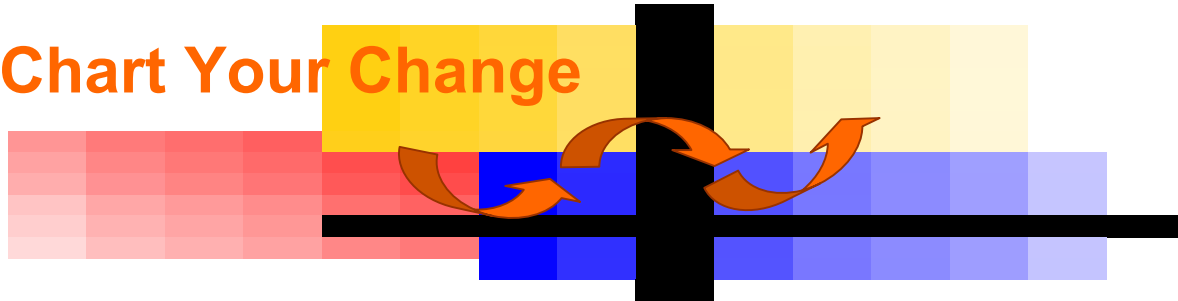


# Chart Your Change



"We write our own destiny  
...we become what we do."

Madame Chaing Kai-Shek



**Flo Mauri – Coach, Consultant, Educator, Speaker**

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Welcome to **Chart Your Change**. You are receiving this e-zine because we've either worked together or we've met before, either at an event, classes I've taught, or conversations shared. I am thrilled to share this latest project with you. Enjoy!

**Chart Your Change** is your select source for inspiration, coaching tips and personal development. We share the very best of essays, research studies and success tools for taking your human potential to the top of Maslow's pyramid: self-actualization and transformation.

## In this issue:

1. Quotes of the Month
2. This Month - Why "Should" Resolutions Fail
3. Lessons Learned - Finding the Right Fit
4. Tip #2 - Finding Your New Leadership Voice

### 1. QUOTES OF THE MONTH

*"The quickest way to do many things is to do only one thing at a time."  
- Irish Proverb*

*I have learned silence from the talkative, toleration from the intolerant, and kindness from the unkind.”*

- *Kahil Gibran*

## 2. THIS MONTH - WHY “SHOULD” RESOLUTIONS FAIL

Have you noticed that most of your New Year resolutions have faded away? If you resolved to lose weight, commit to an exercise program, or join debtors anonymous but have somehow lost interest, it could be because these are things you think you should do and honestly, what could be more boring?

Maybe making a resolution that sticks, has more to do with passion than resolve. What would be the one thing you would regret not having done, if you knew you’d be taking that trip off planet shortly! Are you somehow hindered from doing that one thing you love? Is it a dream you’ve had for a long time and still think about?

The next time you are bored into a stupor by a “should” resolution, ask yourself: “Is this resolution connected to my dreams?” “Does it fill me with a sense of purpose and does it energize me to be excited each day?” You can resolve to make a course correction, at any time. Where do you want to be next year at this time and how important is it?

## 3. LESSONS LEARNED - FINDING THE RIGHT FIT

I would never consider buying a size 7 shoe when I comfortably fit into an 8. However, there have been times when I’ve gone after a job, a new career, a tantalizing detour, thinking - this is for me, this is where I’ll be happy, this is where I’ll find success (but always, somehow knowing it wasn’t the right fit). In these scenarios, I found myself surround by people enabling my fantasy instead of supporting me in reaching my goals. I was not experiencing my true self.

Have you had such an experience? Knowing that it just wasn’t the right fit for you? What is the right fit? When do you know? Sometimes, it’s like trying on several different shoes until you just know which one is the right style, color and fit. But more often, the right fit is something you have come to recognize and feel. It is that clarity of vision that arises from self knowledge, from identifying values, beliefs, strengths and passion. Where are you in the journey? Have you found the right fit?

## 4. TIPS FROM THE COACH - TIP #2 - FIND YOUR NEW LEADERSHIP VOICE

You have recently advanced to a position of leadership, perhaps as the new boss of your former colleagues. How do you get off to a good start? According to Patricia Wallington’s article, “Lonely at the Top,” there are several challenges that may present themselves in the shape of passive aggressive colleagues: *Leavers*, *Testers*, *Passive Resisters*. On the other hand there are the supporters, the *Boosters*.

**Navigate these obstacles successfully and enjoy the new opportunities of leadership:**

**Leavers** are those who, for a variety of reasons, won't stick around. Let them go. Holding on to people who have already psychologically separated themselves from the organization is, at best, a temporary victory. At worst, you have marginally motivated employees who are probably second-guessing their decisions to stay. *You will find it easier to rally the organization behind you when those who are dissatisfied are gone.*

**Testers** are uncertain about your leadership. They will find ways to challenge your style of management and your expectations of your staff. Testing is normal and can be used to develop constructive relationships with your former peers. In your response to such challenges, the organization gets to see how you operate. *Deal with testers by being patient. Take every opportunity to clarify your positions.* Support experimentation by your staff as they learn how to meet your expectations.

**Passive resisters** will test your patience as they disagree with every idea. Even when they express agreement, they will often follow their own agenda anyway. *Get passive resisters in-line by encouraging them to, according to the adage, "lead, follow or get out of the way."* Work with them to bring their issues to you personally.

#### **Nurture and cultivate supporters:**

**Boosters** are those who are happy to be working with you, and they'll tout your leadership to others. Boosters can be anywhere in the company, from the CEO to an entry-level employee. They are your allies because some connection (an idea you shared, a joint accomplishment or a compatible personality) has created a positive relationship. *Nurture relationships with your boosters, and they can be your advocates whenever you need support.*

Excerpt from Patricia Wallington article, "Lonely at the Top"

***Have more fun. Be kinder to yourself and others. Celebrate the gift of life each day.***

Flo

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Request Flo for your next event. In addition to being the founder of Thinking Well Consulting, Ms. Mauri is an Executive Coach and Educator at NYU, teaching Organizational Behavior, Emotionally Intelligent Leadership and Management Styles. She is certified in Conflict Resolution and Organization Development. Ms. Mauri specializes in assessment tools and self-awareness techniques for maximizing human potential. Are you getting in your own way toward advancing your true aspirations and talents? Are you experiencing challenges in your business relationships and want to breakthrough repetitive no-win cycles? Are you ready to define and lead with your strengths? A coach can help you take action to achieve your goals. Contact Flo today for a conversation.

If you enjoyed this issue we'd love it if you'd spread the word. If you receive this newsletter as a forwarded message and would like to opt-in on the list, send an email to: [flo@thinkingwellconsulting.com](mailto:flo@thinkingwellconsulting.com) and type "Add me in," in the subject line. If this email address has been mistakenly added to our list and you want to be removed, please type "unsubscribe". Your e-mail address is never shared with anyone without your permission.

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