

The Benefit of Looking 7 Years Back to Give Confidence to the Next 7 Years

Planning for the future is something that comes naturally to me. I enjoy looking back 7-10 years and I enjoy looking forward 7-10 years. To some, it can be overwhelming or difficult as they try to foresee with confidence what lies ahead for the next 7 years.



In a coaching conversation with Luna, we were meeting to establish some of her future goals.

She felt stuck and wasn't able to envision what her life would look like in the future. This isn't an easy thing to do, as we know life throws changes at us all of the time. We started by looking at what the world was like for her in the past and we realized how quickly 7-10 years can go.

I shared a brief snapshot of my journey with Luna to get us thinking: ten years ago, I started Germann Consulting Group. Running a business has been a journey filled with both challenges and triumphs. In these ten years, I've experienced significant personal changes—remarrying after the loss of my wife, moving to a new place, and welcoming grandchildren into my life. These milestones, both professional and personal, have shaped my focus and priorities.

Luna then reflected on her own life seven years ago and how much she has grown. To help us document Luna's past and future, we used the [Good Leadership Personal Visioning tool](#). Seven years ago, she received a promotion for a company she no longer works for. She had built meaningful relationships and connections with those around her and had overcome some personal challenges of her own. By reflecting on these experiences, Luna began to see patterns and lessons that can guide her future planning.

We shifted our focus to the future. Luna identified her goals and aspirations, informed by her past experiences. She recognized that while she can't predict every twist and turn, she can set achievable goals and be prepared to adapt to whatever comes her way. The process of identifying these goals and aspirations provided her confidence that she could move forward with purpose and intent. Planning your future isn't about having all the answers. It's about being open to growth, learning, and experience. Embrace the unknown with confidence, knowing that your past has prepared you for the future.

A Note of Gratitude

As I reflect on my journey, I am filled with gratitude for the people who have supported and guided me along the way. From family and friends to mentors and colleagues, many people have played a role in making my plan even better than I could have imagined.



Personal Visioning Tool

Name: _____

Date: _____

**GOODNESS
PAYS®**

Good leaders know goodness pays® when people thrive together in a culture of encouragement, accountability, and positive teamwork. Vivid aspirations motivate growth, and help break through negativity and hard to break habits. By looking back seven years and ahead seven years we can see and feel positive momentum toward a compelling future. And, when leaders share their personal vision others can help make that vision come true.

Instructions: First, fill in each item looking back seven years from today. Next, fill in each item thinking ahead seven years from today.

Looking Seven Years Back

My age:
 Family status:
 ▶
 Job responsibilities:
 ▶
 My joys:
 ▶
 My challenges:
 ▶
 My personal aspirations:
 ▶
 My professional aspirations:
 ▶
 Did I imagine I would be in this job back then? Yes No

TODAY IS: _____

Looking Seven Years Ahead

My age:
 Family status:
 ▶
 Job responsibilities:
 ▶
 My joys:
 ▶
 My challenges:
 ▶
 My personal aspirations:
 ▶
 My professional aspirations:
 ▶
 Do I imagine I will be in this job then? Yes No

Coaching Questions

1. What significant insights did you glean from looking back? Thinking ahead?
2. How does looking at your work and home life in a 14 year window make you feel about your leadership today?
3. What development goals will help you build momentum toward your personal vision?

