



HOWTOFASCINATE
DISCOVERED BY SALLY HOGSHEAD

FASCINATE CERTIFIED ADVISOR TRAINING SESSION

PARTICIPANT HANDBOOK



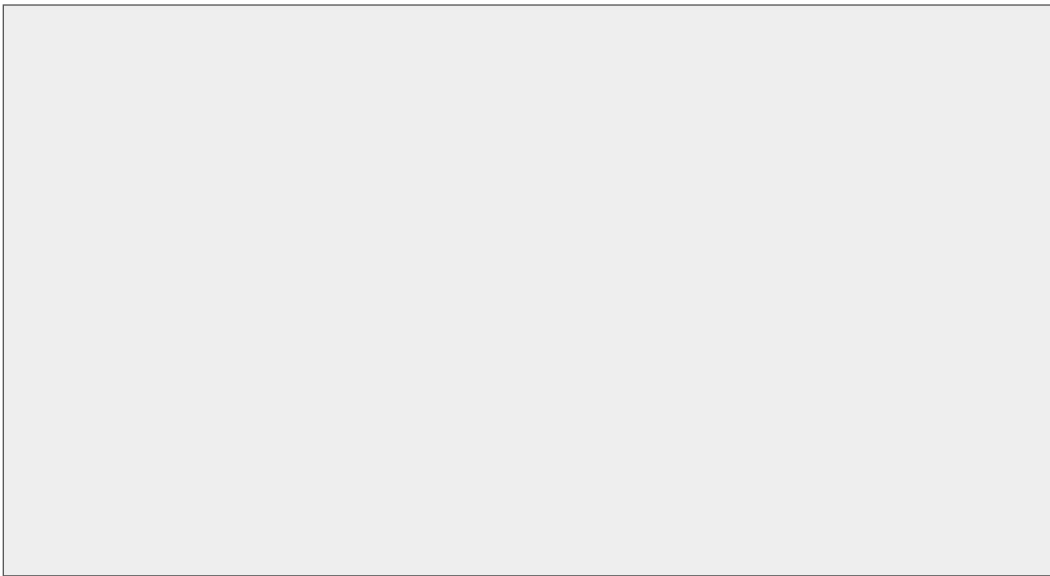
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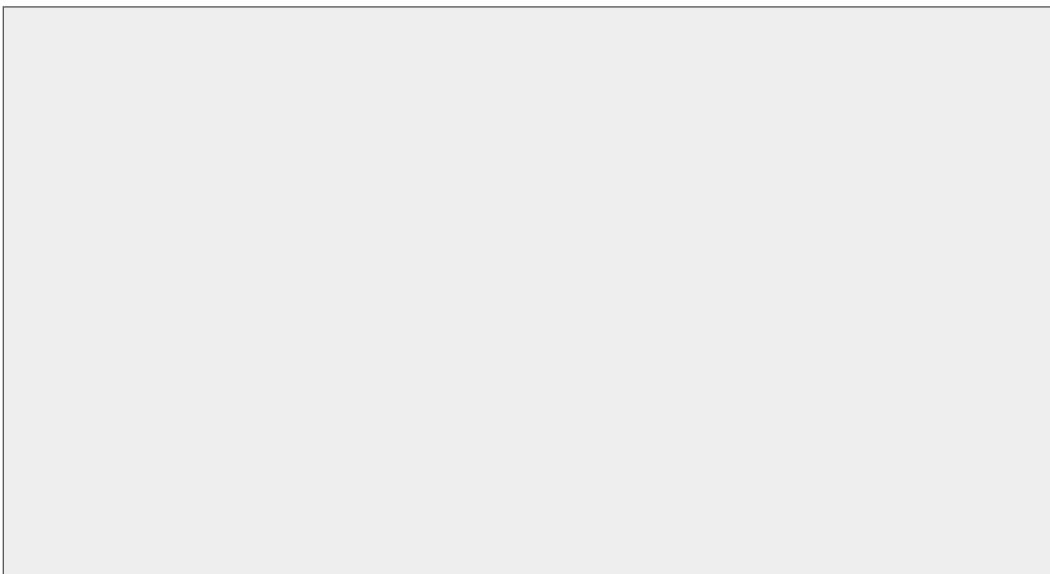
BEST SELF CHECK IN

With the distraction and the next shiny object vying for your attention we rarely get an opportunity to check in and reflect and on when you are performing at your optimal or at your best. Where is it that you feel energized and in the flow?

I am *most* likely to show up in my best self when (describe the situation, circumstance or event):



When I'm *in* my best self I am (describe how you felt, behaviours, actions, what was this experience like for you):



NOT SO BEST SELF CHECK IN

With the distraction and the next shiny object vying for your attention we rarely get an opportunity to check in and reflect and on when you are performing at your optimal or at your best. Where is it that you feel energized and in the flow?

I am *least* likely to show up in my best self when (describe the situation, circumstance or event):

When I'm *not* in my best self I am (describe how you felt, behaviours, actions, what was this experience like for you):

5 DAY WELLSPRING - QUICKSAND CHALLENGE

Pay attention to projects, tasks and activities for the next 5 days. Write down the activity or task you were doing to find out if you're spending more time in your wellspring or in quicksand.

TIP: Put a reminder in your calendar every 3 hours to remind you to 'check in'.

Wellspring

Signs that you're in your Wellspring:

You feel focussed and 'in the flow', invigorated, fueled with a sense of vitality and happiness. You're having fun and the task feels effortless. You're productive and energized with the challenge. You feel empowered and motivated.

Quicksand

Signs that you're in your Quicksand:

You feel bored, drained, distracted or loathing an activity or task. It feels like you're swimming upstream or going against your natural grain. You feel depleted, neutral or you're exhausted, discouraged and tired.

DOUBLE TROUBLE

- What situations or circumstances ‘activate’ your Double Trouble?
- What’s the impact to you? To others?
- How do you get yourself out of DT?

Notes

7 FASCINATE ADVANTAGES

INNOVATION ADVANTAGE	Notes

PASSION ADVANTAGE	Notes

POWER ADVANTAGE	Notes

PRESTIGE ADVANTAGE	Notes

7 FASCINATE ADVANTAGES

	Notes
TRUST ADVANTAGE	

	Notes
MYSTIQUE ADVANTAGE	

	Notes
ALERT ADVANTAGE	

SOLVING PROBLEMS USING THE 7 FASCINATE ADVANTAGES

	Notes
INNOVATION ADVANTAGE	

	Notes
PASSION ADVANTAGE	

	Notes
POWER ADVANTAGE	

	Notes
PRESTIGE ADVANTAGE	

SOLVING PROBLEMS USING THE 7 FASCINATE ADVANTAGES

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ALERT ADVANTAGE	

ADVISOR ANTHEM COACHING TOOLKIT

FASCINATE ANTHEM METHOD

You do not have to be perfect at everything. But you do have to be extraordinary at something.

Your Anthem lights the way to your most extraordinary qualities, so that you can focus on what you naturally do best.

Your Anthem is a very short phrase, usually just two words long. It describes how you are different and what you do best. This is the fastest and easiest way to describe your distinct value. Think of it like a tagline for your personality.

ANTHEM BUILDER POWER QUESTIONS

The following questions can be used when coaching a client using the How to Fascinate® system. Whether you're reviewing Fascinate Advantage Assessment results or helping a client build their Fascinate Anthem, this power question cheat sheet will help you and your client gain a deeper understanding and connection to their How to Fascinate® results.

Which of the three threats (distraction, competition, commoditization) do you face most often? Why? Of the three, which threat does the most damage to your business? Why? What's been your remedy?

Describe a at work success, high performance moment.

What happened? What did it feel like? What was the outcome? Who else was there? How did you work with them? How did your Advantage add value?

FCA: Listen for moments where Advantages are being demonstrated – do a playback.

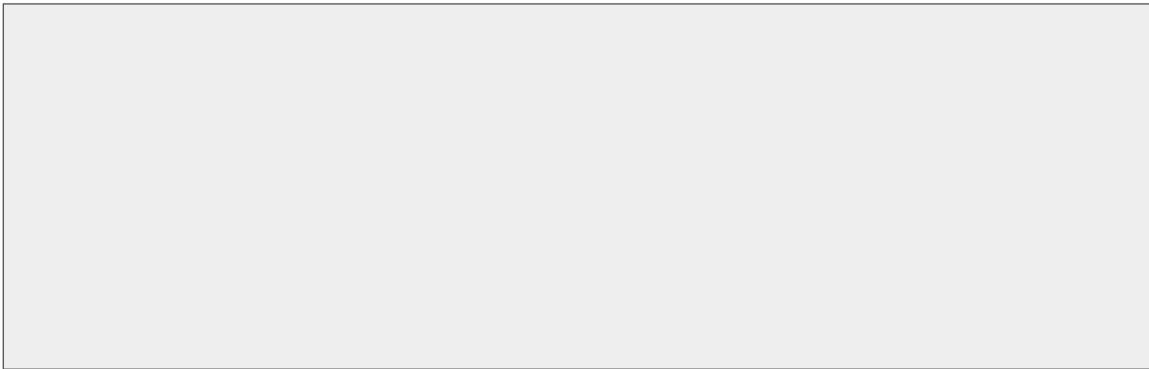
Refer to top 5 Speciality Adjectives – can you make a link to your clients situation?

ANTHEM BUILDER POWER QUESTIONS

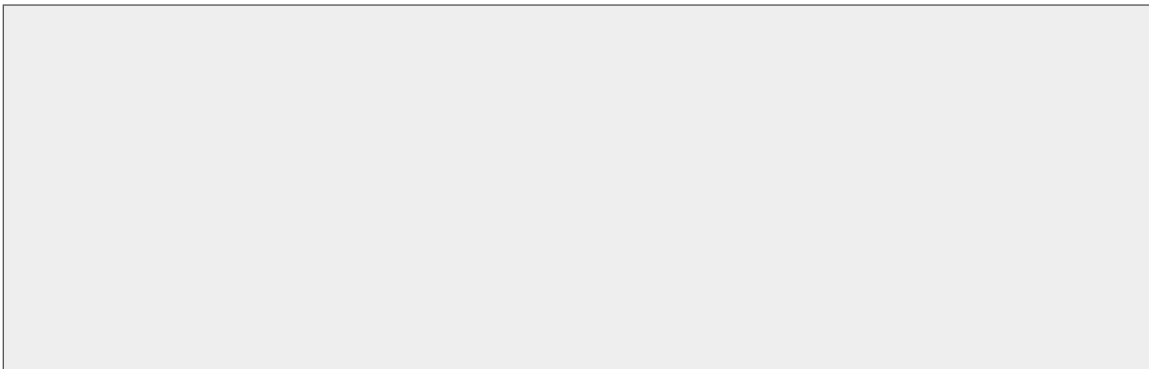
Describe a at work failure, low performance moment.

What happened? What did it feel like? What was the outcome? Who else was there? How did you work with them? What role did your Advantages play? Archetype? Dormant and Double Trouble?

FCA: Listen for moments where Advantages, Dormant or Double Trouble are being demonstrated – do a playback.



How do you add value to relationships? How could you be damaging relationships?



ANTHEM BUILDER POWER QUESTIONS

Review your top 5 speciality adjectives. Pick 3 and reflect on how you've successfully demonstrated these. Be specific.

Referring to page 6 in your FAA 'One minute Coaching', review the tip. How does this apply to you? What circumstance or situation have you had that this tip is an example of?

What gets you up in the morning? Why does your work matter?

ANTHEM BUILDER POWER QUESTIONS

Look back upon your career successes, name three in which you proactively created a successful outcome. Be specific, details are important.

When you look at the situations, what themes do you notice? What are the commonalities?

What specific skill, capability or expertise were you demonstrating? What was the outcome?

What data or factual evidence do you have to support your outcome? i.e 20% increase in sales.

ANTHEM BUILDER POWER QUESTIONS

What did others say? What stories, testimonials or feedback from others do you have to support your outcome?

Think about your favorite client or your company's biggest struggles to gaining new business. What is their biggest problem?

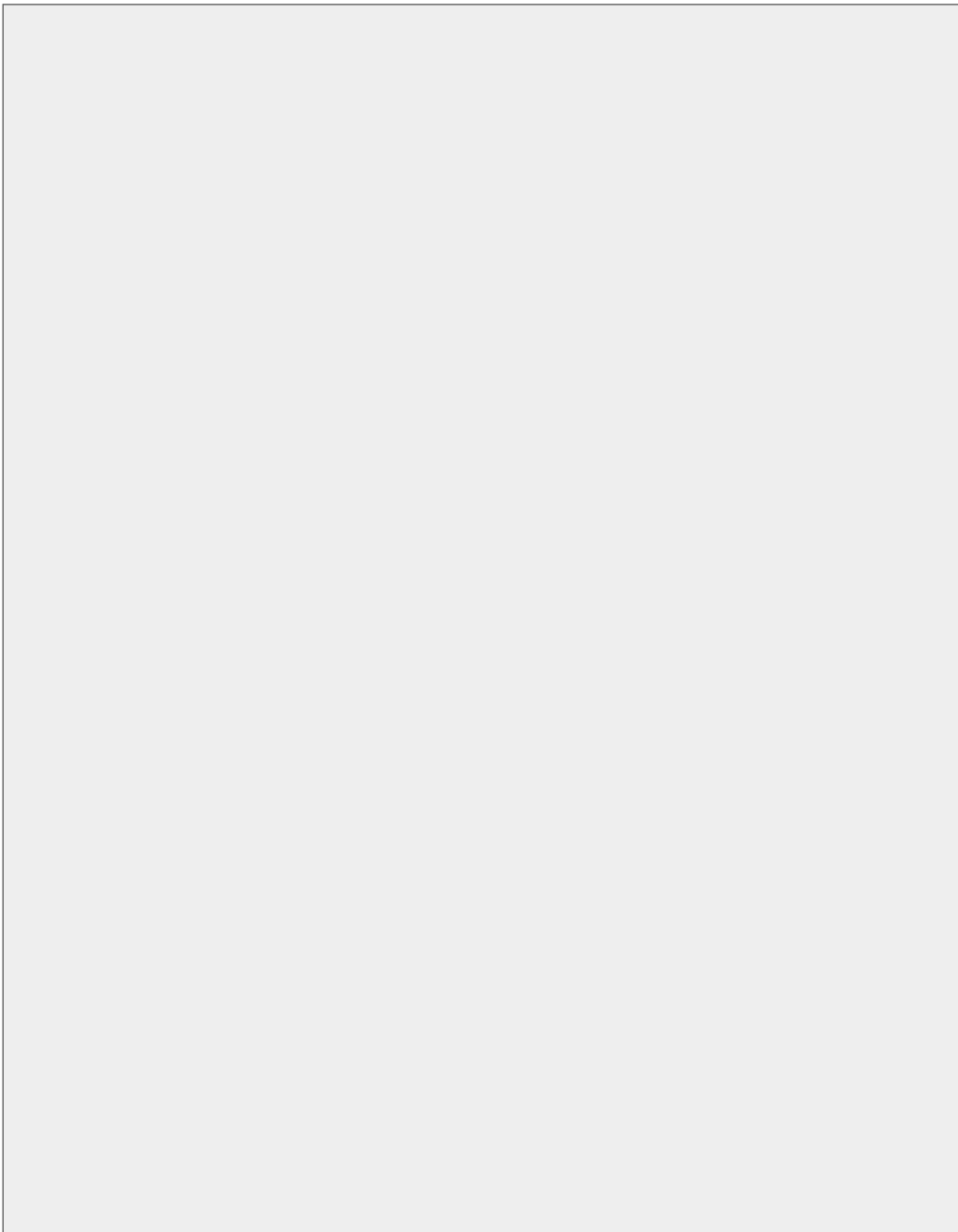
If someone is going to hire you, or partner with you, or work alongside you in a team, you share some sort of mutual problem – the challenge, task or mission that you're joining forces to accomplish.

Identify the top three consequences your client/prospective client faces without you:

What are the potential consequences to this problem? Think about the worst possible outcome to not solving this problem. Sales decrease, lose clients, lost business etc.

PEAK PERFORMANCE

Identify an event(s) where you have been at your best. These events can be something that happened in a moment or spanned over a period of time. It's important that your peak performance event is meaningful and memorable to you. Think back to your Wellspring. It's an experience that had you feel focussed, in the flow, energized or challenged. Write them here:



FIVE QUESTIONS

TO HELP PERFECT YOUR ANTHEM

The following questions will help you think more tangibly and meaningfully about your Anthem once you've started creating it. We want to help you understand the different ways your Anthem will apply to your business and life.

The more precisely you can explain your Anthem, the more confident you'll feel when centering your communication around it.

1. What is your Anthem?

First, the basics. This is the adjective / noun combination.

2. What is a problem your clients face?

Describe a frequent issue or challenge or problem that you are hired to help solve. You might think of this as a "pain point."

3. How does your Anthem solve this?

How does your Anthem help clients overcome this problem? We want to demonstrate how you immediately add value. Your Anthem helps you provide a solution.

4. What's an example of how you've succeeded in the past?

When you look at your career, how has your Anthem helped you in the past? You might read through your bio and identify a few specific examples of how you have succeeded, and then link one of these examples to your Anthem.

5. What's an example of how you'll succeed in the future?

When a client hears your Anthem, you want them to understand how you are different than everyone else, and how you will apply this to their business. How does your Anthem solve their problem(s)?

ANTHEM BUILDER WORKSHEET

Step 1: Turn to page 6 in Fascinate Advantage Assessment. Write down your 5 specialty adjectives.

Step 2: Turn to page 8 in Fascinate Advantage Assessment. Find your twin. Write down the top 3 adjectives of your twin.

Step 3: More words? Using the Matrix on page 8 in your FAA, go along your Primary and Secondary advantage. As you read these words, if any resonate with you or you like and find they describe you, write these words down.

Step 4: Review the adjectives listed above. Choose 3-5 that best describe how you are different.

ANTHEM BUILDER WORKSHEET

Step 5: Review the Fascinate Asset/Noun list. Select 3-5 that describe what you do best.

Step 6: Match Maker

- Combine your adjective with your noun, to create a pairing of two words.
- Take your adjective (how you are different) and your noun (what you do best) and write your possible options below.
- Create options - put all possible combinations together.

Adjective	Noun	Example

ANTHEM BUILDER WORKSHEET

Step 7: Referring to Step 6 - Match Maker, select your top three adjective/noun (do different/do best) pairings.

Step 8: Select your Anthem and complete one of these sentences:

- “In my distinct value I deliver _____.”
- “If you need someone who delivers _____, I can help.”
- “Even when things get tough, I promise to give _____.”

Anthem:

Do Different	Do Best

Step 9: Secondary pairings to your Anthem. These are your runner ups to your Anthem. You'll be using them later as your 'value adds' in your Anthem Statement.

Do Different	Do Best

Noun bank

GENERAL

- Accuracy
- Attitude
- Awards
- Brainstorming
- Character
- Communication
- Creativity
- Credentials
- Energy
- Experience
- Expertise
- Flexibility
- Follow-Through
- Ideas
- Influence
- Insights
- Mindset
- Network
- Precision
- Problem-Solving
- Relationships
- Reputation
- Results
- Skillset
- Solutions
- Stamina
- Standards
- Team-Building
- Tenacity
- Thought-Leadership
- Vision
- Work Ethic

FINANCE/SALES

- Selling
- Management
- Business
- Negotiations
- Banking
- Profits
- Sales
- Goals

- Leverage
- Investments

NONPROFIT

- Development
- Initiative
- Conservation
- Integration
- Strategies

ADMIN/TRAINING

- Objectives
- Protection
- Specialist
- Procedure
- Policies
- Relations
- Management
- Programs
- Training
- Collaboration

MARKETING

- Writing
- Presentations
- Entertainment
- Marketing
- Trends
- Techniques
- Designs
- Communication
- Pizzazz

TECHNICAL

- Solutions
- Programs
- Procedures
- Analysis
- Assistance
- Operations
- Logistics
- Maintenance
- Specifications
- Mechanics
- Engineering

- Synergy

LEADERSHIP

- Management
- Accountability
- Achievements
- Principles
- Leadership
- Coaching
- Framework
- Engagement
- Experience
- Mentoring

OTHER

- Action
- Approach
- Attention
- Awareness
- Certainty
- Community Building
- Connection
- Direction
- Efficiency
- Excitement
- Execution
- Imagination
- Ingenuity
- Initiative
- Inspiration
- Interaction
- Knowledge
- Management
- Network
- Originality
- Participation
- Play
- Precision
- Readiness
- Resourcefulness
- Stimulation
- Structure
- Style
- Understanding

Need more options than the list we provided? Don't forget about your trusty thesaurus. It's always happy to help.

ANTHEM IN ACTION

**Find 3 ways
where you can
apply your
Anthem and how
its the perfect
solution to your
clients needs.**

**Name 3
instances where
you've solved a
problem or had
a success that
demonstrated
your Anthem in
Action**

ANTHEM IN ACTION

Ask 3 colleagues, clients, previous managers, coworkers, family and friends, etc. to tell you how your Anthem has helped them? What examples do they have of working with you where you've delivered your Anthem.

LEARNING REFLECTIONS + ACTION PLAN

STEPS I WILL TAKE AFTER THIS SESSION TO LIVE MY ANTHEM

How will you apply your Anthem after you leave the workshop today?

1)

2)

3)

Starting tomorrow:

What is the one way that I can start applying my anthem at work?

What situations could really benefit from my Anthem?

How will I apply my Anthem to reduce conflict to improve communication and collaboration?

THE LEGAL STUFF...

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