

DBOs in BCN

The Identity Audit

Your business reflects who you are being

THE
*dance
business*
COACH

Expectations VS Agreements

By Steve Chandler

You have two choices in your relationships with others.
You can have relationships based on expectations or relationships based on agreements.

Expectations are cowardly and self-defeating. They are cowardly because by expecting things from others, I place all responsibility outside myself. I expect my co-worker to do his job right, I expect my family members to behave in a certain way and the list goes on.

When I am unhappy it's because of them. Expectations lead to disappointments. It's a miserable life expecting so much of others and suffering so much disappointment and betrayal.

Agreements are courageous and creative. They honor the other person. They are Co-Authored between two composers of the agreement. People give their word and keep it. People honor agreements to a far greater degree than they live up to expectations.

They feel stressed when their head is full of expectations of them.
They feel pressure and resentment. They rebel. Ever notice?
If you have children? Employees?

But create a good agreement. Both sides win.

Agreements for our Barcelona Identity Upgrade

1. I agree to stay open and coachable
2. I agree to keep sharings concise and to not waffle off track
3. I agree to go deep and not stay at surface level
4. I agree to go all in and play big
5. I agree to be courageous as I know it will grow me
6. I agree to treat this as a safe space
7. I agree to welcome and respect everyone in the room, lovingly challenging them when needed
8. I agree to look for new perspectives
9. I agree to ignore distractions and keep my phone away during deep work
10. I agree to raise my standards, even when it's uncomfortable
11. I agree to take responsibility for my results
12. I agree to think and respond like the leader I'm becoming
13. I agree to leave with clear actions and timelines

Any additional suggestions (from you / your table)

Signed: _____

This is not about finding yourself.

This is about seeing clearly what has been
holding your business back.

Your business is a reflection of your standards, your
decisions and what you've been willing to tolerate.

You don't need more strategies.
You need to see what you've been avoiding.

Be honest. Be specific.
No vague answers.

WHAT YOU SAY YOU WANT

Your current goal?

Why do you want this?

If you had it, what would actually change in your business and life?

What feeling are you really chasing?

If you already had that feeling, what would you stop tolerating or chasing?

VALUES

What does your life and business currently revolve around?

What does your calendar actually prioritise?

Where is your time really going?

What are you saying matters, but your actions don't reflect?

What do you want your life and business to
revolve around instead?

What would need to change for that to
become your reality?

EMOTIONS

How do you usually feel running your business?

What is your default state when things feel hard or uncertain?

How does that affect your decisions, your leadership & team?

What do you want your default state to be instead?

What would change in your business if you operated from that place daily?

SELF-IMAGE

I am the kind of DBO who...

What do you believe about yourself as a business owner?

Where are you playing smaller than you know
you're capable of?

What decisions are you avoiding because of how
you currently see yourself?

I am a DBO who...

Who do you need to become to run the business
you say you want?

What would that version of you no longer question,
delay or overthink?

STANDARDS

What are you currently tolerating in your business?

What have you normalised that shouldn't be normal?

Where are you letting things slide?

If nothing changes, what does your business
look like in 12 months?

What would be completely unacceptable at the
level you say you want?

What standard needs to be raised immediately?

EMOTIONAL MEANING

What past experience shaped how you run your business?

What meaning did you give that at the time?

How has that been showing up in your decisions or behaviour?

What would a stronger version of you decide
that means instead?

LANGUAGE

What do you say to yourself when things feel difficult?

Where are you using language that keeps things open or vague?

Where are you saying “I’ll try”, “I hope”, “I need to”?

Rewrite those statements with certainty

What does it sound like when you are decisive?

THE GAP

Where are you out of alignment with the business you say you want?

Where are you still behaving like your old identity?

What patterns keep repeating?

Where is this costing you right now in money, time, or energy?

THE LEVER

If you could only change one thing right now, what would have the biggest impact?

What are you avoiding because it feels uncomfortable or risky?

What would your next-level self prioritise first?

THE DECISION

What are you no longer available for?

What are you done tolerating?

What standard are you raising immediately?

What decision have you been putting
off that ends today?

PROOF

What is one action that proves this shift is real
within the next 60 minutes?

The next 7 days?

What will you do that you haven't been willing
to do before?

When exactly will you do it?