



**GURU  
GUIDE**  
with  
Vidusha and Anton

in conversation with  
**Will Polston**

**7**

**HOW TO MAKE YOURSELF  
ACCOUNTABLE**



# A QUICK INTRODUCTION TO THE GURU GUIDE

The 'guru guide' is an attempt to cull out decades of hard-earned expertise to be distilled into succinct, simple and practical advice.

It is NOT meant to be an exhaustive exploration of a topic: rather, pointed areas of focus which can only be discerned by a practitioner. It is not meant to be a generic set of advice: it is advice from battle-hardened professionals who have had a lifetime of experience and proven track records.

## The Guru Guide has a pre determined format:

- ✓ It aims to understand a topic/ area of focus
- ✓ It aims to give tools to help you navigate the area
- ✓ It also gives contexts and examples: so that you can customize it to suit YOU

Exploratory, intimate and insightful, the Guru Guide aims to bring to you a wealth of expertise which can only be possible through veterans whose varied and in-depth experiences offer unparalleled insights.

The brevity and simplicity is by choice, and design. Focused on Executives and Managers who want to get quick tips and techniques, who are eager to improve their craft

and trade : the Guru Guide aims to offer 'little nuggets' of advice and importantly, simple tools, which will enable practitioners to up their game and benefit from expertise which may be hard to find in a hurry.

## INTRODUCING



**VIDUSHA  
NATHAVITHARANA**

Vidusha is currently the Destiny Architect at High5 Consultancy and Luminary Learning and the organization's founder. His areas of expertise are with strategy facilitation, HR strategy development and Leadership Training. He has conducted assignments in 15 countries regionally and consulted for the World Bank, the UN as well as some of the top corporates in Sri Lanka and the Region. He is also a member of the board of directors for Chrysalis, a social enterprise working to empower women and youth by fostering inclusive growth in Sri Lanka and elsewhere.



**ANTON  
THAYALAN**

Anton is a multi-faceted professional who has had over two decades of hands-on experience in process improvement, change management and strategic management, and currently works as the Chief Evangelist of Luminary Learning and the Transformation Therapist of High5 Consultancy. As the former AVP at HSBC DPL Anton won accolades for his superlative work there: and won the prestigious HSBC Group Service – Global Talent Management Member two years in a row. Anton currently works as a consultant focusing on efficiency and productivity improvement and process optimization for local and regional clients.



## INTRODUCING WILL POLSTON

We 'met' Will during our In Convo segment - and found ourselves in the company of a kindred spirit. Unapologetically ambitious - but not for ambitions' sake, acutely aware of his own strengths and weaknesses without a bloated sense of self, continuously seeking to better himself and principled by choice - not by chance, Will has had a rollercoaster ride of a life.

Making it his ambition to be 'rich' early on in life, having been wealthy but losing it all and being seriously in debt, having had a few epiphanies - but still not quite moving into action; and then, like the Phoenix, rising from the ashes, Will is today a much sort after Coach, Motivational Speaker and author.

Having an audacious ambition of 'touching 1 B lives' through his work, Will works with a sense of absolute purpose and conviction - which is probably what draws many to his side.

A no holds barred conversationalist with the ability to simplify things and also, cut through the BS, Will is able to 'let you figure things out for yourself' without being prescriptive.

# AREN'T YOU ACCOUNTABLE FOR YOURSELF ANYWAY ?



Yep - we ALL ought to be - but are we ?

Whenever something goes wrong - whenever you don't achieve what you set out to - whenever things get hard - what do we do - instinctively ? Most of us find excuses, don't we?

The buts, the ifs, the maybes - they all come out - right ?

So - if you find excuses - if you blame it all on something else or someone else - are you really taking accountability ?

I guess it is quite normal for us to do that - but, that is the problem - right there. IF we don't take full and absolute accountability for ourselves, we never quite become masters of our own destiny - and we make a habit of finding excuses. We need to be conscious of this - and this level of consciousness is possibly the first step in being accountable.

Before you can be accountable for anything else - you must first be fully accountable for your own life !

# **BUT HONESTLY - YOU CAN'T CONTROL WHAT HAPPENS CAN YOU ?**

Hell yes...

No one can control it..

But... How do you face it ? How do you recalibrate ? How do you RESPOND ? Now, THIS, we can - and SHOULD control.

No one is THAT lucky where your entire life goes according to plan - and no one can predict all the events and sequences of life events either. So, what happens to you cannot be controlled - but this is where YOUR reflection, action and follow through comes into the equation - and this makes all the difference.

Being able to understand that you can ALWAYS do something about a situation is the starting point to being in charge - and ensuring you navigate your own life according to what you have set out to do. If you can't do this, you really are a rudderless ship...

Of course, even rudderless ships can reach the destination purely by chance. The challenge is this - can you do it twice over ?



# **BUT DON'T YOU BECOME FAR TOO HARD ON YOURSELF IN THIS PROCESS ?**

I guess if you are not balanced about it - yes - then you will berate yourself all the time. Taking accountability for yourself is not about beating yourself up every time you make a mistake - or you don't do what you set out to do each day. We ALL have ebbs and flows - good days and bad days - productive and unproductive days - sure.... BUT, we need to understand it for what it is - and take responsibility for it - and hand ourselves accountable : every day...

We must learn to be 'unhinged' emotionally about 'events' that we have during a day - and be able to have the clarity to understand what went right and what went wrong - and be able discern what we need to learn from it.

There are no mistakes in life - only lessons - lessons repeat until learnt...

So, look at what you do with the purpose of learning - not about apportioning 'blame' to yourself...

## PRINCIPLE 1 : CLARITY AND VALUES

You need to be absolutely clear about what your life is about - and this is a very personal thing. Having Clarity enables you to see things without being clouded and always second guessing yourself.

As much as you are clear about your ambitions - be clear about the underlying VALUES that are important to you : otherwise you will find yourself incongruent with your own self - which is like trying to accelerate whilst having the hand breaks on ! YOU - and only you can understand what your core values are - and these are not something you can simply sit and write down unless you do some REAL thinking...

So, before you go about the rest of your life - DO take a moment and clarify your own values to yourself. Often, you don't understand what your true values are unless you introspect and ask some hard questions from yourself.

Don't mistake your values to be those that were espoused by others - not even your parents or society - they really are rather personal - so, YOU need to seek them out for yourself...

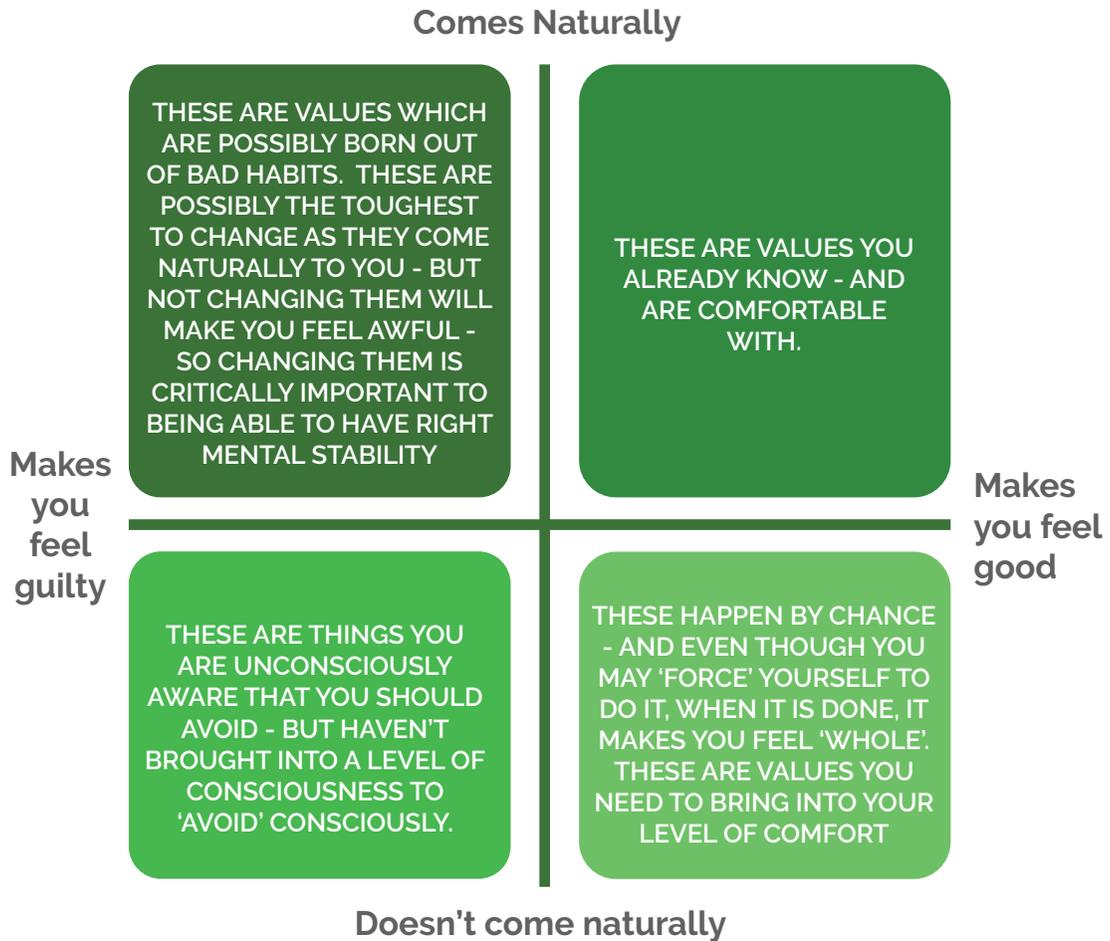


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# TOOL FINDING - FINDING YOUR NORTH STAR IN VALUES



» Having values that you are congruent with is critical for you to really go forth and conquer your own life. Unless you are in congruence with your values there is always a sense of ill ease - a sense of guilt - a sense of 'incomplete' within yourself.

So, either, consciously change your values - or, change your behaviors... Remember that our values CAN and may well change over time. So, undertake 'recalibrating' your values based on your life's trajectory and situations.

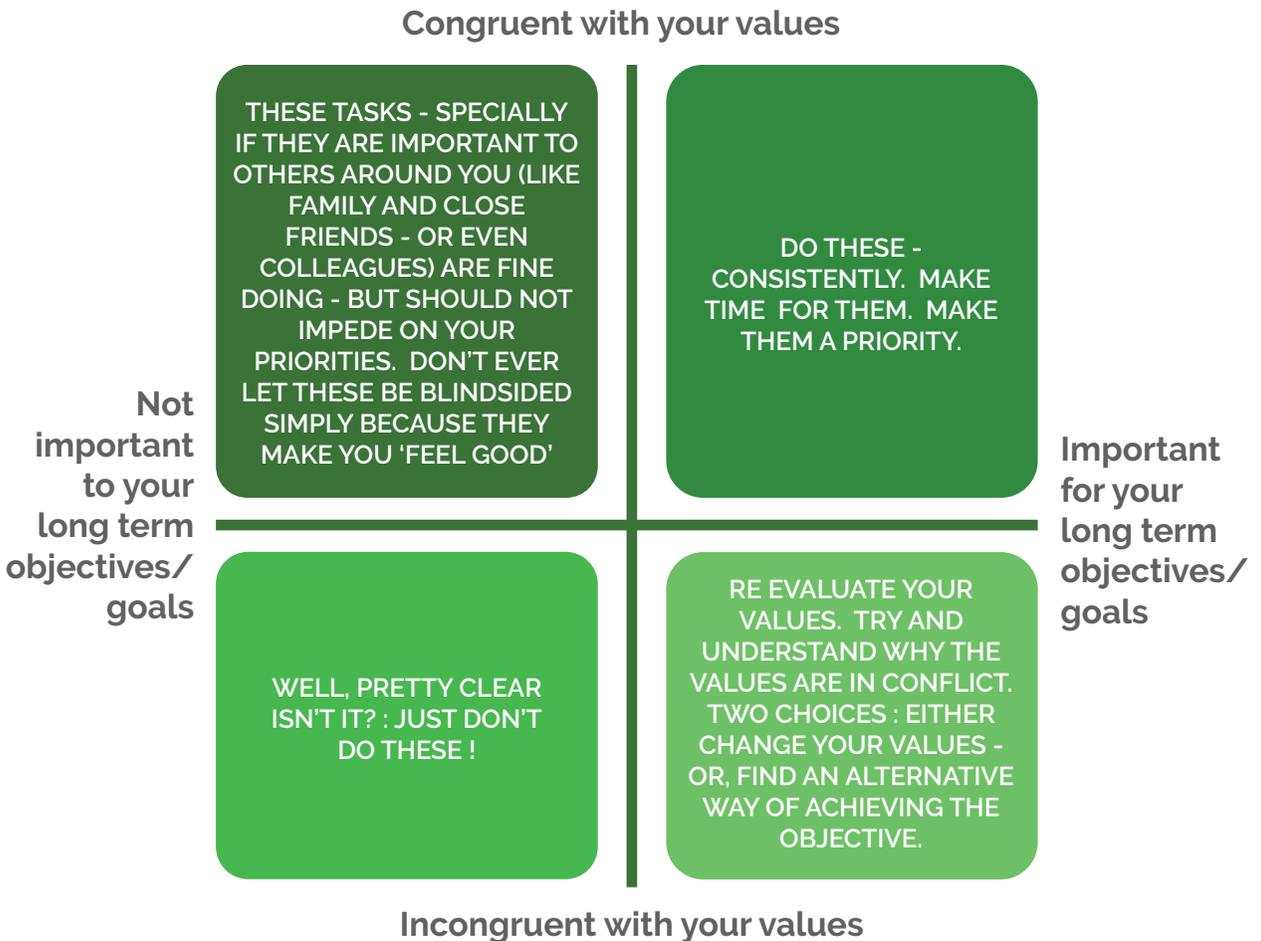
## PRINCIPLE 2 : FOCUS

Being able to FOCUS is critically important to do absolutely anything - and focusing on the 'end objective' rather than what is right in front of you is critical both in your professional and personal life settings. The fundamental is the same - focus is essential.

To be able to focus isn't easy - specially when there are a myriad of distractions. This is when having your 'North Point' is critical. IF this is not set, chances are you will easily be distracted - but, once it IS set, then, no matter what comes in front of you making choices becomes dead easy...

Remember - focusing is not only about being able to do the task ahead of you to a complete finish. Yes - this is also focus - but being able to focus on THINGS THAT MATTER is something we generally miss in the 'focus' equation. You want to have a life YOU own - then, learn to focus on the things that MATTER - not just the task at hand...

## TOOL 2 : HOW TO MAKE THE TOUGH DECISIONS IN LIFE?



» Life isn't this simple - but it CAN be - if you want it to be. Having clear demarcations for YOURSELF - unfettered by what others think is critical to remain focused. Be clear about your values - and be clear about your long term ambitions/purpose of life.

Making decisions on a daily basis becomes absolutely easy when you know what is what. EVEN if you are making a decision that is incongruent - as long as you are AWARE if it, it becomes a 'choice' you make - rather than a 'reaction'.

Take out the reactions - build in the decisions.

## PRINCIPLE 3 : ACTION AND FOLLOW THROUGH



'Knowing' and 'Doing' are very, very different.

You can do without knowing - you can also know and not do. One without the other is counterproductive in every sense.

So, as much as you set your North Point, it is important to take that journey - and journeys are done on foot - not in your mind only. So, translating Vision into ACTION is critically important.

Of course, any great journey has its own set of obstacles and setbacks and often times, disasters - which is where follow through comes in. Whatever you start doing, you must see through - unless of course you DECIDE, consciously that it is no longer important to you. Don't kid yourself on these - because if you give up simply because you didn't find the inner strength to follow through, you may be able to convince even the nearest and dearest around you that it is no longer important - BUT, your own mind and heart of hearts will not allow you to forget it.

So, take action - and follow through - until your destination is reached. Make yourself accountable to see it through...

## TOOL 3 : ACTION HACKS

### INDIVIDUAL HACKATHONS

A HACKATHON IS WHEN YOU GET A GROUP OF PEOPLE TO GET TOGETHER AND 'DON'T GO BACK HOME' UNTIL A PROBLEM IS SOLVED/SOLUTION IS COMPLETED. TAKE THIS PRINCIPLE FROM ORGANISATIONS AND APPLY IT TO YOURSELF. FIND SOMETHING IMPORTANT - AND 'HACK' AT IT UNTIL IT'S FULLY COMPLETED - AND DON'T DO ANYTHING ELSE UNTIL IT IS DONE.

### KEEP A PERFORMANCE SCORE CARD FOR YOURSELF

WANT TO HOLD YOURSELF ACCOUNTABLE - WELL THEN - KEEP SOME KPI'S FOR YOURSELF. MAKE A LIST OF THINGS YOU MUST DO - WITH THE OVERALL OBJECTIVE IN MIND - AND THEN, MEASURE YOURSELF AGAINST IT EVERY DAY. IT IS NOT EASY GIVING YOURSELF A ZERO ON A CONTINUOUS BASIS - AND YOU WILL FIND OUT FOR YOURSELF THAT YOU START DOING THINGS - EVEN IF YOU DON'T WANT TO - SIMPLY BECAUSE YOU DON'T WANT TO CALL YOURSELF INDISCIPLINED. YOU HAVE KPIS IN YOUR ORGANISATION, DON'T YOU? WHY NOT FOR YOUR LIFE TOO ?

### GET SOMEONE ELSE TO DO IT FOR YOU

THERE IS NO REASON WHY YOU CAN'T GET SOMEONE TO DO THINGS YOU ARE NOT 'GOOD AT' OR YOU 'HATE DOING.'

IF THEY ARE IMPORTANT TO YOUR GOALS - THEN - THEY NEED TO BE DONE - BUT WHO DOES IT IS INCONSEQUENTIAL.

SO, IF YOU ARE STRUGGLING WITH TIME, OR THE DISCIPLINE TO SEE CERTAIN THINGS THROUGH, SPEND SOME MONEY, AND GET THEM DONE FOR YOU...

### REWARD YOURSELF

REMIND YOURSELF HOW HARD YOU WORKED FOR THAT BONUS ?  
REWARD HELP...

SO, ATTACH A REALLY MEANINGFUL REWARD FOR YOURSELF AT CRUCIAL MILESTONES OF YOUR PERSONAL JOURNEY TOO.

REMEMBER TO ENSURE YOU ARE NOT 'FUDGING' THOUGH - AND ENSURE YOU ARE REWARDED ONLY IF YOU ACTUALLY 'HIT IT'.

REMEMBER - 99.9 % ISN'T A 100%. HARSH AS IT MAY SOUND, FOLLOWING THIS CREDO FOR YOURSELF WILL ENSURE YOU ALWAYS HONOUR THE COMMITMENT YOU MADE TO YOURSELF.

## PRINCIPLE 4 : REFLECTION

Reflection is critical for growth.

Don't reflect on your day ? Don't reflect on your actions ? Don't reflect on your emotions ? Don't reflect on your relationships ? Well then, chances are you are doomed to make the same mistakes over and over again...

So, take the time to reflect - daily...

When you are reflecting, adopt the same practice as a counsellor would do. NEVER look at it from a 'right' and a 'wrong' perspective... Ask yourself what you did - how you did it - what the consequences were - and what you can learn from it. This is NOT a fault finding mission - this is a mission for growth and development. NO ONE grows barraged with blame and accusations - so, don't do it to yourself...

Reflect - with the intention and purpose of growing as a person...

## **TOOL 4 : QUESTIONS YOU SHOULD FORCE ON YOURSELF ON AN ONGOING BASIS**

### **AM I BEING TRUE TO MYSELF ?**

OFTEN TIMES WE GET SO CAUGHT UP IN THINGS THAT WE FORGET TO HONOUR OURSELVES, OUR PRINCIPLES AND OUR VALUES. SO, ASK YOURSELF IF YOU ARE BEING TRUE TO WHO YOU ARE - AND YOUR FUNDAMENTAL VALUES. IF YOU ARE DOING THINGS BECAUSE OF SOME REASON OF 'COMPULSION' THEN YOU NEED TO FIND WAYS OF DOING THINGS A LITTLE DIFFERENTLY. YOU ALWAYS HAVE A CHOICE - AND FOR SURE THERE ARE CONSEQUENCES - BUT - BEING TRUE TO YOURSELF TRUMPS ANYTHING ELSE IN THE LONGER TERM.

### **IS THIS WORKING OUT FOR ME ?**

MANY TIMES, WHAT YOU DO AS 'HABIT' OR BASED ON WHAT YOU 'KNOW' MAY NOT ALWAYS BRING THE RESULTS YOU WANT. SO, NO MATTER HOW DISCIPLINED YOU ARE - OR HOW CONGRUENT YOU MAY FEEL - AS YOURSELF - IS THIS BRINGING THE RESULTS YOU WANT ?

IF YOU ARE NOT GETTING THE RESULTS YOU WANT THEN, YOU MUST KNOW FOR YOURSELF THAT THE TIME FOR CHANGE HAS COME.

### **WHAT CAN I DO DIFFERENTLY ?**

THERE ARE ALWAYS MULTIPLE WAYS OF DOING THINGS. SO, PLAY SCENARIOS AND SITUATIONS AND DIFFERENT PERMUTATIONS IN YOUR OWN MIND - AND ASK YOURSELF - CAN I DO THIS DIFFERENTLY ?

CAN I DO IT MORE EFFICIENTLY ? CAN I DO THIS WITH LESS 'PAIN' FOR THOSE AROUND ME ? CAN I DO THIS MORE COST EFFECTIVELY ? CAN I DO THIS WITH LESS RESOURCES ? THESE ARE COMMON QUESTIONS IN CONTINUOUS IMPROVEMENT CIRCLES - ASK THE SAME QUESTIONS FROM YOURSELF TOO !

### **WHAT SHOULD I AVOID DOING ?**

ASK YOURSELF WHAT YOU NEED TO AVOID DOING TOO. TOO MANY TIMES WE DON'T 'UNLEARN' CERTAIN THINGS - WHICH DISALLOWS US TO DO THINGS FULLY. MANY TIMES, WE GET IN OUR OWN WAY BECAUSE OF BAD HABITS, UNCONSCIOUS BIASES AND SIMPLE IGNORANCE. SO, REFLECT DEEPLY ABOUT WHAT YOU CAN AVOID - WITH YOUR BEST INTERESTS AT HEART...

## SOME FINAL ADVICE

### ➤ Average people earn money doing things they don't love. Successful people follow their passion.

"To the average person, it looks like the rich are working all the time," Siebold says. "But one of the smartest strategies of the world class is doing what they love and finding a way to get paid for it." On the other hand, the middle class take jobs they don't enjoy "because they need the money and they've been trained in school and conditioned by society to live in a linear thinking world that equates earning money with physical or mental effort."



### Keep focusing on the positives

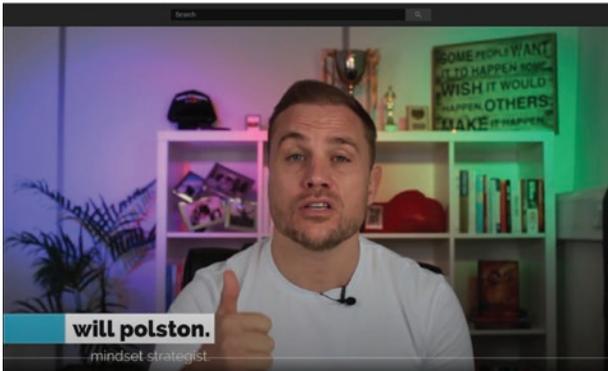
So if you focus on the negative, whether it be thoughts or people you will have more negative experiences. On the flip side, if you reframe your focus to the positive aspects of your life and focus on the good you will see more of the positive and good experiences appear in the future.



### Make It Happen

One mistake many make is to have faith but not take massive action. Faith without massive action is just wishful thinking. You will never obtain any level of success or achievement if you do not take control of your life and put in the consistent hard work to reach a goal. A goal without action is just a dream. Stop dreaming and start doing. Faith is good because it helps you develop patience, but you must put in the work. You can have faith that you will one day be rich, or successful, but you will never obtain it if you rely on mystical forces to bring you gold and power. Work towards your achievements. Only when you do all three is when you are truly going to make it happen.

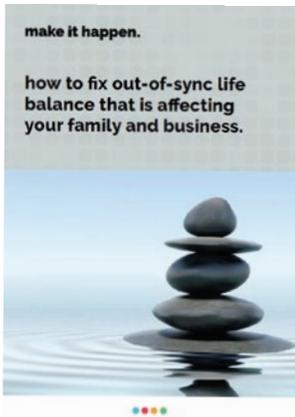
# SEEK 'WILL' YOU...



Why You Want To Create A North Star (Ultimate Goal) and How To Do It  
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## Welcome to make it happen.

**make it happen.** is a coaching and training service that has a passion to serve and provide the best possible coaching, NLP training, life-improving education and personal development networking events to entrepreneurs across the UK.

### Mission Statement – Will Polston Founder

"The power of **make it happen.** is not what we do, but more the positive effect we have on the people we are able to be of service to. For me, the value of our work is in the difference that we make on people's lives which not only benefits them but their family, their friends, their community, society and humanity. This is what I like to refer to as 'The Ripple Effect' our vision is a world where everyone has the mindset, skills and network to live a purposeful, inspired and energised life they love."

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**Instagram:** @willpolston

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**Facebook Page:** <https://www.facebook.com/willpolstonmih/>

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**Youtube:** <http://www.youtube.com/c/WillPolstonMakeItHappen>

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# High<sup>5</sup>

[www.highfiveconsultancy.com](http://www.highfiveconsultancy.com)



[www.luminarylearningsolutions.com](http://www.luminarylearningsolutions.com)



**ANTON THAYALAN**

+94 77 22 666 22 / +94 70 40 666 66  
[anton@luminarylearningsolutions.com](mailto:anton@luminarylearningsolutions.com)

[www.luminarylearningsolutions.com](http://www.luminarylearningsolutions.com)