



**FOUR WAYS  
TO GAIN MORE**

*Control*



**LAURA GASSNER OTTING**  
**HeyLGO.com**    **#BeLimitless**

# Welcome



## THE WORLD HAS CHANGED

Many of us woke up after the pandemic and asked ourselves an important question:

"When life goes back to *normal*, is the normal I'm going back to really the *life* I want?"

And for a lot of us, the answer was a resounding, "Hell no."

I've put together these guides just for you, for this very endeavor, for your limitless life. In the following pages, you'll learn a little more about why, perhaps, you got yourself stuck in the *old normal* and precisely what you might do so that when life "returns to normal," your *new normal* is actually the life you want.

And, I don't mean the life you've been told by everyone that you should want. I mean the life that you — yes you, wonderful, quirky, unique YOU — really want.

Limitlessly yours,

*Laura Gassner Otting*

*Let's Go* →

*P.S. If you'd like to go deeper on any of these subjects, check out the online courses and video classes offered at [heyLGO.com/learn](https://heyLGO.com/learn).*

# Consonance



Knowledge  
**BOMB:**

We are so limited  
by other people's  
version of success  
that we forget to  
determine our  
own.

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## WHY AM I STUCK?

Many of us spend a lifetime pursuing success, filling in all the right checkboxes along all the right paths only to turn around one day and ask, "If all the checkboxes are full, why do I still feel empty? Why does it feel like something is missing? Why am I not happy?"

We are looking for the fastest, most expedient path to the idea of success handed to us by our parents and teachers and mentors and friends. But we are mistaken. Rather than trying to achieve this external, widely accepted version of success, we should instead be looking for success that actually works for each of us.

The problem, it turns out, is one of perspective. The problem isn't how we achieve success, but how we define success.

Is it any wonder that we feel stuck?

### What is Consonance?

How do you define success? And, is the work that you are doing aligned with that definition?

Simply put, are you in consonance?

Consonance connects your daily activities to the success of those around you, and gives you clarity about why you—specifically you, in that seat, in that office, in that box on the organizational chart—matter. Consonance is not just purpose writ large (and lofty). It's your purpose, freely and clearly defined by you, and put into action through awareness of and alignment with your life's plan.

# FOUR INSIDIOUS, UNREACHABLE GOALS

Watch for these social-media driven unrealistic goals set against the background of sunset-gazing, flower-crowned young women with perfectly beach-waved hair!

## *Unreachable Goal #1*

### **“Follow Your Passion”**

Rather than following your passion, you need to invest in your passion—by devoting your time, treasure, and talent to leaning into the goals that you set for your particular life plan.

## *Unreachable Goal #2*

### **The Purpose Fallacy**

Those who satisfy their pursuit of purpose only with “worthy causes” often find themselves frustrated — especially when the whales are still dying, cancer still kills, and children still go to bed with empty bellies.

## *Unreachable Goal #3*

### **Happiness as a Stand-in**

Happiness can be a byproduct of being limitless, but being limitless is not a byproduct of happiness.

## *Unreachable Goal #4*

### **The Ephemerality of Work-Life Balance**

Balance comes from the alignment of the energies used both at work and in life towards the same overarching goals — not from achieving a mystical balance between home and work.

*... And why are we taking advice from girls in flower crowns, anyway?*

# Control

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Knowledge  
**BOMB:**

Throw out the old  
scorecard of success,  
and figure out what  
matters to you.

## WHAT IS CONTROL?

Autonomy matters. In fact, it matters so much that the degree to which you have control—over the work you do, the team with which you do it, and the projects on which you are engaged—has a direct impact on your performance at work. And these days, workers tend to expect more autonomy and control over their work. Technology in particular has opened up new opportunities for us to do all kinds of work and to do it from anywhere—our offices, our cars, or the other side of the globe.

Having confidence in our level of self-determination at work allows us to control our world, to feel protected and safe, and to know that we have options. Control is so important that various studies have shown workers would be more likely to take a job that gives them more control instead of a job that gives them more power.

### Why we've gotten it wrong:

Back in middle school, you were taught to pursue the gold stars, get the good grades, and shine across the board. You had no say in the skills that got rewarded; often what you were rewarded for was different from what you loved. And, of course, you had to be good at every subject. Right brain or left brain, be damned! You were only as smart and as valuable as the average of your grade points across every subject. It didn't matter if you loved numbers or if you were turned on by words; specialization was irrelevant in fourth grade.

Then, suddenly, at seventeen or eighteen years old, you were told to pick a college, pick a major, pick a trade, pick a life path. And you know what's crazy about that? At age eighteen, your frontal lobe—the very part of your brain that determines good decision-making—wasn't even fully formed yet.

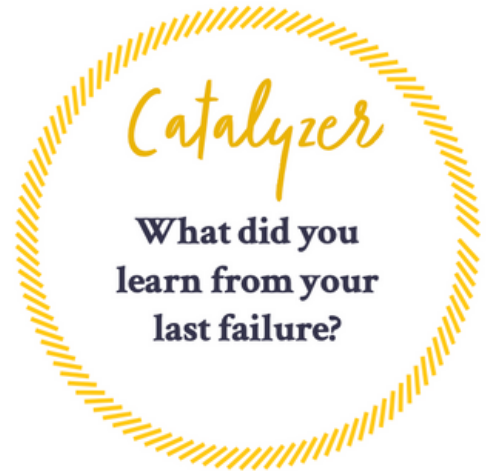
So, rather than picking a path based on what makes us special—what we like, what we do well, and where we shine—most of us are forced to pick our path early, based on values attached by others and on interests that aren't our calling. Our teachers tossed out career path options based on not much more than anecdotal information gathered at a specific moment in time. They possessed no crystal ball, and yet we internalized their notions as predictions rather than simply suggestions.

If you're still operating on career assumptions arbitrarily handed out decades ago, it's probably time to get your hands on the wheel, take control of the ship, and start charting your own course.

# 1. SEE FAILURE AS FULCRUM, NOT FINALE

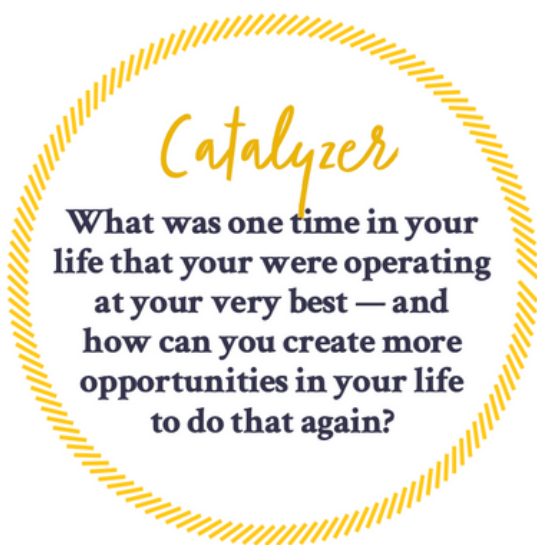
The fear of failure limits our ability to get ourselves right, to determine who we are when we are at our very best—to groove the pattern as a leader when we are that best self. If we try to prevent failure by acting like we know what we’re doing, we will groove that pattern instead of acting like we know what we are doing. We won’t actually learn how to do it. Nor will we learn why and how it works—or whether or not we actually find that work personally meaningful. Being good at something and finding that thing purposeful are not one and the same. Equating the two perpetuates the same empty pursuit of gold stars for something that doesn’t sing to you. Instead, give yourself permission to fail. Try to stop seeing failure as a finale, as definitional. Instead, start seeing failure as a fulcrum—a turning point from which to become limitless.

You may think that if you keep faking it, you can never fail. But this setup forces you to speak using other people’s voices, and to act using other people’s mannerisms. You try to control for everything and end up controlling nothing. Rather than holding more tightly to the reins, you need to allow space for trying out new things, for failure and feedback. This approach will offer greater insight into the areas where you are in consonance, so you can focus on what really matters and gain traction over those things.



## 2. FIND YOUR FUNDAMENTAL STATE OF LEADERSHIP

Think of a time when you were at your very best—not just doing well, but really at your best, firing on all cylinders, inspiring action, closing the deal, making it rain. Or it could be a time when you were simply there in a quiet moment for a friend, sweeping your future spouse off his or her feet, or sitting with an aging and fearful parent during an unexpected medical procedure. This is what Professor Robert E. Quinn describes, in an influential 2005 Harvard Business School article, as your “fundamental state of leadership.”



That moment of perfect flow doesn’t have to be in the workplace. But it needs to be a time when you were invincible, a moment when everything you do well was being called upon, when you were fully present and serving the need at hand. You were limitless.

As you think about such a moment in your life, recall the qualities you exhibited, the level of noise you made, the audience you addressed, the skills you used. Make a list of this evidence of your leadership and tape it to your computer, or make it the lock screen on your phone, or put it on the dashboard in your car. Read this list again and again. The constant reminder will turn these haphazard manifestations of your brilliance into muscle memory, and you will find yourself living the best and highest version of yourself.

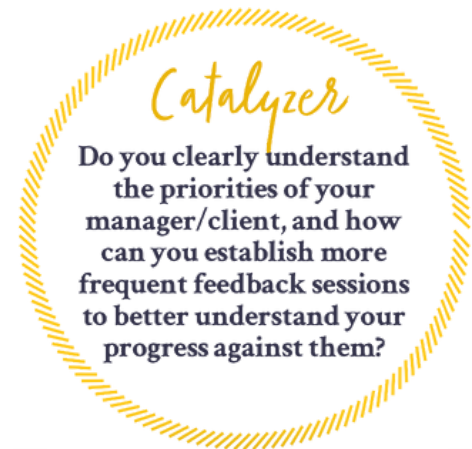
### 3. CREATE A FEEDBACK LOOP

Many of us feel a lack of control because of two competing forces: managers often dread giving us feedback, and in the absence of informed stories we create monsters. We adhere to mistaken priorities at work. We don't know where to improve. We spin our wheels. We could be better—we could do work that feels purposeful—if only someone would point us in the right direction.

So, why do managers hate feedback so much, and what can we do to fix that for them (and for us)?

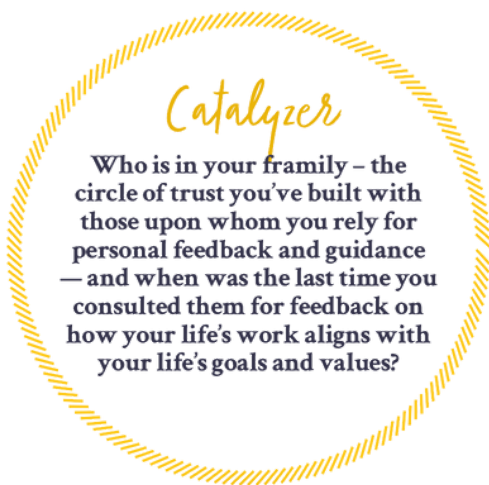
Feedback is often a one-way communiqué, and is often awkwardly and randomly scheduled at times when the projects and processes being reviewed are distant memories. The most recent mistakes drown out the earlier successes. Your review session feels out of your control, and that doesn't feel good.

You need to take back control of the review process by creating a feedback loop. Sit down with your manager. Make a list of shared goals. Determine your supervisor's priorities for your work and ask for the resources you will need to meet them within the timeline expected. Then, loop back frequently to discuss progress. You will get more frequent, more relevant, and more timely feedback, which will let you control how your work impacts your career and salary growth.



### 4. MEET THE FAMILY

Gather your “family” and unpack your goals. Never heard of your family? It's the combination of your actual family and the friends who act like family, those ride-or-die types who tell you what you need to hear in the ways that you need to hear it. The beloved members of your family, whoever they may be, are the best mirror to reflect whether the work you are doing matters.



Tell them your passions. Tell them your worries. Tell them about your income goals and your career growth goals. Tell them what is holding you back. Tell them about the values you want to live into through the work that you do. And then ask them to help ensure that the work you are doing comports with your goals as you have laid them out.

This isn't your typical “personal board of advisors” advice. Those folks—the mentors and the champions and even the naysayers—are there to help you navigate the career you wish to build. What you share with your family is more personal, more vulnerable than that. But beware and be ready. When you talk to a fifteen-year-old about what is important to you and what is stopping you, it's going to get real—and real, real quick.



# LIVE A *Limitless* LIFE

If you're going to clear the way to becoming limitless in your personal and professional life, you'll need to ignore everybody and carve your own path. Combining and balancing the four elements to suit your particular version of consonance will give you the confidence to do it.

What if you threw out everybody else's ideas of what you could be and who you should be and how you should be... and good gracious, what you absolutely shouldn't ever oh-my-god you'll fail do...and carved your own path instead? What if you did the work you wanted, crushed the problems that mattered to you, and got paid what you needed to live the lifestyle you desired?

Sounds like a dream, doesn't it? But, you know what they say: A plan is just a dream written down.

I invite you to check out The Limitless Course, an eight-module, self-paced online course compiled of exercises that I use with my lucky few executive coaching clients. This course asks you the tough questions and provides the perspective you need to answer them with proven exercises that I have used for decades with my lucky few executive coaching clients.

## What you get:

- Lifetime access to the course videos to watch and re-watch whenever you need a shot of limitlessness.
- A beautifully printed workbook, mailed directly to you, to track your work and stay on task.
- Access to a Facebook community of other Limitless Course Students who are on the same path as you for partnership and accountability.

*There's no better place to start than to figure out what your own personal version of being limitless looks like.*



Learn more about The Limitless Course at:

[heyLGO.com/learn](http://heyLGO.com/learn)