
    - ▶ Employer Town Halls: Leadership, Information, Clinical, Medical, and Services
    - ▶ Weekly Info in 4 parts : CDC, Community/Employee Access, Employer Clinic, and Occ Health
  - ▶ Rethinking Services
    - ▶ Temperature Readings: Service Agreement
    - ▶ Physical Distancing: Ergo Rehab
    - ▶ In Person to Virtual Visit Transfers, looking ahead of schedules, converting visits

### 10 GROWTH ZONE TIPS:

- ▶ **#1 Get informed:** Become aware of what's outside of your comfort zone. The more you know about something, the less scary and more powerful you will feel.
- ▶ **#2 Think of your goals: Get and Keep**  
Write down a step-by-step blueprint for how you are going to get out of your comfort zone. Then, create a plan to get to each level. In this plan create benchmarks; mini goals that put you one step closer to pushing past your comfort zone.

▶ **#3 Keep a Positive Mindset: Temperature Checks, Protocols, Thermometers**

There will be times when you experience a negative outcome. It is a natural part of the process but remind yourself that it is going to happen. In fact, you are being given feedback about how you can do something better.

▶ **#4 Coach Yourself: Employer Town Hall, Essential Visits**

Ask yourself: "What's the worst that could happen?" and "What's the best-case scenario of what could happen?" Both of those questions will help you address any fear or discomfort.

▶ **#5 Revisit your Accomplishments: What's Worked Well**

It is said that accomplishments are often made because of courage. By revisiting our greatest successes, we remember that courage is what got us there.

▶ **#6 Challenge your Current Services**

Try something new occasionally and keep at it until it becomes comfortable. Then think of the next thing that makes you feel uncomfortable to challenge yourself.

▶ **#7 Do what is right, and work to involve people to make it happen even if they are not in your business or even competitors**

Start acting as if you are someone who would have no problem taking this step. The reality is that once you do it and see you can do it; the rest comes naturally.

▶ **#8 Take care of yourself: Get physical, lay off the alcohol until the weekend!**

Amy Cuddy has previously focused on embodying the change by either standing in the Wonder woman/Superman pose or other expansive poses to help increase your sense of power and confidence. The more you improve your body language, the more you will strengthen your confidence for the next steps.

▶ **#9 Change your mindset, coach to the can--- not the can't, remove barriers for team members, find a way**

Replacing disempowering thought habits with empowering ones can help us take a new perspective and move to action. For example, start repeating "I am fearless" and envisioning yourself achieving what you fear to reprogram your disempowering thought habit and move forward.

▶ **#10 Learn from failures: things don't always go as planned, example of first Employer Town Hall**

Keep visualizing the success and in the meantime, don't forget all valuable lessons learned. Focus on what you learned from every unpleasant experience and how you can take that lesson to the next level in order to increase your chance of success.

**ASK YOURSELF:** What are you going to do to be in the "growth zone" today, tomorrow, and the following weeks/months?