

Welcome to the show, folks. Again, we're so glad that you are joining us, that you are listening in. We thank you so much for all of your amazing comments that we get. We get a lot of comments. We had a ton of great comments on the busting the poverty mindset podcast and that was just phenomenal. We appreciate that. We've got some great reviews on our iTunes I wanted to share one of them with you. It is from Vernon Foster II. He says, "Great insights. Chris brings an impactful message and actionable advise. Keep up the awesome content delivery," and again that's Vernon Foster who is the CPO at Pod Parrot. Vernon, thank you so very much for that. We really appreciate your kind words.

Folks, we'd love to hear from you if you would do us a huge favor, if this is helping you, if you're enjoying the show, would you do us a big favor and go over to iTunes and leave a review. Let us know what you think if it's good or if it's bad. We want to hear from you so if you would do that we sure would greatly appreciate it.

Today, we are talking about end of the year goals. This is really important and this came about because the other day I jumped in my car and I've got one of those bluetooth things that connects directly to my phone and apparently I must have hit something and Andrea Bocelli's Christmas album started playing.

I got to tell you, it shocked me a little bit and I was sitting there thinking I'm going to listen to this whole song. Anyways, it was one of those things I'm like, "Oh my gosh, Christmas is actually not that far away." We are now getting close to the fourth quarter. We're getting close to the fourth quarter of the year. Kids are back in school, things are going on, people have finished their summer vacations for the most part and we call this the second new year. There's two new years, there's obviously the beginning of the year as a new year that where people set a lot of goals and those are usually dead pretty quickly and then there is the second new year which is right around the time after Labor Day where kids go back to school and people check back in. They are done with vacations, they are done with ... checking out of a lot of areas of life and they really buckle down and start moving in a direction. Unfortunately a lot of folks don't think through a lot of the goals that they need to be covering. We're going to be talking about that today from the aspect of the wheel of life. What things do you need to be doing? What areas do you need to be covering? We have got a great download for you today. We've got a goals worksheet so it is going to be based on all the things that we're talking about today so you can take a look at this and say what do I need to focus on?

What areas do I need to set goals for? Because as we have this time left in the year, there's a lot of things that happen in this last quarter that don't happen throughout the rest of the year. A lot of unexpected things that for some reason we just don't think about. If you would like the goals worksheet, go to chrislocurto.com/downloads or text the word yearend. One word, yearend to 33444. That's the word yearend to 33444. Now, again, the reason why we're doing this is because this time of year while we want to get our brains plugged back in, something that tends to happen is we don't think about what's about to come our way. It is the holiday season.

Yes, we have the holiday season right around the corner with that in mind I want to make sure that we are all focused on not letting this holiday season throw us off. I'm going to be popping through each one of these, like I say this is based on the wheel of life, the areas that we need to be covering. The physical, the career, the financial goals, the family, the spiritual, the intellectual, all of these things that we need to be focusing on to make sure that we don't let this quarter destroy us in a bad way. The first thing that we're going to start on is the physical.

Again, this is the holiday season, this is the time when everyone crashes. Yes, for those of you that are actually exercising, this usually ends up being the time that you slow down a little bit. This is the time that you maybe don't get as much work out in as you normally do. This is also the time that I'm just going to say three little words pumpkin spice latte, yes this is the time that people absolutely lose their minds over this cup of sugar, this cup of so called happiness and yes it is happiness. People go absolutely ballistic over this time of year because it's like, "Great, it is the time of year that I get to start shoving even more sugar into my body." First thing I want to tell you to do, limit these.

Limit your runs to Starbucks or wherever you go to get your sugar fixed. Make sure that you actually have a plan on how you're not going to spend everyday shoving a ton of junk in your body. You have to think about this, we're going to be out there. There's a ton of shopping that's going to go on during this time and you got to have a sweet coffee drink or some sort of pastry every time you're out shopping. Then there's parties that we go to which are going to have a ton of junk as well. There's a lot of running around that happens and that tends to cause us to stop eating healthy if we are eating healthy.

It tends to cause us start eating things that are junk, things that are not good for us. The problem with this is there are a couple things; one is that it makes our brains happy. We have to really, really think through the things that we're putting in our body. You see your brain and the reward receptors tells you that this is a good thing when you put a bunch of sugar inside of you. Your brain responds in a way that says, "Yes, this is good. Put more in." That is something that you've got to be on top of so the thing is if you've been listening to me for any decent amount of time you hear from time to time I've talked about health.

I want you to know about health so that it's not just leadership, it's not just business, it's not just personal growth, I want you to focus on your health as well. Here's the deal, sugar is in my world legalized cocaine. It is terrible for you; in fact they've done studies that show they've taken cocaine addicted rats and gave them the option of cocaine or sugar and guess which one they chose? The sugar every single time they would just go straight to the sugar. They have taken scans of your brain when you put sugar in your body. What happens is it does the same exact thing. It has the same response as cocaine. The reward receptors in your brain says, "This is really, really good. Do more of this."

You've got to understand that is not a good thing. Three hours later guess what happens, now you've got the sugar crash so you've dropped considerably, you're not feeling good. Your emotions are shaky. You've put all of that glucose in there and your liver is saying, "Look at this, we don't have anything for good energy, start storing fat." Not good at all. Also, be expecting office deliveries. People start bringing cookies and cakes and junk into work and it's going to happen all the way through Christmas. All kinds of sweets end up in your office. To make sure that you don't fall for that junk and you don't start shoving your face full, do something like have a healthy go to. Now, I'm going to suggest even having a dark chocolate of at least 70% cacao in your desk. This is actually really good for you especially if it's over 70% there's a lot of good stuff that will solve the problem that you have when you're looking down the barrel of your co-worker's rum cake. When you have those moments and you're struggling, reach in there; grab an ounce of that dark chocolate bar, eat that. That will help you with your sugar.

Also, understand that the days are getting shorter so we're going to be spending less time outside. People on average when the days are longer you spend more time outside. When the days are warmer you spend more time outside. You've got to be getting outside even if only for ten minutes a day. Make sure that you do this so that you get some vitamin D in your body. This decreases your chance of getting sick.

Also, exercising. I'm not going to tell you that you need to go ballistic with this. In fact, all I want you to do is think about being active at least 30 minutes a day. Now, I know that sounds like a lot but listen to the things that you can do. By the way, when you are active, when you are exercising, I'm constantly telling our coaching clients and our mastermind groups, "Hey, just get up. I don't care if you just sprint down the end of the building." You don't have to sprint but just get things going because you release dopamine and endorphins in your brain. These are the happy drugs. These are the things that you want going on in your brain, not the sugar junk. These are the things that make you happy; this helps you to have emotional well-being. This supports your brain and your nervous system. You're going to need at family functions! You need your brain and your nervous system when you hang out with some family around Christmas time or Thanksgiving so make sure that you're getting outside.

Here are some things that you can do to just be active for 30 minutes. I would love it if you are doing burst training by the way. If you're doing that, that would be great. That's probably the best thing you could possibly do. Take the stairs instead of the elevator.

If you're going grocery shopping, carry the groceries out if you can instead of using the cart. If your kids are playing soccer then walk around the field. Climb the bleachers, dance in your kitchen. I don't care. Do it while you're making dinner. I may have been known to dance in my kitchen quite often by myself but hey at least I'm doing it and I'm getting some exercise. Do some things 30 minutes a day and it can add up. It doesn't have to be a straight 30 minutes. It would be great if it could be and it would be great if you could get outside and do it but just make sure that you're doing things to get some exercise.

That will help you to keep weight off, that will help you to keep your emotions in balance. That will help you to keep your brain function and balance as well. Finally on the physical, make sure that you have a plan to get some sleep. This is the crazy time of year and unfortunately we keep jacking up our sleep while we're going to parties and going shopping late and doing all this stuff and drinking coffee late in the afternoon. Make sure that you're actually getting enough sleep. Stop your electronics at least 30 minutes before you go to bed. Pick up a book and read, that will help you on your intellectual goals.

If you're reading the word then that will help you on your spiritual goals but stop, stop all the electronics. Pick something up, read. Put something in your brain that will also help you to sleep so make sure that you're doing that as well. When it comes to your career, I want you to be asking yourself the question, "With the remainder of this year, what is it that would take me to the next level? Where do I see myself by the end of the year? Are there things that I can do to get myself to the next level? Are there things that are holding me back?" What are those things that are holding you back?

What are the things that you need to be focusing on to make sure that you're not staying the same, that you're not stagnant, that you're not just doing status quo. How do you want the rest of your year to go? What do you want next year to look like? What are those things that you could be doing right now to enhance, to grow, to push you along? What leader could you be sitting down with in finding out how they like to see you grow over the next few months? What are your plans for the next year? Make sure that you're working on those along the way so that when you hit January you're not just saying, "It's just another month. It's just another day."

What are the steps that are going to take you to the next level in your career? Make sure that you're walking through every piece of this. Discovering how can I take my job to the next level? First, you got to find out what's the next level even look like. Take where you are and ask yourself the question. Write this down. What does the next level look like for my career? What does the next level look like for me in the next 30 months? What does the next level look like this month? Start preparing goals to reach those places. If it's I've got to do more communication. "I'm not doing a great job communicating with team members. I'm not doing a great job communicating with leadership." Whatever that is. What are the steps that you're going to take to get there? What if it's leading team members?

You've heard me say gazillion times, it's your job as a leader to make your team successful not the other way around. If the next level for you is leading your team better, where are you not doing a good job? What is holding you back? What are the things that you're noticing that are keeping you from being an even better leader? What are you not sharing with them? How are you not guiding them? All of these pieces if you're being an entrepreneur, what does the next level look like for you as you run your business? That is something I am constantly looking at.

For me, I am a very growth minded kind of guy. I truly believe that the most successful businesses are growth minded as well. What is keeping you from growing? What are

you not focusing on that can help you to grow? Make sure that you're writing down those steps. What does it take to get there? Next is the financial goals. Yes, the financial goals. Folks, we have a few months left before Christmas destroys your checkbook and you know it's going to happen if you've not been planning this then shame on you. Do not let Christmas creep up and then all of a sudden out of your budget you've got to spend a ton of money that you weren't expecting because for some strange reason you forgot that you had to buy gifts.

Be sure that you're budgeting. Make sure that you're on top of that. Make sure if you're married, make sure that you're talking to your spouse about the things to expect. What's coming up? What's coming up in each month? Plan that out. You don't have to just go month by month but look at the remainder of the year and ask yourself the question. What things do we need to save for? If we haven't been saving, what is it going to take to get us to a place where we can buy the gifts that we want. By the way, don't go ballistic on just buying gifts. Remember what time of year this is but expect Christmas parties to happen.

Expect special events to happen. Expect you have to bring potluck stuff to the Thanksgiving party at your office. Whatever that is, make sure that you're putting this in your budget. Make sure that you're walking through your financial goals and your financial plan so that you don't get jacked up along the way. Because way too many people do that and unfortunately they jump in the next year and they are already behind. What things do you need to be budgeting for? What things do you need to plan for? How much money are you going to spend at Christmas? How much money are you going to spend at Thanksgiving when you go see family? Whatever it is, make sure that you're asking yourself those questions when it comes to budgets.

How many people have birthdays that you've got to buy stuff for that end up in the last quarter of the year? Be asking those questions. Next is family. You have to make sure now that kids are back to school, what is the balance in structure of your life look like? It gets a little bit more hectic. Make sure that you're scheduling your time wisely so you're not missing things or having to run to things or getting frustrated because everything is stacked on top of each other. Make sure that you're bringing balance in structure for you, for your spouse, for your kids so that everybody feels really good and enjoys the fact that they've got a lot going on. That they are doing sports, they are doing stuff. This is supposed to be fun. Make sure that you're balancing that time.

Make sure that you're talking with your spouse and finding out what things are happening, what are you going to do, what am I going to do, how do we make sure that everything meshes so everybody is happy. Remember, when it comes to family, this time of year is so commercialized. This time of year is crazy commercialized. Make sure that you're resetting the expectations of your kids. This is a great time for you to be leading them and understanding what's going on. Understanding the commercialization. Understanding what this time is really about. What each holiday is really about as opposed to all the pumpkin spice lattes and the toy aisles and all that junk. Make sure that you're spending time resetting expectations of them so that you're not getting entitled children.

Your job is to raise adults not entitle kids so focus on that. Focus on leading them to spiritual growth since we do understand for those of us that are believers this is a very special time of year for us. Teach them what it's about. Show them what it's about. Help them to get there. Help them to walk through. Help them to understand it. Finally, with the family, make sure that you're spending quality time together. Turn off the TV and the electronics. Get that junk off. Spend quality time together. Have dinners together. Have conversations together. Have them put their cellphones down or put them away so that we can actually have quality conversations and we can do things.

Pull out board games, I don't care, do stuff together folks. Spend time. What are you going to do? List those things out. Look up a ton of activities that you guys can do together and then just put them on the calendar. You can do that if you want to have board game nights then put them on the calendar. If you want to have nights where everybody's doing I don't know, artwork, I don't know. Whatever it is put those on there. If it's just a great night, you can even think of conversation nights. Things that we want to talk about this, list those out. Once a week or something and put them on the calendar but understand that the electronics have got to go away.

You've got to spend quality time together and as I shared recently that I had a guest one time on the show who realized that his older daughter when she would come in and she was on her phone she would treat her younger sister terribly. He made a rule. It goes away when you come home that goes away and every single time she would put that phone down. She would treat her little sister great. She would spend time with her. They do things together so keep in mind you're teaching your kids if you're the one who's on the phone so are they. You're teaching them this is how it should be.

If you're the one who's watching TV for hours at night, they will be as well. If you're the one who is on the computer for hours at night, they are going to be on the computer as well. Keep in mind you're leading them. You're teaching them by what you do so make sure that you're teaching them what it's like to have quality time together. Finally, probably the toughest part of this year. For a lot of people this is a very difficult time of year and the reason why is because you're going to be spending a lot of time with family that you might not spend a lot of time with normally.

This time of year brings a lot of family functions and it brings a lot of family junk. It brings a lot of issues and problems and control and manipulation and all kinds of junks. Here's what I want you to think through. I want you to process through what usually happens at the functions that you attend this time of year, if it is Thanksgiving, if it is Christmas, whatever, I want you to think through and process through this time of year what happens this time of year so that you can think through what healthy boundaries are needed. List them out if you've got the same uncle who treats you like crap at Christmas time or Thanksgiving or if your parents always treat you horribly during that time or if you've got siblings that do whatever it is, think through it. Process through it.

List out what healthy boundaries are needed. What do you need to put in place? I can tell you it's difficult. It's not easy but it will change your stress. It will change how beat up you feel, it will change. It's going to be tough and there will probably be conflict but

here's a thing, when you set those healthy boundaries a great thing happens. You usually hold them in place. Now, keep in mind I'm saying set healthy boundaries which means that is protecting you in the process so that you can at least not feel beat up, not feel talked down to, whatever it is.

Put those things in place and if the problem is that you spend too much time at some places well maybe limit your time. Maybe don't sit there and get beat up for a whole week instead drop your time down. I don't know, figure that out but list out what healthy boundaries are needed. First, process through again what usually happens and then list out the healthy boundaries that are needed. Get the accountability if it's all possible. Get somebody who understands what you're going through. If you've got the spouse that constantly beat you up because your family beats you up, that's not exactly support. That's not great to accountability. Find somebody that you can trust, that you feel safe with and get some accountability.

Have them ask you questions about what's going on, what's your plan, walk through this stuff with them, "Here's what I've experienced. Here's what happened last year. Here's what normally happens. Here's my plan." If they need to contact you at some point in the vacation process. I don't care whatever that is, get some accountability so that you can walk through this season and not be completely stressed out because I can tell you if you're dealing with family junk, if you're dealing with family emotions. If you're dealing with a lot of folks that are going to be dealing with a lot of control, some are going to be dealing with abuse, some are going to be dealing with manipulation, some are going to be dealing with just passive aggressiveness.

Whatever it is, it tends to cause your emotions to choose bad things like sugar, like alcohol, like fill in the blank, food. Food is my drug of choice. Let me just tell you. If I'm emotional that can be a place that I go very, very quickly. Be thinking through that process so that your family or your friends or whoever it is that jacks you up does not do that so that you don't walk through the season eating your way to unhealthiness or drinking your way to unhealthiness or whatever. Think through that process. Put those healthy boundaries in place. If you will do all of these things it will radically change what is the normal fourth quarter of the year for you, the end of the year.

It will change the way that you feel about yourself. It will change the way that you are excited about facing next year so you don't get to January 1 and think, "Oh, great. Now I have to put all these new year's resolutions in place because I jacked up the last three months. I've gone through this whole process so now I've got to put these things in place which I'm not going to do after a week."

Do these things, it will make you happier. It will make you healthier, you will have lots of dopamine and endorphins released in your body when you're exercising, when you're getting outside you're going to be getting a lot of vitamin D to keep you from getting sick. It's going to support your brain and your nervous system while you're dealing with family members or people that are unhealthy for you. Do these things so that you can be happy, so that you can be healthy and so that you can get further along. Don't allow this end of the year to stress you out.

Folks, as always we hope that helps you. Again, if you would like the goals worksheet it's very easy to do. Go to chrislocurto.com/downloads or text right now the word yearend, one word, yearend to 33444. That's yearend to 33444 and we will send you that download so you could get started on that right now. As always, take this information, change your leadership, change your business, change your life and join us on the next episode.