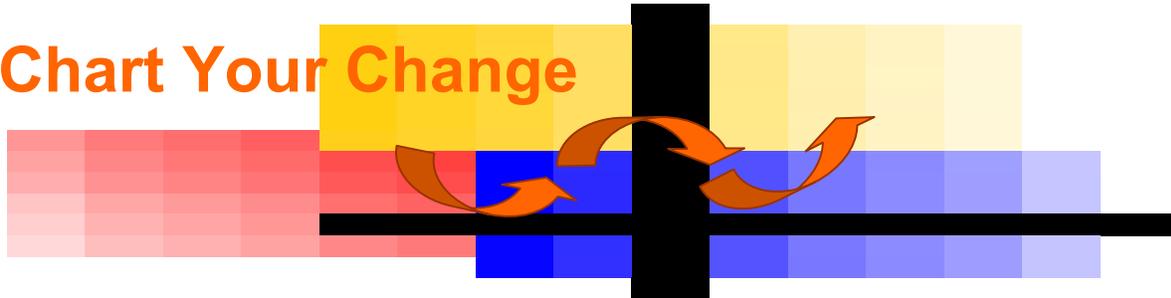


Chart Your Change



"Change requires that you persist even when your efforts are having no apparent effect other than making you feel disrupted, inconvenienced, and bothered."

-- Kenneth Christian



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Welcome to Chart Your Change.

In this issue:

1. Quotes of the Month
2. Lessons Learned - Making Ch-ch-ch-changes? -- Choose Your Supporters Wisely
3. Book Review - Right-Brain Thinking Will Predict Future Trends
4. Tip #5 - Overcome blocks to your focus

1. QUOTES OF THE MONTH

"We must be firm between two kinds of madness: the belief that we can do anything; and the belief that we can do nothing."

-- Alain, Alain on Happiness

"To be what we are, and to become what we are capable of becoming, is the only end of life"

-- Robert Louis Stevenson

2. LESSONS LEARNED

Ch-ch-ch-changes!

While I'm tapping into the baby boomer's memory of David Bowie's song title, *Changes*, I know every generation can relate to difficult changes. We admit that it

can be particularly tough to make changes, especially when it's habits we are changing or a pattern of behavior that is comfortable and yet not supportive of us. We resist change when it threatens what we believe about ourselves. People would rather hold onto a negative self view that is familiar than change it. To change is to undermine our sense of reality because it questions who we are. But really, the self you think you know is more about how you have consistently behaved and what you have believed about yourself. To change, you will need to be open to new possibilities and leave behind your preconceptions.

You don't have to go at it alone. Reach out to friends for help. Find a coach to support you - me! The more people you find to cheer you on, the more successful you'll be in achieving your goals. Think of the woman with shattered legs, healing from a terrible accident. Her doctor tells her she may not walk again and everyday, in her physical therapy, she is held and encouraged to push further, until one day she takes that first step alone and yet she is surrounded by an energy field of therapists cheering her on, letting her know that anything is possible.

No change process can succeed without a reliable system of support. There will be times when you will feel discouraged and want to quit. Who will you call to be there for you, share your struggles with and lighten your load? Let the people you trust know what you want to accomplish. Be specific. Paint a picture of your goals and dreams for them so they will know what you're planning and can remind you or support you when you fall short.

We are our own worst enemy, but our support network, those people who truly believe in us, can help us face our fears and concerns, often mostly imagined rather than real.

There is a power in change. When you make changes in your life, you inspire others to do the same.

To make successful changes:

- Choose your supporters wisely. Not everyone has the ability to truly be supportive of your changes.
- Your friends may feel threatened by your changes and they may not be the appropriate support environment you need. Seek support elsewhere.
- When you realize the kind of change you want to make, think of a person who would best help with your specific goal. If you don't know anyone, think of someone who might.
- Use your support network wisely. Be very clear in your own mind, what you want from them. What will you ask them to do?
- Outline what you want to do; make a plan, but also ask yourself how you might trip yourself up. Make your support network aware of this when you seek their help.

- Formally ask your support network if they are willing to help you through this process. Asking in this way, elicits their commitment to help you.
- Be aware of the times you might find yourself in trouble (sabotaging the process). This would be the hardest time to ask for help. Let your support team know in advance that this might happen.
- Your judgments about someone else who asks for help will be reflected back to you when you ask for help. If you think it's a sign of weakness, you will find it hard to ask for help.
- Make it okay with you to accept the support of others and to draw on their talents and strengths.

A daily plan is needed if you expect to connect with your goal.

- Be diligent and keep your awareness alive. Spend a period of time each day on your plan, whether it is preparing or taking action.
- Specific daily activity is the key to achieving your goal.
- Remember, setbacks are proof that you are changing. Going through change will feel demanding and you will find yourself resisting until you lock in the new habits or feel comfortable with new behavior.

You have undertaken an investment in your future because you have realized that staying where you are is costing you your growth, your happiness, your self image and your potential and you have postponed this change long enough. Embracing a commitment to change will require effort, a long-range perspective and a realization that sometimes you will progress quickly and sometimes utterly slowly. It may take a while for results to appear. Start small, on a scale you can manage and choose your supporters wisely.

3. BOOK REVIEW - RIGHT-BRAIN THINKING WILL PREDICTS FUTURE TRENDS

"A Whole New World - Moving From the Information Age to the Conceptual Age" - By Daniel Pink

Our culture worships a form of thinking exemplified by the analytical, the literal, the functional. It is the linear approach demonstrated by computer programmers, our school system and prized by many organizations. It is left-brain thinking that handles what is said, while the right focuses on how it's said. The left analyzes detail, the right synthesizes the big picture. The right side of the brain was under emphasized during the Information Age but a shift is taking place that will reshape our lives. Right directed aptitudes, like artistry, empathy, taking the long view, pursuing the transcendent - will increasingly determine who soars and who stumbles.

There are three forces moving us towards the Conceptual Age (Abundance, Asia and Automation):

Abundance

The fact that we live in an age of abundance, places a premium on beauty, spirituality and emotions. It's not longer enough to create a product that works and is reasonably priced. There is the aesthetic imperative. We are obsessed with design. Things have to look good and appealing. We don't need extra light, yet in the US, candles are a \$2.4 billion a year business. We like how they look and make us feel. It's the desire for beauty and transcendence.

Asia

Another reason for this shift to right brain function is that we are increasingly outsourcing to Asia, our knowledge-intensive jobs, where work can be done for less by well-trained people. As an example, Wipro, an IT consultancy employs 17,000 engineers overseas to work for companies such as Home Depot and Nokia. This is standardized, routine left brain thinking.

This is precisely what happened to mass-production jobs which moved across the oceans in the 2nd part of the 20th century. Workers today will have to command a new set of skills. They'll have to do what workers abroad can't do for much less money - use right directed abilities such as forge relationships rather than execute transactions, tackle novel challenges instead of solving routine problems and synthesize the big picture rather than analyze a single component.

Automation

We've moved from an economy built on people's backs to an economy built on people's left brains to what is emerging today: an economy and society built more and more on people's right brains. In the Conceptual Age, left brain thinking will no longer be sufficient, we will instead need to use the WHOLE brain. We will learn to supplement our well-developed left brain with abilities that are high-concept and high-touch. **High concept** abilities include detecting patterns and opportunities, crafting a satisfying narrative and combining seemingly unrelated ideas into a novel invention. **High touch** involves the ability to empathize, to understand subtleties, to find joy in one's self and elicit it in others and to stretch beyond the everyday to the pursuit of purpose and meaning.

To sum up, high concept and high touch are on the rise throughout the global economy and society. As an example of this type of thinking, at GM, actually an example of not even the Info Age, but the Industrial Age, Robert Lutz says that the company is in the art business, providing art, entertainment, mobile sculpture and coincidentally, transportation. You can see that high-concept and high-touch aptitudes are moving from the periphery of our lives to the center.

4. TIPS FROM THE COACH - TIP #5

Overcome blocks to your focus:

- **Feeling stuck will affect your focus.** Ask yourself, what does “stuckness” feel like? Does it feel tight? Does it feel like a lid on top of you causing pressure? Does it feel like a boulder pressing down on you? Does it feel like being trapped in a small space? Keep asking, until you recognize what it is and it will slowly dissolve.
- **Respect your body’s reactions.** Are you feeling tense and agitated? What is your body responding to? What’s your body’s sense of what to do next? Is it giving you a message that something is coming up in your awareness? Maybe it’s helping you to bring your focus to a different direction.
- **Focus on whatever gets in the way of your focus.** It may be that you need to remove this obstacle first.
- **Allow the “feeling” (that gets in the way) to expand.** Let this feeling get bigger until you can recognize it and give it a name. As an example, if the recognized feeling is anger, ask yourself: what is all that about - the anger? Then “feel” what it’s all about.
- **Don’t listen to your inner critic.** Don’t respect this voice. It will focus you on how bad you feel and cloud reality.
- **Ask these open-ended questions of yourself:** What is really going on? What is underneath the lack of focus? What needs to happen to move through this?

In Choices, Frederic F. Flach writes, “Most people can look back over the years and identify a time and place at which their lives changed significantly. Whether by accident or design, these are the moments when, because of a readiness within us and a collaboration with events occurring around us, we are forced to seriously reappraise ourselves and the conditions under which we live and to make certain choices that will affect the rest of our lives.”

When you embrace the commitment to do something differently, you set a new course and your life will change as a result.

Have a Joyful Month



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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.

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.

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 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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