

Chart Your Change



"Chart Your Change" is about knowing you're ready for your life to take on another dimension of meaning and growth; trusting yourself to achieve what is possible without yet knowing.



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"...People, even more than things, have to be restored, renewed, revived, reclaimed, and redeemed; never throw out anyone." -- from a poem by Audrey Hepburn

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December 2007 – Happy Holidays!

**Welcome to *Chart Your Change*
(NEW FORMAT: *Monthly Destination, True North and Journey's End*)**

In this issue:

1. *Monthly Destination: End of Year Regroup*
2. *True North: How to Create Change*
3. *Journey's End: Mastery Tips*
4. *Upcoming Events*

1. MONTHLY DESTINATION: End of Year Regroup

Go through your 2007 calendar for a minute and allow the months to remind you of how much you've grown in the past year: the breakthroughs, the small and meaningful gains and the big wins. You can now put some perspective on those challenges that, at the time seemed daunting, yet made you stronger and more confident.

As you begin this process, you might say, there wasn't much change or movement, but if I ask you to write down at least 40 things you did that made a difference to you or someone else, you'll fill up the page. If you are stuck right now, you are probably beating yourself up at missing expectations rather than congratulating yourself for all the stuff you did do. Tap into the "feel good" energy and allow it to sweep you into the New Year with renewed passion. Commit to transforming and expanding your life. Live your values and give from your heart.

If you are like many of us: left to our own devices, we lose momentum and fizzle out. Give yourself a wakeup call: no plan succeeds without support, encouragement and tweaking. Allow yourself to hear the truth, no matter how uncomfortable it may be. Once heard, make the choice to let it free you and not paralyze you. Surround yourself with trusted advisors, accountability partners, supportive environments and of course a great coach to help you act on your plans and desires.

2. TRUE NORTH: How to Create Change

Break Familiar Patterns Which Do Not Support You / Deactivate Hot Buttons.

What are you repeating that is not working? When your response to a particular situation has a ferocious intensity that is out of proportion with what is going on, then there is something more going on. Usually, it's a deep-seeded fear that gets reactivated. The current situation reminds you of stuff that has not been worked out. Ask yourself, "when did I feel this way before?" Keep looking, keep asking. Your memory will reveal other situations until it retrieves the seminal situation. You will know it by how your body reacts to this memory. Ask yourself, "what does this situation bring up for me?" What is the core fear? Is it a fear of being rejected? Or being stupid? Or being unworthy or bad or unlovable? Hold this fear to the light. See how transparent this fear really is and look through it to the external reality of the situation. How has this fear made you feel? Notice if it's the same feeling in the current situation. Finding the thread between these experiences is key to making a shift and triggering different behavior the next time a similar situation comes up.

3. JOURNEY'S END: Mastery Tips

- **Confidence** comes from practice. Once you put something out there, don't speak! – Let your silence hold the space.
- **Incongruent behavior:** when someone is assuring you he'll deliver while shaking his head (saying no non-verbally) – believe the body language.
- **Effective dialogue** is not about getting your way but about arriving at an "expanded pool of meaning." The decisions arrived at may not be your first, second or even third choice, but because they are based on shared data and perspective, they will be better-made and better informed decisions
- **Our minds work in pictures.** Be aware of the images that dominate your thoughts. If you consistently paint a picture of doom and despair, guess what kind of ideas your mind will produce. Begin painting the life you want to live in your mind. Feed and fill your mind with a diet of positive and sensory rich images detailing what you want to achieve (really see, feel and touch). Paint a vivid picture of the life you want to live and your mind will respond by generating a burst of ideas.

4. UPCOMING EVENTS: 2008 Programs

2008 Small Group Coaching & Workshop Programs:

"Building Blocks for New Managers"

A 6-step strength-based approach of self-discovery, managing emotions and learning to engage in transformative conversations. New managers achieve levels of personal mastery.

"Bridging the Gap: Developing Leaders for Tomorrow"

How healthy is your organization's "infrastructure?" Did you know that 95% of leaders lack influence to change the bad behaviors of their employees? In this innovative and cost-effective program, solutions are generated in a collaborative environment where middle managers, the core productivity group, are coached to fully realize their strengths, and to (not only) manage self, but the organization, relationships and change.

May 2008 be filled with warmth and joy shared with family and friends.



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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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