

Welcome to The Winners' Circle

“On behalf of Environics/Lipkin, I congratulate you. By participating in this program, you are investing in your future success as an Internationally Experienced Professional (IEP). I know you will also share these insights with your community to help many others succeed. It's all about paying it forward.

Since 2001, Environics/Lipkin has surveyed and interviewed thousands of immigrant professionals to Canada. We have identified the qualities of highly successful IEPs and how you can acquire them. These qualities cut across all national and ethnic origins. They are the qualities that ensure sustained success because they are so relevant to the New Reality.

Environics/Lipkin has also made a powerful discovery: Internationally Experienced Professionals may be more equipped for success than their local-born counterparts. In a world that is becoming increasingly borderless, Global Citizens have the edge. They have the perspective and the training that makes them extremely valuable to Canadian Employers.

The Challenge for every IEP is to recognize their own value and sell it to Canadian Employers, while they help their fellow immigrants do the same. This program is designed to help you do exactly that.

In this workbook, I will walk you through The Ten Qualities of Highly Successful Internationally Experienced Professionals. I will also give you exercises to help you understand and apply these qualities. Then, you need to practise them until you become a highly successful IEP who inspires others to become the same.”

Mike Lipkin, President, Environics/Lipkin

The First Quality: They are Future-Focused

They let go of who they used to be or what they used to do. They leverage their past in search of their future. They know they must reinvent themselves in their adopted country. They know what they want and they're determined to get it.

Exercises:

What do you need to let go of? _____

Who do you want to be? _____

How are you going to market yourself? _____

Who can help you? _____

How can you help them? _____

The Second Quality: They are Optimistic

They always expect the best outcome out of every situation. Even when they don't get what they want, they don't regard it as a failure. They recover quickly from setbacks and mistakes. They never see a situation as permanent. They see the world as supportive.

Exercises:

How can you consistently focus on success? _____

How are you learning from every experience? _____

How can you expand your resilience? _____

How do you stay positive in the face of setbacks? _____

Who is in your network to help you win? _____

**The Third Quality:
They are Proud of Their Differences**

They understand the power of perspective. They call themselves out. They relish their diversity. They demonstrate their innovation and creativity. They see things from an alternate point of view.

Exercises:

Do you truly understand the challenges facing Canadian Employers?

How are you using the power of your differences? _____

How are you turning your differences into competitive advantages?

How are you demonstrating your innovation and creativity? _____

How are you helping others see things from a different point of view? _____

**The Fourth Quality:
They are the Best at What They Do**

They are highly skilled. They know their strength and they play from it. They also constantly upgrade their skills. They love to learn and grow. They are the standards of excellence.

Exercises:

How can you become the best in your field? _____

What's your "Personal Genius"? _____

How are you developing it? _____

How are you turning your Personal Genius into a unique "Personal Value Proposition"? _____

How are you benchmarking yourself as a standard of excellence? _____

**The Fifth Quality:
They Like to Work Hard**

They do whatever it takes to succeed. And they do it willingly. They have a capacity for work that would exhaust others. They never give up. And they never feel sorry for themselves.

Exercises:

What is your capacity for work? _____

What is your attitude towards work? _____

How can you increase your stamina? _____

What are you doing to sustain your enthusiasm? _____

How are you communicating your work ethic? _____

The Sixth Quality: They Are Change-Masters

They don't just accept their new environment, they embrace it. They learn everything they can about the system and what's required to succeed. Then they constantly adapt, even faster than their local counterparts.

Exercises:

Do you fully understand your industry and work environment? _____

Can you talk knowledgeably about your industry? _____

Do you empathize with your employers' challenges? _____

How are you adapting to change? _____

How are you showing others how to manage change? _____

**The Seventh Quality:
They are Courageous**

They believe in themselves. They take on big challenges. They operate with confidence. They are not intimidated by others. They may feel the fear, but they don't let it stop them.

Exercises:

Are you taking on ambitious challenges? _____

How are you building and expressing your confidence? _____

What obstacles or people do you need to confront and overcome? _____

How are you using your fear? _____

What relationships are you building to help master your fear? _____

**The Eighth Quality:
They are Excellent Communicators**

They get their message across – even though they may not always speak perfect English. They are fully involved in the conversation. They listen. They demonstrate their commitment. They show their enthusiasm. They engage the people around them.

Exercises:

How are you improving your communication skills – speaking, writing, listening?_____

What's your communication style?_____

Are you demonstrating your enthusiasm and commitment effectively?__

How can you motivate people to want to speak with you?_____

Are you web-smart?_____

**The Ninth Quality:
They are Natural Networkers**

They constantly reach out to others. They identify the influencers and they contact them – over and over again. They love people and it shows. They attend the meetings and they make the calls. They know what to say and they say what they know.

Exercises:

Do you know who you need to contact? _____

Do you know how to communicate with them? _____

How can you trade benefits with them? _____

Are you allocating the time to attend the right meetings? _____

Do you know how to network online? _____

**The Tenth Quality:
They are Generous**

They are committed to the IEP community. They've succeeded because of others, that's why they want to help others succeed. They understand that all success is a function of reciprocation. They give to get.

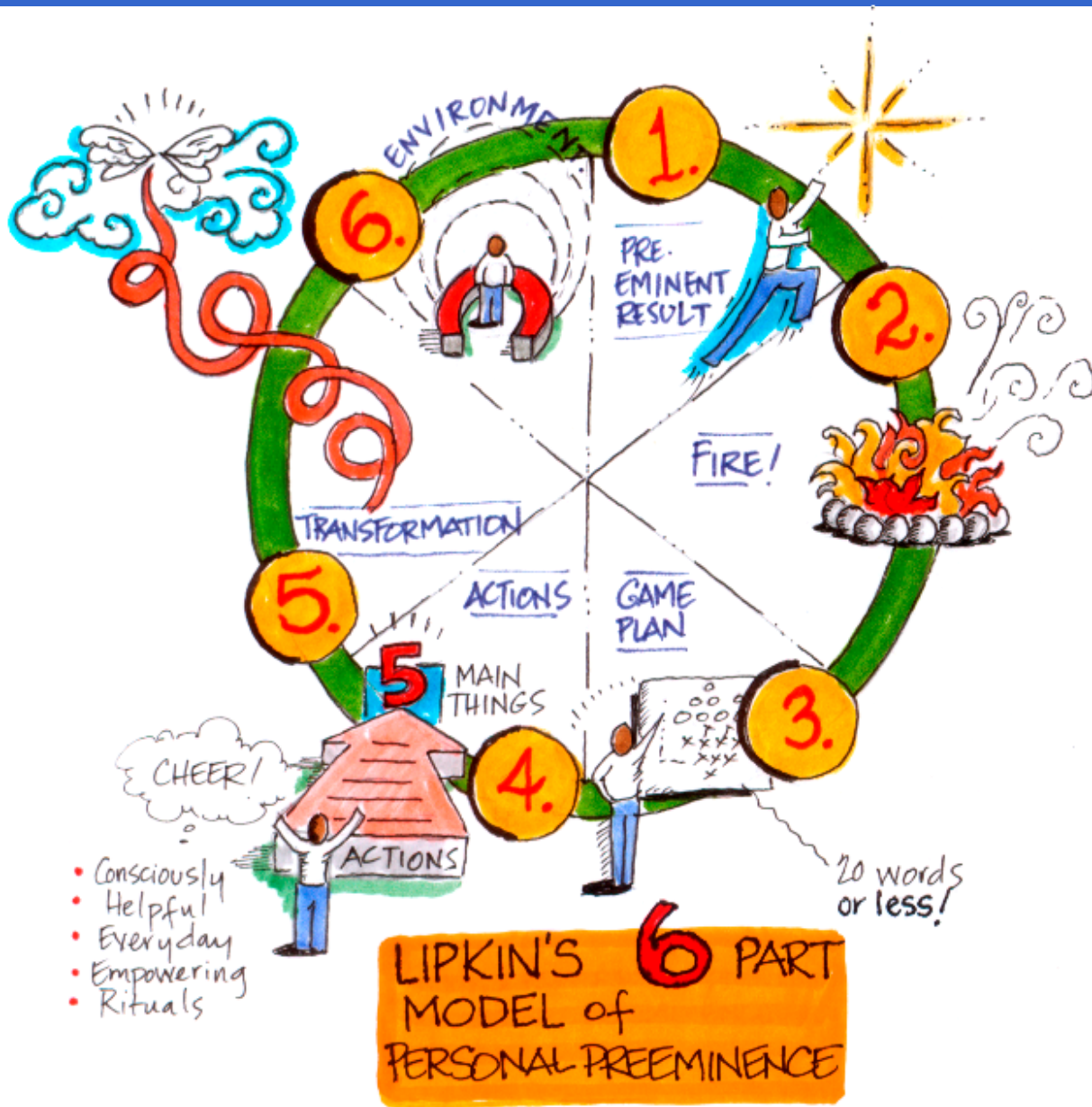
Exercises:

What's your philanthropic focus? _____

How can you develop a reputation for helping others? _____

What percentage of your time and resources have you committed to helping others? _____

How can you turn generosity into opportunity? _____



1. **Identify your preeminent result**— identify one to three professional and personal results that you want to achieve in the next year. They must have the capacity to inspire, enthuse, and energize you, but they should also be measurable, visible, and aspirational.

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2. **Fghkpg** " { ~~q~~ **wh** is the intersection of three elements: your passion, your personal Picasso, and your value proposition.

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3. **Communicate your game plan**— this is the method for achieving results, which you may have already applied but have not yet articulated on others instead of being the one that others can depend on. So articulate your game plan (in twenty words or less), share it, and encourage others to do the same.

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4. **Take actions**— three to five everyday actions that execute your game plan and propel you towards your achievements. These actions facilitate every breakthrough in your life. If they're identified and implemented daily as an Empowerment ritual (CHEER), they will make an impact on your dreams. I talk from experience: you're holding the evidence of my

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mind; be generous without expecting reward; connect with great people; do something that stretches, scares, and stimulates me.*

5. **Transform**— this is how you grow in direct proportion to challenges and expand your capacity to become a leader.

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techniques; listen to one to two hours of podcasts every day; read great books, newspapers, magazines, and journals every day; attend five seminars on coaching, strategy, and communication every year; have preeminent conversations with preeminent people.*

6. **Create your environment**— this is the energy field that magnetizes others to you. It's the space you invite others to step into so that they want to work with you and buy from you. We notice someone's environment before we notice the environment that determines everything we see and feel about them.

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