

The V.I.P. Vision™ Toolkit



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Welcome to the V.I.P. Vision Toolkit.

My clients, family and friends have enjoyed great personal and professional success using this toolkit to discover their:

- Values
- Identity &
- Passions

in order to develop a vision - a purpose if you will – for their lives. Hopefully you will have the same results.

Because your V.I.P. Vision is based on *your* deeply held, no-compromise values built on the foundation of your personality, aptitudes (innate strengths), education, training and life experiences; you will know for certain that you were specifically designed for this very Vision. Being in tune with your passion; you will readily find the motivations vital to overcoming obstacles to the successful achievement of your vision.

Many believe that vision is only for those in a position of leadership. At first glance, they might conclude that “VIP” stands for Very Important Person, meaning a leader. Jesus Christ died for every single human being. That makes us all Very Important Persons, does it not?

In particular, it is vital for every single *Christian* to have a vision for their life. The King James bible states in Proverbs 29:18: “Where there is no vision, the people perish.” Christians are called to leadership. How can those “in darkness” (John 8:12) lead? If we are “the light of the world” (Matthew 5:14), it is our *responsibility* to lead.

It is my sincere desire that in living out your V.I.P. Vision you will have a strong sense of purpose and resultant desire to successfully achieve this life, *The Incredible Life* that God designed for you and you alone.

In faith,

Larry Skahill
Board certified Master Life Coach,
NMA Certified Professional Manager
Author and Speaker

The V.I.P. Vision

Part One: Values Assessment

Please refer to the attached listing of values on page 5 to answer the following questions. Feel free to add any values that you don't find on the list. It is vital that these be *your* answers and that you are not limited or influenced by the choices suggested.

I. List five values/character traits that you would want to find:

In your spouse.

_____, _____, _____, _____, _____,

In your children.

_____, _____, _____, _____, _____,

In your children's future spouse.

_____, _____, _____, _____, _____,

In a potential business partner.

_____, _____, _____, _____, _____,

In your best friend.

_____, _____, _____, _____, _____,

In your supervisor/manager/boss.

_____, _____, _____, _____, _____,

In a "right hand person" if you were a project/program manager or CEO.

_____, _____, _____, _____, _____,

In a mentor.

_____, _____, _____, _____, _____,

II. Now, let's put the shoe on the other foot. Imagine you are at some milestone event in your life...perhaps a fiftieth birthday party, or a fiftieth wedding anniversary, your retirement BBQ or some other major event. Feel free to invent an event of your own. Various attendees have been asked to say a few words on your behalf.

Which of the values from the list (or your own) do you want to hear?

From your spouse?

_____, _____, _____, _____, _____,

From your children?

_____, _____, _____, _____, _____,

From your friends and greater family?

_____, _____, _____, _____, _____,

From your co-workers and/or employees?

_____, _____, _____, _____, _____,

From the public in general?

_____, _____, _____, _____, _____,

III. Please answer the questions with the first thing that occurs:

What historical, literary or well-known persons do you greatly admire? What is it about their character that you admire?

_____.

What are your non-negotiables – those core-values that no amount of money, position or power could ever tempt you to compromise?

_____.

When you have successfully made your toughest decisions, what are the values that most often influenced you? Conversely, when decisions come easily to you, what are the factors/values that make it a “no-brainer” for you?

_____.

Now take time to look at *all* of your answers on this page. Are there some values or character traits that repeat themselves? List the top ten and then circle your top priorities among them:

_____, _____, _____, _____, _____, _____,
_____, _____, _____, _____.

Compare this list with the answers to the questions on the previous two pages. There will be a relationship between the values you listed and your answers to these last three questions. These are your core values. A few or more of these values will be a vital part of your VIP vision.

V is for Values!

Values

| | | | | |
|-------------------|-----------------|--------------------|--------------------|---------------------|
| Achievement/ | Determination | Home | Passion | Security |
| Accomplishment | Development | Honesty | Patience | Seeing the World |
| Accountability | Devotion | Honor | Peace | Self-control |
| Adaptability | Diligence | Hope | Perfection | Self-esteem |
| Adventure | Directness | Hospitality | Performance | Self-expression |
| Affirmation | Discretion | Humility | Persistence | Sensitivity |
| Ambition | Diversity | Humor | Personal power | Service |
| Artistic | Duty | Impacting people | Physical | Sexual- fulfillment |
| Attitude (proper) | Efficiency | Independence | Planning | Sharing |
| Authenticity | Elegance | Individuality | Pleasure | Significance |
| Authority | Emotion | Influence | Positive | Silence |
| Beauty | Empowerment | Inspirational | Potential | Simplicity |
| Being in control | Encouragement | Intimacy | Practicality | Sincerity |
| Being - | Enlightenment | Integration | Precision | Solitude |
| knowledgeable | Enthusiasm | Integrity | Predictability | Spiritual |
| Being known | Entrepreneurial | Intellect | Principles | growth/life |
| Belonging | Evangelism | Inventive | Priorities | Spontaneity |
| Benevolence | Excellence | Investment | Productivity | Stability |
| Bottom-line | Excitement | Joy | Professionalism | Starting things |
| Building | Exploration | Justice | Profitability | Stewardship |
| Capability | Faithfulness | Knowledge | Progress | Strategic |
| Career | Family | Leadership | Purity | Steady |
| Caring | Finances | Learning | Purpose | Strength |
| Caution | Financial - | Life-long-learning | The “Pursuit” | Success |
| Change | independence | Legacy | Quality | Tangible |
| Changing the | Flexible | Love | Rationality | Team |
| world | Focus | Loyalty | Reaching others | Temperance |
| Character | Follow-through | Making a | Realistic | Thoughtfulness |
| Cheerful | Forgiveness | difference | Recognition | Tolerance |
| Collaboration | Forthright | Making money | Reflection | Tranquility |
| Commitment | Freedom | Marriage | Relationship | Travel |
| Communication | Friendship | Mastery | Relaxation | Trust |
| Community | Frugality | Meaning | Reliable | Truth |
| Community - | Fulfillment | Mentoring | Renewal | Vision |
| involvement | Fun | Moderation | Resilience | Vitality |
| Compassion | Generosity | Motivation | Resolute | Volunteerism |
| Competence | Gentleness | Movement | Respect for life | Vulnerable |
| Competition | Genuineness | Nature | Respect for people | Willpower |
| Concern | Good taste | Nurturing | Respect for the | Wisdom |
| Confidence | Grace | Obedience | -environment | Worship |
| Consistency | Growth | Observant | Responsible | <u>Other(s)</u> |
| Contemplation | Hard work | Open | Risk taking | |
| Co-operative | Harmony | Opportunity | Romance | |
| Creativity | Healing | Optimism | Sacrifice | |
| Depth | Health | Orderliness | Safety | |
| Design | Heritage | The “Outdoors” | The “Search” | |

My thanks to Gary Collins, PhD & Tony Stultzfus for their contributions to this list.

V.I.P. Vision

Part Two: Identity Assessment

Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are.

John Wooden

I: **Worldview/Belief System**

A. One’s religion is paramount in how one defines oneself. Now is a good time to review just what it is that you believe. For the purposes of discovering your life calling...your vision for your life; your beliefs about your origins and destiny greatly influence your vision. Additionally, your moral rules for how you should live your life on a day-to-day basis impact the activities required to achieve your vision.

B. I am a Christian and make no claims for other faiths. For followers of Jesus Christ, I have included [Propel ChristianIDScriptures.docx](#) scriptures as listed in Dr. Neil Anderson’s book “Victory Over the Darkness,” that define exactly who we are in Christ. Please take time to review these scriptures and although they are all true of all Christians to some extent, select the top five or so that you believe most accurately reflect what you believe about who you are.

C. Further for Christians is the need to determine your spiritual gifts as laid out in Romans 12: 6-8, 1Corinthians 12: 8-30, Ephesians 4: 11-12 and 1Peter 4:11.

I recommend and use the free spiritual gifts inventory given at the church growth institute:

<http://www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1>

D. Write out your belief statement(s). You will later write out your purpose and vision statements.

II: Personality Profile

There are many good tools out there for systematically defining one’s personality. The most common of these is known as the “DISC” profile. There are various descriptions of exactly what each letter-type stands for. I prefer: Drive/Influencer/Steadiness/Compliance.

Personally and professionally, I use the DISC profile available from a favorite coach trainer of mine, Tony Stultzfus at



<http://www.coach22.com/cgi-coach22/sb/productsearch.cgi>

Although I prefer the DISC profile, a *free* version, commonly known as the Lion/Otter/GoldenRetriever/Beaver is available free from its originators at the Smalley Center: [Personality-Test.pdf](#)

Note: Neither of these should take you longer than fifteen minutes.

III: Knowledge, Skills and Aptitudes (strengths)

Please fill out the following in the same manner as you would a resume’ or application for work:

A. Knowledge

a. Educational background:

i. High School

1. Special accomplishments, capabilities, awards of other areas of study/excellence:

ii. College

1. Degrees received:

2. Other experience/knowledge obtained:

iii. Graduate School

1. Degrees received:

2. Other experience/knowledge obtained:

B. Specialized Knowledge

a. Non-traditional Education:

i. Online, mail order or other courses of study:

1. Certifications received:

b. Other courses of study, perhaps a series of books on single topics that enhanced your knowledge:

C. Skills

a. Job/Career and lay-person/volunteer experience (group in related areas)

D. Aptitudes (more recently, “Strengths”)

Please answer the first thoughts that come to mind, if you get stuck, refer to the list of Aptitudes on page ten for your answers.

- I. What do you believe are your natural abilities and talents, those where outstanding performance comes to you without an undue strain or concentrated/focused effort?

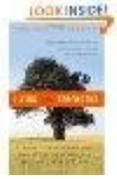
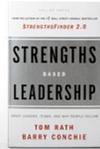
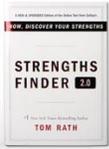
- II. What do those close to you think are your natural abilities and talents?

- III. When you learned new tasks in the pasts, which types of activities came to you naturally...the steps just seemed to flow, you “had a knack” for them?

- IV. Are there areas in your past where you’ve been recognized for exceptional performance, i.e. sports or other accomplishments...”glimpses of excellence?”

- V. What activities make you “come alive?” You simply love to do these activities and have great results?

Although this worksheet will certainly help you list your strengths, my personal favorite Aptitude (strengths) assessment is the Gallup Organization’s “StrengthsFinders™ test which is included free with every copy of the following Gallup Press books, available here:



Aptitudes (strengths)

- | | | |
|---------------------|------------------------|-----------------------|
| Action-taking | Entertaining | Persisting |
| Accomplishing | Enthusiastic | Physicality |
| Affirming | Focusing | Planning |
| Artistic | Fun-loving | Problem-solving |
| Athletics | Futuristic | Reasoning |
| Attention to detail | Giving | Recruiting |
| Beginning | Handy | Reflecting |
| Brainstorming | Improvisational | Reliable (comes thru) |
| Building | Inspiring | Repairing |
| Communicator | Language arts | Risk-taking |
| Completing | Learning | Sensitive to others |
| Crafts | Listening | Story-telling |
| Creative | Managing people | Teaming |
| Critical Thinking | Managing projects | Visionary |
| Decision making | Math/good with numbers | Writing |
| Delegating | Multi-tasking | Other(s) |
| Designing | Musical | _____ |
| Directing | Navigating difficulty | _____ |
| Empathetic | Networking (people) | |
| Encouraging | Organizing | |

E. Summarize the above information into an “elevator speech,” an imaginary 30-second elevator ride with someone you would love to have the opportunity to talk with about your future:

”I” is for Identity!

The V.I.P. Vision

Part Three: Passions Assessment

“Devotion seizes opportunities, eager to take command of a grand adventure.”

Stephen Graves and Thomas Addington, *The Fourth Frontier*

What historical, literary or well-known persons who stood for a *great cause, a social movement* for good, a *crusade*...a life-defining principle; do you greatly admire? What principles or causes? Why?

If you received a million dollars from an inheritance, with the stipulation that you must give it away to three charities; which charities would you donate to? Why?

When you watch the news on TV or online; which stories make you angry, sad or upset you in a powerful way (i.e. children starving in Africa, political corruption, oil spills, etc.)? Why?

If you knew you could not possibly fail, if you knew God would completely bless you with success; what would you change about the world...what would be your goals?

Now, for each of these questions, go back and drill down to the core passion. Ask “why?” of each answer until you reach the core passion. Then look for a pattern in your answers. Are there core passions which underlie the various questions? Is there a general theme or two that emerge? List those core passions now:

“P” is for Passion!

At this point, your V.I.P. Vision should be emerging. I strongly suggest you take some time to review your answers, muse about them, sleep on it and most definitely, pray that God would give you His vision for your life. You are made in His image and have the mighty creative capacity of His child. Pray, believe, receive and get going!

I’d love to hear from you and your results using the VIP Vision toolkit. Email me at coach@larryskahill.com .

Up next?

The Incredible Life!”™



Larry Skahill is a “recovering rocket scientist,” father of four, award-winning author/speaker and Professional Life Coach who lives on the beautiful Central Coast of California where he pursues his passions of spearfishing, writing and life coaching.

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