Ask Coach

Compiled by Betsy Chasse

Dear Coach,

Lately I've been hearing a lot about people who can inspire, inform and support me in creating the life of my dreams. Is this true?

Sincerely,
Ready For Change

Dear Ready for Change,

Yep, it's true. There are many types of Coaches depending on what you're looking for. Life, Relationship, Health and Wellness, Business and Executive coaches all work to support you in making the shifts and changes you need in order to create the life you deserve. In this book you're going to hear from many of the worlds top coaches as they answer some of their most common questions.

Sincerely,
Betsy Chasse

Dear Coach,

What is a Coach and how do I find one?

Sincerely,
Mrs. Curiosity

Dear Mrs. Curiosity,

A Coach is an individual that works with clients to support change, transformation, growth in many areas of their lives. Coaches are not therapists, mentors or consultants. They have a specific method of asking questions which inspires you to seek your own answers. They don't focus on the past, they help you step into your future with eyes wide open understanding and ability to live your life to the fullest! While Coaches don't really give advice, I will...since I'm not a Coach. Do your research, ask a lot of questions and get referrals. It's important to work with someone who is best for you and your situation. The Coaches in this book have on average 5-10 years of professional experience, have a certification and or license and have been specifically trained for what they do. You deserve the best, so find the best coach!

Sincerely,
Betsy Chasse

ASK COACH
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Introduction:

Chérie Carter-Scott, Ph.D. MCC

Dr. Chérie Carter-Scott, Ph.D. MCC
from International Coach Federation with over 10,000 hours; she is the original Life Coach and founder of the Coaching Industry.

Coaching: An Idea Whose Time has Finally Arrived!

In these complex times, we are bombarded by more stimulation than ever before in the history of the world. We need to make more choices in one day than previous generations made in their entire lifetimes. In addition, the world in which we live is constantly changing, daily, hourly, and moment to moment. Technological changes alone can make your head spin. Mergers and acquisitions are forged in private and change the way we do business, and terrorist attacks shatter our peaceful existence leave us in shock and deep pain. The changes include but are not limited to: environmental, political, economic, scientific, medical, and global. In addition, we also must contend with task-saturated lives in which responses to a myriad of requests and demands are expected in nanoseconds; there is less and less time available to sort or process information and data and deal with disillusionment, disappointment, and dismissal. In short, there appears to be less time, higher expectations, and a plethora of electronic devices demanding immediate attention requiring instantaneous responses to a variety of questions, requests, and challenges.

Cultural differences in a global economy have become increasingly important to multinational corporations, especially with expats desiring to understand and respond to those from a totally different culture. As our world becomes more interdependent, cross-cultural coaching has become more important and as a result is being embraced globally.

Stimulation comes in the form of text messages, email, social media, Internet, video walls, billboards, advertising, newspapers, magazines, 300 cable TV stations, DVDs, video games, e-mail, random ambient noise, music, radio, cell phones, movie downloads, millions of apps and so on. For the most part when stimuli bombard us, the advertising messages tell us to buy, do, or to go somewhere. The messages indicate that we would be happier and our lives would definitely improve if we did something different from our current behaviors. This is the reality of the twenty-first century the world in which we live, and the pace of change will only increase. The world has changed and is in a constant state of flux.

In addition to the constant barrage of stimuli, we also must contend with task-saturated lives in which responses are expected instantaneously, and there is minimal time available to make decisions and choices. All of this scarcity of time creates pressure and with higher expectations comes stress. With stress emanates confusion, doubt, uncertainty, and a certain amount of anxiety. If you are juggling multiple tasks, trying to get more done than seems possible, and are faced with decisions you don't feel confident making, you are not alone. Pressure. Expectations. Decisions. Choices.

Make the right decision! Don't make a mistake! Everyone is watching. Seize the moment, brand yourself, take a "selfie," post it, be socially savvy! Every moment counts…Expectations matter…they are waiting!
Many people secretly think, "I don't know what I want…and if I did know, would it matter? Could I really have my life be the way I want?"

Concerns swirl around in questioning minds, "What job should/could I do? Where should I live? Where do I fit? Who is the right match for me…who could love me? Am I kidding myself? I'm not perfect… Is there

anyone out there for me? What matters to me? How do I decide? Is it even possible to have what I want? Am I just dreaming? Will I ever be happy? Is happiness even possible? What should I do? Where should I go? Who can I trust? What do I want? What am I doing here? What is my life about? Where are the answers? Who do I ask? Too many options, choices, decisions; it can be overwhelming! This leaves people with little time to reflect.

These questions did not surface 100 years ago! The task of finding the answers to these questions is the condition that has given rise to the coaching conversation…a way for the individual to focus, articulate, grow, and transform themselves and their lives into a inner-directed fulfilling possibilities. This confusion, doubt, uncertainty, and fear has given rise to the coaching profession.

For coaching to be effective there are four items that must be in place. They are 1) Desire, 2) Willingness, 3) Belief, and 4) Commitment. Desire means that the person must want something different from their current circumstances. Willingness is the capacity to do whatever is needed and wanted. Belief means that they can imagine that things can be different and that they can have a role in their personal development. Commitment means that the individual will not give up and will stay the course until the realization of their dream. If the individual possesses these four qualities, then coaching has the possibility of working!

Beware of the weekend coach training that certifies you to become a life coach! Beware of those who enter the profession because they see opportunities to earn a lot of money! Beware of those who call themselves coaches, because they like the title, but have no training, experience, or certifications! Because you declare yourself a coach does not mean that you can truly help people find their answers.

An individual may have natural ability, a big heart, or the courage to confront you when you are evasive, but if they don't know what they are doing, they could either have no impact at all or they could even set you back through unethical practices, diminishment, dishonoring, or defensiveness. Coaching requires skill and timing, tact and finesse, courage

to probe deeper and the sensitivity to know when to be totally silent. Coaching is a profession that combines heart and power, connection and accountability, ethical partnering for results. It is a profound experience to witness and an honor to have your blind spots brought into the light.

There are many reasons to enlist the support of a professional certified Coach. Here are some of them…

Starting Each Year with Focus
Each January you can meet with your coach to help you determine your goals for the year. If you don't have goals, you could easily become confused as to where to focus your energy. Once you have formulated your goals, both you and your coach can focus on what you want to achieve and can help you with obstacles and challenges that could get in the way of your success. The Coaching conversation regarding values, focus, and goal setting aligns both of your energies toward agreed upon objectives. This is a good starting place for a new Coaching relationship. Confronting what you want, what is blocking you, and what you might be avoiding is a good use of your Coaching relationship.

Acting as a Sounding Board
A coach will help you externalize your thoughts and feelings regarding your secret wishes, aspirations, and dreams. Your coach will encourage you to share them along with whatever might be in the way of achieving them. A coach helps you to track your progress and to recognize, reinforce, and reward the achievement of your goals.

Bridging the Gap
Every coaching conversation addresses "Here" and "There." Managing the gap is a fundamental aspect of coaching. When the stretch between where you are presently and your desired future reality is more than you can deal with by yourself, a coach helps you bridge the gap between "here" and "there." A coach helps manage any negativity, fears, or lack of belief in the "I can't" side or the "Negaholism" that can surfaces in the form of confusion, doubt, uncertainty, and fear that can sabotage dreams.

Believing in You
Research has shown that people who believe in themselves are much more likely to make their dreams come true than those who don't. If your dream requires you to stretch your self-image, then your coach will help you find the building blocks between your current perceptions of yourself to your desired identity.

Mirroring
Your coach will also act as a mirror, enabling you to see your blind spots, what is evading your view. Your coach enables you to see that which you may have difficulty seeing on your own. It might be a pattern of behavior that worked in the past, but no longer is effective. It might be fear of change or the unknown. It might be holding on to what you know rather than embrace the dream.

Getting Back on Your Feet
A coach will help when you encounter disappointment, failure, disillusionment, or rejection. When your big goal seems to constantly be shut down, you're told that "you're crazy," or everyone says, "Not interested," your coach will either help you reframe these experiences or assist you in overcoming the hurts, objections, and perceived failures, and breaking through the blocks.

Facing a Crossroad
Sometimes it is difficult to sort out what direction you should take. Deciphering whether circumstances indicate that you should abandon a project or whether the indicators are simply tests to see how much you really want something can be challenging. Perhaps you have been in a long-term job or career and are bored, unmotivated, or burned out. You maybe considering a minor adjustment or a major change, but the rational, reasonable and practical side of you is applying the brakes. Using a coach to determine whether you should or want to make the change will quiet the voices in your head and help you make a clear choice.

Holding You Accountable

You may be a very positive person who is surrounded by people who are negative or diminishing, have exceedingly high expectations, or are perfectionistic. If you are in such a situation, you probably take your accomplishments for granted, have difficulty being acknowledged for your achievements, and maybe even discount, discredit, or let yourself off the hook when you don't do what you say you will do. A coach will support you in acknowledging yourself, in doing what you say you want to do, and in being resolute with any negative or judgmental people surrounding you.

Embarking on a New Chapter

Perhaps your company was acquired, merged, or went public, then what do you do? A coach will help you acknowledge yourself, sort out your new aspirations, capabilities, and proclivities, choose what is in your best interest, and embark on your new venture. Sometimes the challenge is too few options…the flip side is having too many options. Your coach can facilitate you shifting from the vicious circle to creating a straight line toward the goal you truly want.

Examining Unrealized Dreams

What becomes of unfulfilled dreams and goals? Your coach will help you discover the lessons that you can learn from those unrealized dreams so that you can gain insight and grow from everything that happens to you. Whether you want to put those old dreams to rest or exhume them, making a conscious choice will enable you to focus, plan, and execute.

Providing Validation and Recognition

It is important to have at least one person who recognizes your accomplishments. Having a safe space to formulate and discuss your goals, to share your concerns, worries, considerations, and fears is extremely helpful. Every time you externalize your doubts, it reduces their power over you. Your coach will acknowledge your progress, validate your insights and progress in changing in old behaviors, then appropriately, celebrate your success!

Overcoming Fears and Blocks

A coach will help you overcome fears and make the seemingly impossible happen. There are times when you need to make an important medical choice about a procedure, an approach to healing, or to agree to surgery. These are tough choices and making them can feel lonely, confusing, and fearful of making the wrong decision. These are the moments when a Professional Life Coach will support you through indecision and uncertainty to an integrated choice that is truly yours and feels right.

Formulating Goals & Objectives: "Personal Business Plan"

You always want to put objectives into the infinitive form of the verb. When you do this you have forward motion and an immediate focus. You determine what you want to get out of the session. Here are some examples:

To overcome…
To clarify…
To formulate …
To manifest…
To create a plan…
To determine…
To overcome…
To organize…
To strategize…
To discover or illuminate…

Use Goals for Personal & Professional Achievement

If you are achieving all of your goals, then perhaps you need to make them more challenging. Goals should have a blend of three elements: 1. Ones that you can definitely accomplish (comfort zone), 2. Those that are a bit beyond your reach (discomfort zone), 3. Those that are a huge expansion (stretch zone). If all of your goals are in the comfort zone, you will easily accomplish them, however, you won't be challenged to grow and develop yourself professionally.

Your Coach will help you to uncover what might be in the way to achieving all of your goals. If some of your goals are not accomplished, your

Coach will help you discover the lessons that you can learn from those unfulfilled goals so that you can uncover the insight and grow from everything that you experience.

Why do some goals remain unfulfilled? Unrealized goals become the subject for your personal development program that you can focus on in your coaching. While you examine the what, the whys, and the why not's related to your specific goal, your Coach supportively encourages you to look deeper to find your "Real Truth." There are different levels of truth. Your Coach helps you to look underneath the appearances, and persevere without settling for superficial reasons or justifications, that explain not doing what you said you would do.

Objectives
Typical objectives for a coaching session are:

Work/Career: This relates to planning your career development strategy, managing relationships on the job, solving problems at work, changing jobs, changing careers, and/or planning a promotion.

Health: A health concern of yours or that of a family member can prevent you from optimum effectiveness, including eating, sleeping, exercise, nutrition, pain, energy, vitality, sight, meditation, hearing, motivation and passion for your job.

Balance: How to develop balance between work and leisure time, managing stress, and structuring your time so that you feel in control.

Happiness: What is blocking you being happy, and what needs to happen for you to create a happier life.

A stressful concern: Something you are thinking or worried about.
Relationships: This includes the relationships with all significant people in your life including: family, friends, bosses, staff, and colleagues.

Finances: This includes how to live within your means, how to solve an immediate financial problem.

Family: This includes the relationship between you and your parents, your children, and extended family members.

You might have a specific issue like: confusion of priorities, procrastination, the inability to politely decline or say "No," to specific requests you receive; it could be the desire to overcome blocks to public speaking, rejection in sales, dealing with high level executives, or even finding your happiness. The most important aspect of working with a Coach is the rapport between the two of you. The connection needs to feel totally safe, as if you could say anything and would still experience unconditional acceptance. The connection with your Coach must be free from judgment; and your Coach must believe in you and support you in making all of your visions, dreams, and goals become reality.

External Accountability

You may be a very positive person who is surrounded by people who might be diminishing, have exceedingly high expectations, or might be just plain negative (Negaholic). If you are in such a situation, you might take your accomplishments for granted, have difficulty being acknowledged for your achievements, and maybe even discount, discredit, or let yourself off the hook when you don't do what you said you would do. In this circumstance you could possibly use a person to serve as external accountability. A Coach can support you in acknowledging yourself, in doing what you said you wanted to do, and in being resolute with the negative people around you. Coaching is one way to stay on top of the challenges presented to ensure that you are the CEO of your life, authentically fulfilling your mission.

Being a great executive or life coach means that you hold yourself to a higher standard, that you live the process called... "You can have your life be the way you want," and you model the behaviors that you require from your clients. This isn't easy by any means, but if this profession is your true "calling" your life is about being your best self and empowering

others to fulfill their potential. Welcome to the wonderful profession of coaching!

Ask Coach!

Michael A. Pomije, PCC

Michael A Pomije, PCC
A Professional Certified Coach (PCC) credential by (ICF) and is an Executive Life Coach, Facilitator and Mentor. He trains in US, Asia, and Europe with the ACTP and ASCTH programs (accredited by ICF).

Am I Coachable?

The professional Coach "partners" with the client.
Before we mention anything about partnership, we need determine if the client is coachable.

What does it mean, to be coachable?

The coaching client should be ready, willing, and able to be coached.
Let me explain what I mean by ready, willing, and able. Ready means prepared for the task ahead. Willing means disposed and cooperative in attitude or behaviors associated with the endeavor. Able means qualified and competent to meet the challenges presented.

This is also referred to as "above the line thinking." Above the line thinking means that the client takes responsibility for his/her life and is willing to see what she/he "can do" differently to produce a different outcome. Clients who are coachable possess a can-do attitude, are willing to envision their desired future, take the steps required, and are capable of causing their desired results to happen.

This is compared to "Below the line thinking" which constitutes a "can't do" attitude, being at the effect of one's circumstances, feeling powerless, stuck, and blaming others for their repetitious patterns. Below the line clients might better consider therapy as an alternative to coaching.

Coachable clients need to embody these four characteristics:
Desire, Willingness, Belief, and Commitment
Desire to have things different than they are presently.
Having the motivation to experiment with something totally new.

Willingness is the quality or state to be ready to explore and experiment with something new.

Belief that it is possible to have what you want.

Commitment is a state being dedicated to stay the course.

Having these four characteristics is a way to determine if the client is coachable. Needless to say there are a few more conditions that the client is required to commit to before the coach agreement is firmly established. Coachable means that the client has a goal, a concern, or an objective to address in the session.

Coachable means that the client is open discussing their goal, concern, or objective openly with the coach.

Coachable means the client is willing to resolve their challenge.

The client needs to determine whether coaching is right for him/her, consider the benefits, new perspective and awareness they'll gain from coaching.

If you want to know if you are coachable, ask yourself do I want to devote time, energy, and money to realize my goals and desires? Do I want to discover new options and choices in my life?

If any of these thoughts and feelings bring you a resounding “Yes,” then the final check will be checking with your intuition to see how it feels to be coached.

The next step is the Chemistry session with the potential coach.

Ask Coach!

Michael A. Pomije, PCC

Is it ethical to coach both the husband and the wife?

The first step in coaching a couple includes individual chemistry sessions with each client to determine if there is a connection and sufficient rapport between coach and each individual client.

In this situation, the two clients will be interviewed separately and then together. It is customary for the client to interview the Coach, as well as the Coach interviewing the client.

The chemistry session presents the coaching conversation, the ground rules for coaching couples, (which are different from those for individuals), and the opportunity for each individual to choose and buy-in to the coaching process. If all goes well the chemistry session passes the test, both clients (husband and wife) agree to be coached independently and then together.

What can be expected in the first two sessions?

There are two ways to approach couples coaching better known as relationship coaching. First, the coach and one spouse have their private coaching session one-on-one. Next, the other spouse will have a private one-on-one session. The third session will be the three of them, husband, wife, and coach all together. This session will address their separate realities and the issues/objectives that need to be addressed in the coaching sessions. For example, one question might be: what is working in the relationship? A second question might be what is not working? A classic situation involves the allocation of time. The wife might express that she doesn't have enough time with her husband, and he might state that he wants more time with his hobbies, sports, and his friends.

In couples/relationship coaching, there is the inherent requirement to remain neutral to support both people equally while honoring their differences.

Each session is designed with its own objective formulated by each client. The objective is the focus of the session and will be used as a divining rod to keep both people on track.

Imagine the first session with client number one, the husband. He shares with the coach his desires and his various secrets regarding his relationship. Imagine what is going on in the coach's mind when he anticipates having a session with client number two, the wife. The coach meets with the wife and hears her secrets; the coach then must compartmentalize the husband's objectives and secrets, so he (the coach) can be fully present to support the wife.

Let's just increase the complexity of the situation. Imagine that both husband and wife are each having extramarital affairs. This is an opportunity for the coach to review the conflict of interest documentation when coaching both individuals at the same time who both have secrets from their partner. The coach will need to address the "secrets" with each client to see what they want to do regarding disclosing their withheld communication to their partner. If neither client wants to disclose this information to the other, then addressing the conflict of interest is probably the next step in the process.

Acting non-judgmentally is fundamental to the coaching process.
How does the coach honor confidentiality with two clients who are not being transparent with each other?

Finding a resolution may or may not be the most important thing in their relationship.

If both of the partners are having affairs then the relationship may or may not be salvageable, depending on the agreements in the relationship. The coaching may not result in a happy ending, however, both clients will

probably retain their individual coaches and then sort out whether to keep things the same or make some significant changes.

Ask Coach!

Michael A. Pomije, PCC

My client wants the ideal desired outcome to be successful!

Sometimes individuals will feel guilty and fearful if they do not listen to their inner guide (gut) to make personal and professional decisions.

Sometimes people make decisions because other people think they know better than the individual does.

Sometimes the person may not listen to their inner-voice to make a personal decision instead they listen to more successful or educated ones who they think might know better than they do.

The coaching agreement starts with the connection and co-partnering with the client. The coach explores with the client and then the client will make the choice based on what he/she might want out of the coaching session.

A successful marketing veteran in the IT sector was offered a new high paying salary to relocate to another organization. He was a successful leader in his department, but he was stuck in his head wondering if he should take the new position. Was it a want or a should, a choice or a decision to go for this new job? What were the driving factors; head vs. heart. Was his mind giving the orders or was it his heart going with the value he would bring to the new organization.

What were people saying on the outside looking in would he be just as successful with relocating just for the money, but he's leaving his buddies, friends and colleagues behind, will he be successful with this new team? Was he selling out!

I asked him to share his desired outcome and what the future would look like if he were to take the new job. He stated, simply, an obvious salary increase, better benefits, bonuses, more vacation time to be with my family and ultimately the opportunity to have a comfortable lifestyle together.

This is what the importance of the "I want factor" to relocate to this new position. It would serve him well and he was selecting it on his scale of 60% / 40% choosing openly with his heart.

It was important to recap what he was stating to get his buy in for the ideal outcome that he wanted to create for his family and himself. Was it a risk making the leap to another tech company? Was he concerned with what people were talking about behind his back? Did it look like he was just going for the money…bigger better!

Once we put in place the ideal situation, I recapped to him his process about accepting the new position. What it looked like, what it felt like, to wrap his vision around this goal understanding systems and procedures and he did make an agreement to himself to check in with his family to make sure he was on track with his purpose.

Sometimes you will coach a client that has made a choice or decision with their heart or their head, but we want to make sure that if you're to move forward, will they be judging themselves for making the wrong choice? Will they receive a negative judgment from others or the fear of success or fear of failure could get in the way! What we do as coaches is give the coach the opportunity to live their life from their expectations and not the expectations of others without going for the dreams in your life. What insights can you share to discover the steps for decisions?

From their inner truth the client is better able to make choices that serve their own values, behaviors, beliefs that they choose rather then others.

Ask Coach!

Carol Look, LCSW, EFT Master

Carol Look, LCSW, EFT Master
is a world-renowned speaker and workshop presenter. She runs her ICF- accredited Yes Code Coach Program for practitioners who are passionate about coaching others to lead lives of exceptional success.
www.CarolLook.com

Why can't I get out of my own way and stop sabotaging my success?

The clients who ask me this are already successful and already well on their way to building a thriving business, but they still find themselves blocking their progress on a regular basis. They no longer blame the outside environment, family, or colleagues for getting in their way – they take full responsibility for this frustrating behavioral pattern.

Does this sound like you?

You know you have what it takes to be successful.
You see others with equal training get ahead of you in business
You have great intentions, but the "follow through" is a challenge
When you think of success, it makes you nervous or creates stress
You worry about how other people will react to your success
You feel embarrassed by how often you get in your own way

The easy answer to this common question of why people sabotage themselves is: "Because you're not targeting the real reason you sabotage yourself." But there are additional points that are critical to understand about

this topic. First of all, remember that if you are getting in your own way and sabotaging your success, there must be a "good" reason for it. As I said earlier, instead of criticizing yourself for your sabotage, look at this challenge from a different angle. If you are getting in your own way, it must be "solving" a problem for you or you wouldn't be doing it.

So what problem does "getting in your own way" solve for you? See if any of these possible answers resonate with you:

I'm afraid to fail
I'm afraid to succeed
I'm afraid to stand out
I'm afraid to shine
I'm afraid to rock the boat…
I don't feel safe standing out
I don't feel safe being successful
If I block my progress, they won't have expectations of me

Suppose the problem is that you're afraid of success. When you think of yourself being successful, you picture yourself standing out and shining, and that makes you uncomfortable and stressed out. You are certain that if only you could get out of your own way, you would start to really shine professionally (and personally) but you feel uneasy about it and keep stopping yourself. You also suspect that your success might "rock the boat" with other people at home or at work. In other words, they might be jealous or unhappy with your success.

This means that your sabotage behavior is actually solving this problem of not wanting to shine or rock the boat – if you never show up and actually take your business to the next level, you won't ever rock the boat, cause discomfort or make other people feel inadequate about their own lives. (Of course you can't "make" anyone feel something they don't already feel… but I'm sure you've been blamed before…)

So you're afraid of success, and it shows up for you in your behavior - you're late, you don't get projects turned into your boss on time, you stay

unhappy at a desk job instead of breaking out as an entrepreneur, you delay your dreams, you make excuses…

Think of what it would be like to really "shine and be successful." Imagine what this would look like, how it would feel, what accomplishments this would include. Is this about finally writing your book? Getting promoted? Finally putting your name out there as an expert? And who might be bothered by this? Why does this image of you shining and being really successful cause you stress or worry?

Now, rate your discomfort as you imagine yourself shining (on stage, writing a book, losing the weight…) on the 0-10 point intensity scale.

If your fear is higher than a 4 on the 0-10 point scale, it is highly unlikely that you will be able to break this cycle. When you don't feel safe about standing out, you will move heaven and earth to sabotage your success so you are assured you will "survive" and not be attacked.

Now I'd like to lead you through a clearing exercise to help you release this fear of shining. The technique I find most helpful with breaking the cycle of sabotage is called Emotional Freedom Techniques (EFT), or more commonly known as "tapping." It was developed in the 1990s by Gary Craig, a personal performance coach. It is based on an earlier version of the technique called Thought Field Therapy, created by Dr. Roger Callahan.

While focusing on the stress or emotional conflict that is in your way, you tap on various acupuncture points on the face and body with your fingertips to release this block in the energy system. According to ancient Chinese Medicine disciplines such as acupuncture, the electrical energy in your body is carried along meridians, a network of highways in the body. With EFT, we access these blocks in the meridians through the tapping procedure and focusing. Focusing on a target is like calling up a file on your computer – you can't edit it until it has been accessed.

The first step in this process is to choose your target problem – in this case, your target could be "I'm afraid to shine" or "I'm afraid to succeed."

You've already measured how high your distress is on the 0-10 point scale; write that down so you can return to it after the exercise.

Now, while tapping with your fingertips on the karate chop point on either one of your hands (this point is located between the bottom of your pinky finger and the top of your wrist on the outside of your hand) repeat the setup statement that combines the problem with an affirmation. It will sound something like this:

Karate chop point: "Even though I'm afraid to succeed and really shine, I deeply and completely love and accept myself." Repeat this 3 times.

Then tap on the following acupuncture points while repeating the target reminder phrase, "I'm afraid to shine."

Eyebrow Point (above your nose, at the beginning of the hair on either eyebrow) I'm afraid to shine
Side of Eye – (outside corner of either eye) I'm afraid to shine
Under Eye – (bony orbit under your eye) I know they won't like it
Under Nose – (on your upper lip) I'm afraid to shine
Chin – (between your chine and your lower lip) My success will rock the boat
Collarbone – (one inch to the left or right of the bumps at the end of your collarbone) I don't want to shine
Under Arm – (4 inches below your armpit) I'm afraid to really stand out
Top of Head – (top of your head) I'm afraid to shine

Now go back to your target statement – "I'm afraid to shine" – and repeat it out loud while you picture yourself succeeding, and measure how high your fear is now on the 0-10 point scale. What's changed? Do you still worry about other people's reactions? Does shining still feel scary to you? Do you feel more comfortable picturing yourself as successful as you want to be? For most of you the number will have decreased when you

picture your success and repeat the target statement out loud.

Continue more rounds with this tapping exercise until you no longer feel afraid to shine, and "their" possible reactions to your success don't bother you anymore. When your emotions about shining and succeeding subside with the tapping, you will no longer "need" to sabotage yourself by getting in your own way. Being successful in your field and actually shining as your best self will now be appealing and inspiring to you, and you will find your behavior changing quickly and easily.

I encourage you to use this technique on any emotion or behavior that is blocking your success. After what I've witnessed personally and professionally, I know that the sky is the limit when it comes to powerful results.

Carol Look, www.CarolLook.com

Ask Coach!

Kristin Grayce McGary

Kristin Grayce McGary
Author, speaker, trainer, and expert in holistic, comprehensive, functional, and individualized health care.

How To Assemble your Health Care Dream Team

You shop for shoes, for a great hair stylist, healthy dog food and an honest auto mechanic. Right? But how many people think to shop for a health care provider? And yet your health is so much more important than shoes and dog food!

Shopping around for the best healthcare provider is essential to both physical health and emotional well-being. I understand that we're taught to think of doctors as all-knowing, god-like creatures. And you might feel constrained by your health insurance plan's provider network. But you have more choices than you might think. As a holistic, comprehensive, functional, and patient-centered healthcare provider, I encourage all my patients to interview me in order determine if we are a good fit. Compatibility breeds confidence and trust, providing a foundation that supports empowerment, healing, and transformation.

Among other things I am a licensed practitioner of traditional Chinese medicine and an acupuncturist. I tend to avoid the Western medical health model, except for acute trauma care. But if you are on the hunt for

a good Western physician, here's my advice. First, seek Medical Doctors (MD), Naturopathic Medical Doctors (NMD), Doctors of Osteopathy (DO),Licensed Acupuncturist (they are primary care providers in states like California), and Doctors of Chiropractic (DC) within your insurance plan's provider network. As your plan permits, also look beyond the network. Get referrals from trusted friends and like-minded people who received huge benefit from a particular healthcare provider.

If you are a woman, you may prefer a female doctor. That's fine! It's important that you find someone you trust, someone who takes the time and care to hear and understand you. It's also okay to expect attention. If a doctor spends only five minutes with you before rushing to their next patient, how comprehensive is their diagnosis? That is hardly an approach likely to inspire trust. If a doctor's first response is to give you a pharmaceutical drug without learning about your nutrition and lifestyle, I advise you look elsewhere. Look for a well-rounded alternative healthcare provider who isn't enmeshed in the disease-centered, drug-focused Western medical model—a doctor who provides comprehensive care without distortion from the financial incentives provided by Big Pharma.

For each prospect, call the office and request a no-cost, ten-minute phone consultation directly with the doctor—not an assistant—to ask them a few questions to see if it's a good match. This is a brief meet-and-greet interview and most doctors are happy to do this. Some may request you come into the office for your chat. Please advise them that you will provide your insurance information only after you have decided to become their patient. You can name the insurance provider, just so they know you are covered. If you are paying out-of-pocket, please be sure they understand you should not be charged for this brief consultation. Any doctor who is unwilling to meet you on such terms is clearly not interested in you as a prospective patient—only a number—and you should move on to the next name on your list. Don't give up! The right doctors are out there waiting for you.

(Buyer Beware Tip: If an office has your insurance information prior to your call or ten-minute "vetting" visit, they may bill you for the doctor's

time and that will impede your ability to consult with multiple doctors. Don't let them talk you into giving your insurance information unless they guarantee they won't bill your insurance for a simple meet-and-greet!)
I cannot stress enough that finding the right doctor is vital for providing the supportive experience you need to achieve optimal physical and emotional health. Such interviews will completely change your healthcare experiences and outcomes. Remember:

You don't need to be undervalued, left in the dark, mistreated, ignored or disempowered about your health ever again!

Now, here are four questions I encourage clients—and now you—to ask prospective doctors in that meet and greet. Their answers will guide you toward a compassionate and skilled healthcare provider who is a good match. Listen to their answers, then check-in with your head, your heart, and your gut (intuition). Notice the doctor's voice and demeanor. Are they coming from their heart? Are they grumpy and in a hurry? Do they inspire confidence or instill fear? Do you feel comfortable in their presence? Do you feel respected, or do they condescend? Remember, people love to talk about themselves. Any doctor worth his or her salt will not hesitate to answer these questions.

1. What is your training and field of expertise?

Give the doctor an opportunity to share about their specialty with you. Your symptoms may or may not fall into their field of expertise. If not, then ask for a referral to a trusted colleague who is a good match for your set of symptoms or diagnosis. For your specific symptoms ask what they think might be the root cause and how they would approach treatment.

2. Why did you go into medicine?

Give the doctor an opportunity to share the passion they have for their field and specialty. Do they really want to help alleviate suffering? Do they really advocate for your highest good and follow Hippocratic Oath to do no harm? Do they seem hardened by years of overwork and struggle?

Do they seem frustrated after protracted struggles with pharmaceutical companies?

3. Have you ever been sick yourself? How did you regain your health?

Doctors who have suffered illness themselves are the most compassionate. If you get an affirmative answer ask who were the influential doctors and what were the effective therapies that most helped? A doctor's personal illness and recovery—their "healer's journey"—can profoundly influence how they practice.

4. Are you willing to work as a team with my other healthcare providers (alternative and conventional) to ensure I receive the best possible care?

If the answer is "no" that's a deal-breaker for me and you must decide for yourself if it also is for you. I only want to work with doctors who are open-minded, open-hearted, and humble. Frankly, in all but the simplest cases no single doctor will have all the answers for you. It really takes a team—each offering their own knowledge, training, and skill—to fully support you. As a healthcare provider I love being part of a team. I thoroughly enjoy meeting with medical doctors to discuss a functional blood chemistry panel and share my insight on precursors to possible disease patterns in order to address problems for a patient even before symptoms arise. Most physicians I've encountered are excited to share information and help people. If the doctor doesn't like to work this way, s/he is likely not interested in the comprehensive care you need and deserve.

5. Are you interested in finding the root of my symptoms or only masking the symptoms with drugs? What is your approach to healthcare?

Many doctors will admit they are skilled in treating symptoms—not healing. You should not dismiss them. But you should also regard them as specialists who will be useful for specific and limited roles such as emergency situations. I highly advise you to round-out your healthcare team with other healthcare providers who offer a more comprehensive and integrative approach.

Medication Considerations: If you are taking one or more medications and wish to reduce or stop them, ask the prospective doctors about the possibilities. Tell them you want a second opinion about your prescriptions to determine if they are truly necessary, appropriately dosed, and if there might be harmful interactions among them.

You deserve to feel empowered, supported and healthy!

Here's another important point to notice: Did they ask you any questions about your conditions and needs? Did they show interest and concern for your wellbeing? If they didn't, then Perhaps it isn't the right match..

Shopping around for the right team of doctors can save you many hours and days of frustrating interactions and many hundreds of misplaced healthcare dollars that could result from misdiagnosis and mistreatment. Positive relationships and empowered communication with your doctors are a vital aspect of your healthcare and you are in charge! Finding and working productively with the right team is a powerful act of self-love.

If you want help assembling a team, I am happy to assist as your advocate. I know and speak the Western medical language and provide a comprehensive, patient-centered, and holistic approach to managing health. I love working on a team to bring you the best possible care while resolving your symptoms and addressing the root causes of your health issues.

Bottom line: It's your body and your health and happiness. No one is more invested in that than you. And no one else will stand up for those things if you do not.

Ask Coach!

Dr. Jane Cox

Dr. Jane Cox
A world-renowned human behaviours expert, business coach, and a specialist on the psychology of wealth and wealth creation.
www.drjanecox.com

My business is going through a time of growth and change. Stress is high, there is a huge workload to manage, and I am having to work really long hours, often taking work home. The business will really suffer if I don't give it most of my attention at the moment, but it is having a hugely negative impact on my personal life. My partner is constantly accusing me of not giving her or our family attention, my kids are acting up, I have no social life and I am really worried that my home life is suffering which is adding to my stress. How can I handle this successfully?

This is unfortunately a situation that so many people will be able to identify with! Sometimes life does go out of kilter, and if we don't recognise and manage that shift, we can end up with levels of stress that take all of the fun out of life. Fortunately there are steps we can take to help to manage these difficult situations in order to create a great outcome.

Let's look at this situation objectively: Your business is in a time of opportunity, and for a while will require extra leadership and management. You are a family man, and your family are feeling your stress and your absence. You feel trapped between your business and your family, and everything feels like it has lost it's sparkle. So if we deal with the business, and we deal with the family, we can reduce your stress significantly, and make this an exciting time of possibility!

Let's look at family first. My number one recommendation here is Communication! It is so easy, while we are so deeply engaged with something, to assume that everyone around us knows enough to understand why you are behaving the way you are. If it's important to you, and your family are important to you, surely they must understand that you are doing things for a reason. But of course, the decision to invest so much of your time and attention on work is not just your decision to make, and by involving your family in that decision, you will find that a lot of misunderstandings will fall away and they will become your biggest supporters rather than feeling like they are in opposition to you.

Try sitting down with your partner and explaining what is going on. Not necessarily in great detail, but to share the picture with them. Let them understand the thought processes that you have had, and the pros and cons of the choices you are making. So for example, the conversation might go something like this. "As you know business has been causing me a lot of stress because we have lost two of our key clients. I am worried about how this will impact on our lifestyle, and on the business itself. However what I have done recently is made acouple of incredible contacts and have a new great opportunity.

We need to do a lot of work to be able to take advantage of this opportunity, and this means that I need to be working longer hours. If I do this, I am hoping I will be able to stabilise the company, compensate for the loss of clients, replace income, and I have the potential of creating a lot more income than we have over the last few years.

If I don't do this, we won't be able to take advantage of this opportunity. We would either have to find ways to crisis-manage to keep the company going, make changes to our lifestyle because of less income, and look for other opportunities.

How do you feel, what questions do you have, and what would you like us to do?"

When your partner answers, LISTEN. They might have some great thoughts or insights, because they will be on your side - wanting the best possible outcome for both of you. Answer the questions, acknowledge those feelings, and share your feelings with them too. When your partner understands WHY you're doing something, and they agree it is the right decision, they will usually play their role in the success outcome. They will perhaps take on more of the household responsibilities, hold back from criticism, offer you more support.

Remember, this is not a potential success that will be earned by you alone, you will be earning it with the co-operation and understanding of your family too. So when you and your partner have shared your feelings, explained your realities, and found out where you can potentially take strain off each other's shoulders, then involve the children at an appropriate level. Explain that you are working long hours for a set length of time (time specifications are important - if you are going to carry on working crazy hours indefinitely, we have a whole different situation to address!), and you are doing it so that you can stay living in your home, driving your cars, sending them to their extra-curricular activities, going on nice holidays, etc.

Acknowledge how grateful you are to them for understanding your absence, and remind them that you love them, always, no matter what. Remember, the benefits of acknowledging everybody's part in your success or in your journey is priceless. Allowing them to take ownership of their role, and to celebrate what then becomes a joint success, is such a good bonding process.

And then, make the reward of the business success something that everyone is involved in. Agree, for example, that you will spend a two-week holiday together in a place that everyone wants to go to, and involve them in the decision of where to go and what to do. Agree perhaps to spend a day every month doing something fun together and giving them your full attention. And always, always, take all the opportunities you can to remind them that you love them.

Business wise, spend some time analysing what you are doing, and why you are doing it. Are you making decisions from a place of desperation? Are you spending time trying to micro-manage your business? Are you working smart? Are you utilising your staff appropriately? Are you bringing your stresses and frustrations into your business?

Be objective, and be ruthless. Scrap the busy-work and do the strategic work. Put a time-limit on your crazy working hours. Make an agreement that you will stop and analyse what is going on with your business every month, or every three months, or whatever is reasonable for your business situation. Acknowledge that if things don't settle down, you will look at bringing in a support partner or employee to take on some of the hours. Look at whether the opportunity you had is still real. Look to see if you are moving forward.

The most important things are to be the one managing the situation, rather than the situation running you. To keep your family abreast of what is happening, and involve them as appropriate in decisions that impact on them as well as on you. And never forget WHY you are doing what you are doing. It is probably to create a good life for you and your family. If it is not achieving that, it is not aligned to your why. If it is doing that, it is worth the short term sacrifice.

Ask Coach!

Dr. Jane Cox

I feel like I have employees that are not carrying their weight. They are making excuses, not following instructions. Meetings seem to be pointless because what they say they will do and what they actually do are not the same. I feel like I'm carrying the workload of the whole department, and am really battling to get back respect and co-operation from my team. What steps can I take to overcome this challenge?

It sounds like you and your employees have a completely different view of your business, and I can well understand your frustration and anger that this will be causing you. It also is probably causing them just as much dissatisfaction, and the best thing you can do is to break this negative cycle and stop feeling like you are carrying the weight of the company on your shoulders alone.

Set aside time for a meeting with every single member of staff. Ideally, you want to find out from them what they think is going on. Without any judgement or interruption, listen to what their perception is, and try to understand where their perception comes from. The truth is, you may well have played a role in creating that perception, through lack of communication, or through sending out mixed messages through your behaviour.

Be careful not to interrupt their flow, or take things personally, or justify or explain anything from your point of view. The floor belongs to them, not you. You will learn and understand so much by listening to understand, not listening to answer.

Once you have a clearer view of why they are behaving the way that

they are, you can now share appropriate information with them. One of the things that causes the most most problems in companies is keeping employees in the dark with what is going on in the company. If they don't know what is going well, and what is going badly, how can they participate in accelerating that success and preventing those problems?

Share your hopes and plans for the company, or for your department. Let them understand your short-term, medium-term and long-term strategy. Get them to share their thoughts and ideas with you - you will often be very pleasantly surprised by how much knowledge and talent is amongst your employees. Very often, they are in customer facing roles that give them a great advantage is knowing what the customer wants, where problems may lie, and where opportunities abound. Open up those lines of communication. It is usually the first step in recreating an environment of trust, support and personal responsibility.

It is also a good idea to be honest with yourself. Have you been respectful towards the other people in the company? If they don't feel respected and valued, they in turn will often battle to value or respect you, or their jobs, or their company. Are you praising successes when they happen, or just criticising when things go wrong? I see it over and over again in companies, where all the focus is given to areas of weakness, and very little given to areas of strength. It is the old "carrot or stick" philosophy - are you always beating people up, or are you encouraging people forward.

It might sound like a cliche, but "where attention goes, energy flows". If all of the attention is on the stuff that is not working, that starts to become what dominates the company. When attention goes towards what is working well, and praise is given to work well done, that is what starts growing. Incentives work so well, and contrary to popular belief, the value of the incentive has very little to do with it's success. For most people, it is acknowledgement of effort, and the gift voucher, or bottle of wine, or box of chocolates, or extra money in the salary cheque is great, but often the "thank you" card, and the public acknowledgement of a job well done, is the priceless thing that genuinely drives people forward for more and more success. It changes the morale in the office, and gives

every person the opportunity to feel valued and to know that they have made a real, positive difference!

The fact that they are not implementing decisions that have been madein meetings, or not doing the work that they are expected to do, speaks volumes. If they have been allowed to get away with less than constructive behaviour, they have no real reason to change that behaviour pattern unless you create that reason. Hold them accountable. Follow up on expectations. Put times in place for when each task should be completed. This is not about micro-management, it is about good management.

Show them the effects that their lack of application has on the business, and if relevant, show them how that affects them personally. Are they proving that their job is redundant? Are all jobs at risk because there is not enough money coming in to the company to help it to grow? But also show them the value of a job well done. If people understand that the job that they do plays an important role in a bigger picture, that will help them to appreciate the importance of the role that they play in the success of the company. Everyone wants to feel valued, respected, and that what they are doing adds value.

It may take you a bit of perseverance to change what has probably become habitualised behaviour, but it is well worth persevering! You have allowed them to coast, for whatever reason, and of course it is probably easier for them if you let them continue to get away with as little application as possible, so keep on keeping on. Remember too that you need to be leading by example: are you doing the work that you are committing to do? Are you hitting your deadlines? Are you holding yourself accountable? If you are seen to be someone who is true to their word, you will find it far easier to manage other people who are seeing you "walk your talk".

I did mention micro-management earlier, and this is something that I always suggest is avoided at all costs. It really can cause so much frustration and also adds so much to your workload. You employed each person because you believed they had the skills and experience to do the work at hand, so let them get on with doing it. When they are allowed to

take proper responsibility for their job, usually the quality of the work and commitment goes up exponentially. And then, once they have done their job really well, allow them to take the credit for their hard work, and for the great results they have achieved. The more empowered each employee feels, the better their approach is towards their job.

And one last thing that I have to mention for a reality check. Are they working too hard? Are they actually battling to cope with their workload? Sometimes we see fault where no fault lies. If their workload is too big, then with the best will in the world, something is likely to end up being neglected. Be open to the idea that you may need to employ another person, or move people out of your department or company that are not pulling their weight. They may be feeling as stressed and as overloaded as you, and when that is happening, a redistribution of responsibilities, or employment of extra people will of course be the best route forward.

Ask Coach!

Dr. Jane Cox

I feel frustrated and unsettled at the moment. I'm working hard, doing well, and feeling very unsatisfied and empty about it all. I seem to have lost my mojo! Any advice?

Oh this type of situation is so common, and actually makes me feel a little sad! When you work so hard, and from the outside looking in your life looks wonderful, but meanwhile the reality is exhaustion, despondency and emptiness, where do you go to and what do you do?

My first suggestion would be to step away from your life. Take a holiday, lie on a beach, take some beautiful walks, and give yourself the opportunity to recalibrate and rethink what you are doing or where you are going. What is really important at this stage, is to stop thinking, or trying to reason why, or stop actively trying to think of what you should be doing. The fact is you have probably been thinking in circles, and that is literally trapping you into a thinking pattern that is not working effectively for you.

Let your brain switch off, and tap into your gut feel. Start to trust your feelings. It is often a habit to immediately try to "think things through", or work out pros and cons of decisions ad infinitum. The trouble with that is that we often lose touch with our real self. So reconnect. Find stuff that makes you happy - not necessary big things yet, like a new career path or a different relationship, but the little things. Enjoying a great sunset, a lovely cup of coffee with a friend, a walk, or a lovely home cooked dinner with your family. Allow yourself to fall back in love with life.

Discover what foods you really enjoy, and savour the flavours. Find the spots in nature that make your heart soar. Do activities that make you happy - swimming, walking, painting, reading, tennis, golf, fishing.... It

doesn't matter what brings you happiness, but reminding yourself that joy lies in pockets that you can access all the time, is so good for our souls! and put everything into it's proper perspective. Often our lives seem to lose their happiness because we are too busy being busy to just experience that happiness that every day contains.

When you are going through this journey of reconnecting with things, big and small, that make you happy, what you are also doing is you are also reconnecting with the thoughts, ideas and feelings that genuinely belong to you, when you are out of the influence of your day to day circumstances. When you are feeling properly rested, relaxed and re-energised, then you can gently start exploring your gut feel. What is causing your feelings of frustration? Are you too reliant on other people? Is something missing that you would like to add to what you do? Are you stretching yourself too thin, and feeling like you're not giving anything the attention that it deserves?

What would you like to add into your career, or take out of your obligations, that would make you happy? Is it time to start looking at a change of direction, or do you just want to make a few changes to what you do at the moment? You may have got to the point where you crave more stimulation and excitement, or where your life would be so much happier if you were able to get rid of some of the work that you do, whether that would mean bringing in employees or partners to do the work that you no longer enjoy doing. Take a big breath: what makes you happy, and what are you ready to let go of?

We are so blessed these days - if our life is not making us happy, we have the power to create a whole new life. Allowing yourself this time to reconnect with who you genuinely are, and what you actually want, you are making the decisions on the "new life" that you are creating from a position of strength, not a position of weakness. Operating from a place of desperation tends to result in poorly thought out knee-jerk reactions that just cause us to lurch through an "okay" life based on "okay" decisions, and this is how we can end up getting "trapped" in our own lives.

You see, often when we are setting out in business, out of sheer necessity we might make short term decisions that might not be an ideal business decision, but is a necessary business decision. Perhaps it's for cash flow reasons, or contacts you can make, or exposure to a new market that you are looking to break into. While that is perfectly fine at the time, what we need to be aware of is that those short-term decisions can become long-term outcomes unless you keep yourself on track, and keep ensuring that you are still heading in the right direction to achieve your goals and your preferred outcomes.

Perhaps you have been working hard, and the work has become second nature to you. Ask yourself: Are you keeping yourself stimulated and learning? Is there stuff going on that keeps you engaged and interested? If not, find something that would really be great to explore or learn, and keep your brain exercised!

You may have lost that important balance between work and play. We know it is important to keep some sort of balance in our lives, but realistically there will be times in our lives where it is difficult to maintain this balance. This is fine, if it is a short-term imbalance. When the unbalanced life becomes your norm, it is really interesting how much it affect everything about you - your mood, your energy, your happiness. Right now, after reconnecting with things that do make you happy, make a decision to keep some of these activities that you are doing just for the sheer fun of it! Life is not supposed to just be one big burden! It should be a mix of responsibility, enjoyment, hard work, stimulation, relaxation and change. Don't fear the change, and try as far as you can to enjoy a really great mix of life experience!

And of course, last but not least, this is the most important question you need to ask yourself as often as possible: what is your WHY? Often when we have that feeling of frustration or emptiness, it may be because you have strayed away from your WHY. What fires you up? What burning desire wakes you up in the morning? What do you dream about at night? If you battle to find your WHY, often it helps to work with a great coach to help you dig deep and connect with your core.

Sometimes, our WHY changes, so when you are thinking about it, ask yourself if it is still your why. Often when we are working on ourselves, working hard, and growing and learning, we discover something that feels even more inspiring than what we had the knowledge or experience to know before. So ask yourself: Is this still my WHY? If not, don't be afraid to change it to your new sense of purpose, your new WHY. The stronger your sense of purpose, and the more powerful the drive it exerts on you, the more likely you are to succeed at your goals, and importantly, the more fulfilment and happiness those goals will bring you as you work towards them, and as you achieve them. Remember the joy needs to be in the journey towards your goals, not just in accomplishing them!

Now step back into the driving seat of your own happiness: what are the first three things that you are going to do to take steps to change how you feel? Start that journey, and make sure that those first three steps are ones that you can start taking right now. Strike out as soon as possible in the actions that you feel will make a difference in your life. And never forget the huge benefits that come from Committing yourself to doing something every single day that makes you happy!

Ask Coach!

Tim Johnson - Meaningful Success

Tim Johnson
A success coach who helps people get business results and personal fulfilment. Tim is also author of The Success Book – how to grow yourself and your business, published by LID publishing.
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My business is running me: I'm giving it my all, I'm juggling all the balls, spinning all the plates, and making things happen. Sure it's exciting and rewarding but I just can't see myself letting go of the reins enough to ease back a little as it's bound to fall apart without me pushing so hard. Is there a way round this?

This is a very common situation. When we start our own businesses it inevitably becomes a lot of work to get up and running, that's why most start-ups fail. So well done for making it through this far. Inevitably as the business owner you have more experience and more skill than anyone else and you have more passion and drive to go with it. The business is your baby and you have to be on top of everything to make sure it's just so.

This is so understandable, but before we look at offering solutions let's first look at why you operate this way, it gives you key benefits otherwise you simply wouldn't do it this way. And without addressing these

key benefits you'll generate resistance to any form of change no matter how rational or logical it may sound. You are going have to do the work around this one as your particular case is different to anyone else's but let's look at things that might be benefitting you: You may feel that by driving everything it makes you feel important, indispensable, that the business needs you and all of these combine to make you feel worthwhile and valuable. It maybe that you just can't trust others to perform on your behalf because you find trusting people is difficult because you've been let down badly in the past. It maybe that by being permanently busy you don't have to face the scary prospect of just being with yourself and facing all the thoughts feeling and emotions that go with it, and perhaps a deep sense of emptiness inside. So before going any further take time out to be honest with yourself (It's ok, no one else needs to know!) and get clear about the benefits to you of carrying on the way you are. Please do this step.

Now you've seen why you operate the way you do, do you want to carry on that way? If so, carry on, it's your life and no one is stopping you, just be aware of the trade-offs you are making in terms of your health, your future business growth and the impact both will have on your family, friends and work colleagues.

If you do want to make a change then you'll need to re-frame and re-adjust the reasons you operate like you do. For example, if you gain your sense of self-worth from being at the coal face working hard, consider re-framing this to you can enhance yourself worth by enabling others to shine and develop their strengths. If you feel you can't trust others, then you'll need to start finding evidence where people have been trustworthy, when people have stepped up to the mark, where people haven't let you down, you need build an alternative picture. For what we focus on tends to increase, so if we focus on people letting us down, guess what – that's what the world will provide us. If actually meeting and facing yourself is the scary prospect as the alternative to being permanently busy, then trust that the bottleneck is always at the top, and if you want to grow your business, you'll need to grow yourself.

Now you've had a look at your internal resistance to change, we can proceed. Here's a 4 step process you can follow. I've developed two $5million + turnover businesses from start-up in totally different industries with this approach, so I know it works.

Strategy > Simplify > Streamline > Scale

1. Strategy
To look at your business (and your life) strategical;ly you need to take a step back from the coal face, and take an obverview or helicopter view, step away from the detail for now, and look at the bigger picture. Where are going, why are you doing it? What are your core strengths? How do you compete in the marketplace? What are the trends in the marketplace? Why is your business special, unique, what's the edge that you offer? How do you really delight your customers? What size of business do you want to develop, how quickly do you want to get there?

These are broad brush, qualitative questions it's to capture the essence of you, your purpose and your passions and where you want to go with them. Do not slip into detailed planning mode with specifi dates and times otherwise these will become milstones around your neck that you'll feel the obligation to achieve rater than expericing the joy of setting out on a journey of your choosing with all the adventure that the unknown has to offer. This way you'l generate a clear compass point direction for you and your business that you can be enthused and excited about for the long haul.

2. Simplify
There's a good change that your product and service offering has grown over a period of time. It can be difficult not to adapt to a customer's request for something different. It can seem to make sense to grow the business by growing its product offering, and for creative types developing new products is simply so enjoyable! But there is a danger here, it's difficult to be really good at lots of things, it's difficult to be known as "the go to person" for that solution if the offering is too broad, it's also much harder to train other people to do more complicated and different things.

And quite simply it's far too competitive out there to not to be brilliant, and it's easier to be brilliant at a smaller number of things. There are very few multi-disciplinary athletes, a narrow focus is one way to excellence.

There is a case for creating a well thought out product staircase so you can attract new clients with high value low cost starter products and upsell them as they build trust in your brand, there is an argument for cross sell options for similar reasons. But these mechanisms are not the panacea they often purported to be, if it over complicates your ability to deliver: forget it. Both my very successful businesses were single product companies.

3.Streamline

"Any intelligent fool can make things bigger and more complex... It takes a touch of genius --- and a lot of courage to move in the opposite direction."
- Albert Einstein

Now that you've seen the big picture and strategically simplified your business so that you are providing great products and services that you are passionate about with a commercially effective business model, it is time to streamline your business. Because you are doing less things, and because you've set your vision for the long term future, you can now afford to make things as easy as possible to deliver to your clients. This means over time relentlessly reviewing and improving your procedures and processes to make it easier and easier to perform well.

The key here is aim for the minimum amount of effort to achieve a consistently outstanding result. Now that's not an easy feat to pull off, so use that as your guiding principle and reiterate over time. Involve your team with this, as they are the ones who have live with the processes and procedures every day. If you find that you or your staff keep trying to bypass "the system" then that's a sure indication that your system is not fit for purpose and is too unwieldly to deliver outstanding service with ease.

4.Scale

With a clear strategy, a simplified product offering, and streamlined procedures and processes it's now much easier to scale. Scaling a business brings its own complexity and opportunities for creative input and in my experience an exciting and rewarding experience.

With streamlined simplicity it is much easier to get people to the tasks in hand to a high standard, it's much easier to assess and measure performance as it is much clearer what is going on,

One of my rules of thumb when in fast growth stage was never to carry out an operational process for more than 6 months. In that time, I could work out how to develop the function or role and then delegate it to someone else. That allowed the business to grow, it enabled me to grow, whilst understanding the mechanics of my business at a very detailed way, and to never get bored doing the same old, day in day out.

When you take this 4 stage approach it can literally transform your business, free up time for yourself, generate more money and you'll have the satisfaction of having created something more meaningful affecting more people's lives.

Ask Coach!

Tim Johnson - Meaningful Success

Is this it? I thought by now I'd be much happier with my life, but instead my business has turned into a job that I can't move on from. I feel stuck, unmotivated and in a rut. How did it get like this is there realistically anything that can be done about it?

Many of us set up our own businesses having previously been employed. We are attracted to having the control and flexibility over our time, the freedom from being told what to do, where to be, and at what time we have to show up every day. What's more we are sure we can do it better ourselves, make a go of it "our way" make a good financial return and eventually the jet set lifestyle.

And yet after the initial enthusiasm has worn off, you've developed your business, and got yourself into a steady state. Which at the time was all you hankered for after the turbulence of the start-up years, with the peaks and troughs that brought with it high stress robbing Peter to pay Paul to make ends meet. But those days are long gone and it's all got rather predictable, your same core group of suppliers and customers to deal with, some come and go, but by and large it's business as usual day after day.

You can't sell the business because it's dependant on you being there, and if you did you wouldn't have enough to retire on or know what to do next, after all you've done what you're doing for years now. You resign yourself to the prospect of grinding it out until external events force you on to a different path.

But it doesn't have to be like that. There are more options than you allow yourself to consider. There are two factors at play here, the lifecycle stage of the business and lifecycle stage of you the owner. Businesses usually

follow 3 key stages. Stage 1 start-up: frenetic activity to get established and to make ends meet, quite often the business model and the product offering may change and adapt at this stage. At the end of this stage there may be some equilibrium and the business remains at that level, or it may enter stage 2. Stage 2 is fast growth, the business has worked out its niche in the market, has developed systems and processes to allow it to scale up, and business takes off. This continues till some blockage occurs, such as market share, investment constraints, comfort level of the size of the business for the owner and so on, so at this point the business reaches a plateau. To move on from the plateau of stage 2 it has 2 option for stage 3. Decline which will happen if the enthusiasm is lost, or a return to growth.

Meanwhile for the owner when younger the motivation may have been all about going out and making your mark, later about bringing in good income for a home and family and then after that has been done the enthusiasm for the hard work of business growth can be lacking and a vacuum space of thinking "Is this It?" emerges.

Here's a 4 stage thinking formula that might help unlock a new way forward for you.

Purpose > Promise > Passion > Profits

1. Purpose
It's time to reconnect with your purpose. When was the last time you did that? The chances are you have largely got here by default as the consequences of a few decisions you took many years ago. Many things have changed since then, and just as importantly so have you. Take time out and reflect what is important to you now? What makes you tick? What would you do if money was no object? What were the underlying reasons you took the decisions you took? Do they still hold valid today? What would be different and why? Book a long weekend (or longer) away in the countryside leave your email and social media activity behind – they can wait – just this once. Connect with yourself for a change. Get still, get quiet listen without censorship all the crazy ideas that may come up.

Many people believe we are on this planet for a reason and it's our job to discover our purpose. I've spent many a year on such a quest when having time out after a major car accident, and later after some life and business setbacks, only to be reminded that our purpose is what we create it to be. It is up to us to design and develop our purpose. It is one of the unique gifts that we as human being have – we do get to choose. The slightly scary bit is that it is our own responsibility, but that's the fun part too!

It doesn't have to be some blockbusting big hairy audacious goal as the perceived wisdom would have us believe, it simply needs to be something that creates meaning for you to be worth getting out of bed in the morning. Unless you decide what you want your purpose to be you'll lost in no-man's land until some external event knocks you and wakes you up, where the chances are you'll merely react to the situation and feel powerless to transform your life. So why wait? Do it now, you've only one short life on this precious planet.

2. Promise
Following on from your purpose how can you relate that to a promise to your customer base that you'll deliver to? What is it you'd love to known for? This is a much HOW you deliver as it is WHAT you deliver. It can make all the difference.

3. Passion
When you focus on your WHY (your purpose) and your HOW (your promise) it's much easier to focus your activities on the day to day tasks that can be mundane and repetitive in their nature. But what you focus on grows and develops, and the same is in your business. My first successful business was manufacturing cupboard systems for offices. Now let's face it there is nothing intrinsically interesting about cupboards, but with a purpose of being the best UK manufacturer of this product, and a promise to deliver a made to measure product in an industry leading lead time the focus on the relentless improvement to achieve that became a passionate endeavour in own right. You see you create the purpose, you

create the promise and you create your own passion. It's up to you, you can do it.

4. Profits

When you get your purpose, promise and passion realigned the profits start to flow. This gives you options of more time freedom, more investment, more learning, more growth. You see what ever stage we are at in life if we are not continually growing we start to atrophy and fade away. It doesn't have to be the fast paced growth of your youth but "use it or lose it" – use your mind body and spirit to create the life you still have time to create.

Example

Let's take the case of a fish and chip shop owner who's been doing it for years, has become jaded and certainly hasn't the money nor enthusiasm to grow by opening more shops or franchising. He's known nothing else and can't see a way forward. He takes time out and realises he's been doing what he's been doing purely to make a living, and the business has succeeded in doing that. But now what? As he contemplates this he thinks it would be really nice to have something that he's proud of, something that would give him his twinkle back in eye. So he decides that he's going to transform his fish and chip shop into the best fish and chip shop in the region. It's not about just providing an income anymore, it's about him being the best he can be and creating the intrinsic satisfaction that goes with that. So he takes care of his ingredients, he uses better oils and changes them more frequently, he trains his staff in customer service, he gives the shop a facelift and so on. The continual and gradual improvement builds over time, his reputation starts to grow, he has pride in what he's developed, he gets written about in the press and in time he starts to train other fish and chip shop owners how to develop their business and their lives. The same business, a different attitude and a totally different outcome. So what are you going to do with yours?

Ask Coach!

Tim Johnson - Meaningful Success

My business is going great – but the rest of my life? Less so!

When we start a business it necessarily takes a huge amount of time and effort to create the momentum to get it going in the first place. Often this is an exciting time and it's understood that there may be trade-offs in the short term as money is tight, and time and effort is directed towards the business, because in the longer term the money will come flowing back in the other direction, and they'll be the status, recognition and sense of accomplishment when the business is successful.

So far so good. But two powerful dynamics are set in motion. The first is that success is out there…. when…. In other words, it will all come later down the line when the business has reached the magical point when everything is in your favour. The problem with this dynamic is that it's pervasive, by which I mean it never stops, there is always something else just around the corner, the goalposts change and the hamster wheel existence is set. The second dynamic is that the sense of accomplishment, self-worth and identity become ever more attached to the business. The more hard work you put into the business the more it rewards you and a positive feedback loop reinforces the dynamic.

Meanwhile at home the reverse dynamic is in play, your partner sees you are more inspired by life at work than life at home, so the odd jibe begins to creep in, as the atmosphere at home becomes less appreciative and rewarding the propensity to spend more time at work is enhanced. And the situation polarises. Explaining the benefits that business gives in terms of income doesn't wash, because it's attention and not money that is the real issue.

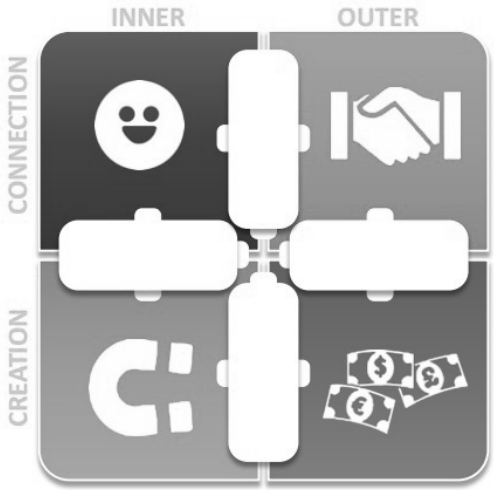
I've been there, and given that divorce is the single most expensive business decision you'll ever make this is worth paying some attention to.

After much soul searching, research and reflection I created a simple model that forms the basis of all the Meaningful Success work. And from this model it is much easier to see how to operate both your life and your business.

There are two worlds – the inner world inside our minds and bodies and the outer world which external to our inner world. We have a tendency to believe that favourable circumstances in the outside world will make us (in the inner world) feel happy. And to a certain extent that is true, and we are certainly conditioned to think that way. The problem with that is that we effectively outsource our happiness to external events and people. And that is not a smart thing to do!

There are also two key essentials to our lives: Connection and Creation. We are social animals without connection we life becomes meaningless, and in ancestral times if we were ejected out of our community it usually resulted in our death. So we are hard wired to be connected. Creation on the other hand is our instinctive means of contributing to the external world in whatever way that maybe whether as an artist or a refuse collector. It's from what we create that we gain our sense of self-worth and sense of achievement.

So if we create a matrix with these four parameters it looks like this:-



Where the Outer Creation is the world of work where we create out money. This is rational logical, Newtonian physics based world, where we reside in our heads.

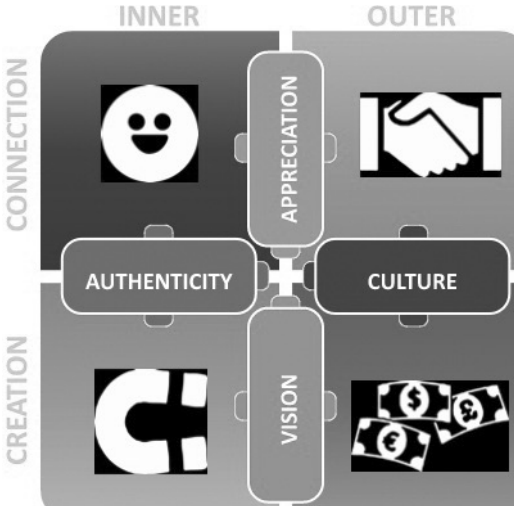
The Outer Connection is the world of people and relationships. This is the heart based realm.

The Inner Connection is the connection we have with ourselves. This is the inner peace and stillness realm. This is our soul connection.

And the Inner Creation is the domain of intent, the way we want to be, the things we want to do and the things we want to have. This is the realm of dreaming and imagination, the law of attraction and quantum mechanics.

There are proponents of each quadrant, and yes they are right there is great merit in each and every one of them. The problem is this that they have a tendency to promote that theirs is the only answer. They are all right, but they only have part of the picture. We need it all, and we need it integrated.

This where the four Connectors to the four quadrants comes in



When we do the work of "know thyself" and become comfortable in our own skin, regardless of external circumstances, we can start to create our dreams and visions from a place of Authenticity rather doing what we feel obligated to by society, our peers, partners or parents.

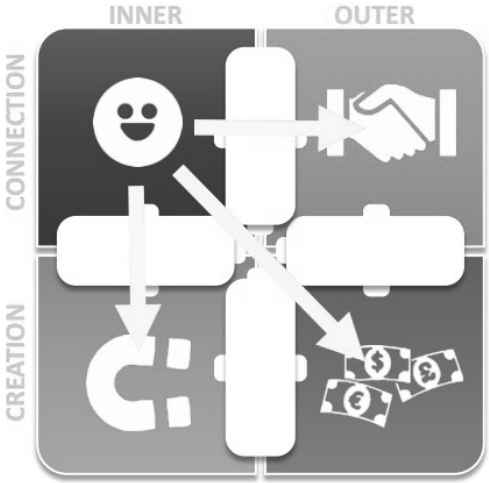
What we focus on we create more of, so when to focus on things that you can Appreciate in the relationships you do have they will bring out more of the qualities that you appreciate. So Active Appreciation is perhaps the single most impactful change you could bring about to your life. This works equally well in the home as it does in the workplace.

The connection between people and the workplace, the outer connection and outer creation quadrants is Culture. Culture is simply the way we do things around here. Typically, culture is left to default rather than being deliberately designed. Commonly in the workplace there is office politics because there is an underlying culture of scarcity and fear. If you take the time to deliberately create and live a blame free culture the results will be transformational. This may well seem counter-intuitive, but think for a moment, no one deliberately gets out of bed in the morning and says I'm going to fuck-up today, so when they make a mistake it's a mistake. Usually in a climate of fear, the mistakes are hidden so the problems get bigger, take longer to fix when found, cost more and little learning is achieved. Conversely in a blame free culture problems are identified and owned with personal responsibility quickly, solutions from the rest of the team are identified and supported, and new learnings and procedures are introduced to stop reoccurrence.

When you are clear about your authentic path it is much easier to communicate your Vision for your life and your business, and that makes it much easier to bring people with you.

The whole key to this model is not only in getting the four quadrants and four connectors working together. It's also making the shift from relying on your external creation (the world of work) to make you feel happy, to

do the work to take responsibility for your own happiness and self-worth first so that you can shine out to the rest of your life. In this way you give, instead of take, and what you give radiates back to you.



Doing this will transform your life and your business.

Ask Coach!

Donna Stoneham Ph.D., Integral Coach®

Donna Stoneham, Ph.D., Integral Coach®
A master executive coach, author, transformational leadership expert, speaker, and co-creator of Integral Intelligence®
www.DonnaStoneham.com
www.PositiveImpactLLC.com

I'm a Director of Marketing in a large biotech. My goal is to eventually become a senior leader serving in a C-level role on an Executive Team. You've worked with several thousand leaders and executives as an executive coach and facilitator for many years, and you've studied and taught what it takes to be the kind of leader that stands apart from the others. As I think about my own development and what I need to focus on in order to make the leap to senior leadership, I'd like your opinion about what sets exceptional leaders apart from good ones. What would you suggest I focus on to stay on a trajectory of success as I climb the corporate ladder?

Many leaders hope if they demonstrate that they're the smartest person in the room, that's what will get them promoted. But in my experience working with leaders who've been able to make the kind of leap you're shooting for and be effective and engaged in their work, it takes more

than brains and brawn. What sets exceptional leaders apart from the pack is their ability to use and leverage all five aspects of leadership intelligence. When we think of workplace wisdom, we usually think of two types-cognitive (the wisdom of the mind) and emotional (the wisdom of the heart). But there's also somatic intelligence (the wisdom of the body), spiritual intelligence (the wisdom of connection) and relational intelligence (the wisdom of engagement). As a leader, when you're able to tap into this vast storehouse of wisdom, it enables you to unleash your full capabilities, bring out the best in your team and organization, and achieve powerful business results. In our leadership development work, we call this Integral Intelligence®.

Leadership isn't just about what you do, it's who you are. It's not just what you know that counts, it's how you use it. How you show up as a leader is what sets great leaders apart from good or average leaders. We call this leadership way-of-being. When you develop and use all five aspects of leadership intelligence, you develop a way-of-being that enables you to lead authentically and courageously, appreciate contributions and see possibilities, be more present to yourself and others, unleash creativity and innovation, ask generative questions that quickly move things forward, and inspire others to be their best. It also helps you cultivate resilience in the face of complexity, challenge, and change.

Here are a few ways to use all five aspects of your leadership intelligence so you can fire on all cylinders, thrive in leadership and life, and successfully reach your goals:

1. Build Your Curiosity Muscle (Cognitive Intelligence). Many leaders spend more time advocating for their own positions than they do listening to the opinions of others. Inquiry is a powerful tool that reaps big benefits. When you build your capacity to ask generative questions and listen to others' opinions and insights, you create more effective solutions than trying to solve problems alone.

One way to build up your cognitive "muscle" is to ask yourself and those you lead at least one powerful question a day that helps catalyze insight,

creativity, and action and that moves everyone's thinking to the next level. Ask more "why," "how," and "what" questions and less "who," "when," and "where." For example, ask: If we followed this path, how would we know we'd been successful three months, twelve months, even five years from now? What would be different and why?

2. Show You Care and Challenge People to Be Their Best (Emotional Intelligence). 68% of employees in the US are disengaged at work[1] and only 18% of managers are good at managing others[2], so being a great manager who inspires people to do their best is one area where you can really set yourself apart. The wise use of emotional intelligence makes your company money and has huge downstream effects. Do a great job of managing others and develop the people below you to do the same. Develop and leverage your emotional intelligence in ways that help you motivate your employees, challenge them to do their best, and help them build effective relationships and partnerships with others. One way to be a sought after leader is to care for people not just for what they do, but also for who they are. Leaders who've developed their emotional intelligence skillfully manage their moods, know how to read and respond to the room, and they display appropriate care for others.

Make it a daily practice to ask someone on your team about something meaningful to them. It can be something as simple as, "How was Billy's baseball game this weekend?" It only takes a minute to show you care and it pays big dividends. Be among the 10% of managers who use their emotional wisdom to help motivate and inspire those you lead to be their best.

3. Skillfully Conduct the Orchestra (Relational Intelligence). Think of relational intelligence as the way you operationalize emotional intelligence. Imagine yourself as the conductor of an orchestra comprised of all of your stakeholders. Think of relational intelligence as your ability

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1 http://www.gallup.com/businessjournal/188033/worldwide-employee-engagement-crisis.aspx

2 http://www.gallup.com/businessjournal/167975/why-great-managers-rare.aspx

to use your emotional intelligence as the baton that helps you bring out the best in others. Each day find something someone on your team has done that's moved something important forward, and offer him or her your appreciation. Reveal your social acumen by fostering trust though demonstrating consistency, credibility, and integrity. Interact with others in ways that engender mutual trust and respect and do your best to model collaboration in your interactions with others.

4. Avoid Amygdala Hijacks (Somatic Intelligence). 80% of workers feel stressed at work and job stress is the leading cause of stress. Great leaders learn how to cultivate an awareness of their body's early warning system, so they can lessen the impact of negative hair-trigger responses when under stress, otherwise known as an amygdala hijack. For instance, if you lose your temper easily, then train yourself to count silently to ten before responding. Allow the rational, executive function of your brain to catch up to your instinctive survival reaction before responding, so you can avoid unintended consequences.

Use sensory cues to inform the kind of actions you choose to take so that stress doesn't take control of you. These are things like feeling your heart rate accelerate, or blood rushing to your head, or butterflies in your stomach, etc. Because these physical cues are precursors to rational thought, being mindful of them may allow you that split second you need to choose your response to the situation more wisely. Also pay attention to how you carry yourself as a leader, which we call your "leadership stance" in our work because your body language sends a powerful message to others. Make sure the non-verbal messages you transmit are the ones you want to deliver.

To use your somatic intelligence wisely also means having a commitment to self-care. You can't get water from an empty well, so do the things you need to do to take care of your body (sleep, rest, good nutrition and exercise) and make sure you prioritize the time to do these things just as you would a critical meeting. Taking good care of yourself helps you maintain resilience so you can bounce back quickly when challenges arise.

5. Make a Ripple for Good in the World (Spiritual Intelligence). As you think about why you've set the goals you've set for your career, think about the legacy you want to leave behind. Instead of asking the question, "What can I get" ask "What can I give?" then seek to make that contribution.

Act in ways that honor your deepest values and that enable you to leave a legacy you can be proud of. Every day, find ways that help link your people to the mission and purpose of your organization. Connect the dots and help them see how and why their contributions matter. Strive to live your purpose, pay it forward, and leave the world a better place.

When you bring all five aspects of leadership wisdom to your work and life, you become better able to recognize your patterns and habitual ways of responding. You build the capacity to choose more effective responses in any situation you encounter and the skills to self-correct and generate effective solutions. A commitment to life-long learning, a willingness to deepen self-insight, and being mindful of the impact of your way-of-being on others requires practice, self-compassion, and a willingness to be vulnerable and accept honest feedback from others. Enjoy the journey on your climb up the ladder, and when you reach the pinnacle, you'll be proud of yourself, of the lives you influenced as a leader and of the work you did to reach your destination.

Ask Coach!

Donna Stoneham Ph.D., Integral Coach®

For the last ten years, I've worked as an individual contributor and subject matter expert at a Fortune 500 company. My boss just got a new job and I was just promoted into his role and will be managing a team of seven people. I've never led people before or had any formal training on the "do's and don'ts" of being a good leader. Do you have any tips that would help me get off to a great start in my new role?

Congratulations on your new position! As I reflect on your question, the first thing I'd like to offer is a quote I frequently use in my executive coaching practice. It's by a fellow author, educator and leadership expert, Charles Manz who said, "The instrument of leadership is the self, and the mastery of the art of leadership comes from the mastery of the self."

Being a new leader can feel equal parts challenging and exciting. There are hundreds of books with great theories on how to be a good leader, and they can be instructive, but the play book you really need to master is the one you already have within yourself. Leadership is an art, it's not a science, and the instrument of leadership is the self. As a leader, the pebble you throw in the water creates a ripple effect which can be positive or negative, depending on how it is cast.

You were likely promoted because you've mastered skills that your boss hopes you'll pass on to others. But having functional skills doesn't always equate to being a good leader. Good leadership isn't just about what you do, it's equally important how you show up when you do it. It's being able to bring all of your wisdom to bear in working with and through others in ways that inspire those you lead to offer their very best.

One of my specialties as an executive coach is working with leaders in transition. But whether you are new leader leading a team for the first time, or a seasoned executive with years of experience under her belt, there are 5 C's to Leadership Success (Caring, Contribution, Collaboration, Cultivation and Communication) that if cultivated and practiced, can help you bring your A-game as a leader.

A few years ago I worked with an executive coaching client named Brad who was exactly in your situation. Brad was a subject matter expert in his field, but he'd never managed others. He was in his early 30's and had to manage a team of mostly older people. He'd gotten off on the wrong foot with his new team for being too over-bearing, so I was called in to help. I developed the 5-C's for Brad to help him learn to flex his style so he could work more effectively with the people on his team. I hope you'll find them useful.

1. Show Them You Care: There's an old saying that's trite but true–people don't care how much you know until they know how much you care. Recent leadership research has demonstrated that you have to connect before you can lead https://hbr.org/2013/07/connect-then-lead. Combining warmth and strength as a leader is a powerful combination. To demonstrate you care about your people, get to know them as human beings, not just as contributors. Understand what they care about inside and outside of work. Let them know that who they are is as important as what they contribute.

When working with a new team, I suggest scheduling time with each new direct report as a calendar priority as soon as you can. These "meet and greet" meetings provide a great return on your time investment. Some of the questions you might ask your team members at this meeting are:

- What are your interests?
- What do you like most about your job?
- What do you find most frustrating?
- What's the best working relationship you've ever had with someone

you reported to? What made that possible?

- What is your development objective and where would you like to go in your career? How could I help you get there?
- What would a successful working relationship between the two of us look like? How would we know we'd achieved that?
- What do you need from me to help you be successful?

These questions can pave the way for your direct reports to know you care about them, about what matters to them, and that your intention is to make the relationship work for both parties. If there is any disconnect between their needs and what you can provide, it's also a good opportunity to surface those issues early and openly discuss them, which helps avoid problems later on.

2. Help People Contribute Their Best: Many leaders aren't aware that 68% of workers in the US and 87% worldwide are disengaged at work http://www.gallup.com/businessjournal/188033/worldwide-employee-engagement-crisis.aspx. One of the major reasons this occurs is because people don't feel that their contributions are valued. As a leader, you want to make sure that your team falls in the 32% who are engaged and contributing their best, so look for opportunities every day for your people to offer their passions, skills, and talents. Find stretch assignments that help them grow and thrive. Dedicate a few minutes of every one-on-one to discussing your direct reports' development objectives and successes. Always let them know how much their contribution matters to the mission, to you and to the team. Provide public recognition for a job well done and regularly celebrate accomplishments. This can be as simple as acknowledging contributions in team meetings, having pot luck lunches, or going together as a team to a game, lunch, or dinner to celebrate big wins.

3. Be Collaborative: The best boss I had in my corporate career gave me great advice as I was embarking on my first big leadership role. She said, "Always hire people that are smarter than you because they make you look good." Surround yourself with great people, support them to be successful, and give them opportunities to shine. Build a collaborative team where everyone feels that their voice and ideas matter. Admit when you're wrong or when you don't know something and take good advice

from others, regardless of their role. You are only as strong as the weakest link on your team, so build a solid chain that's greater than the sum of its parts. Collaboration will happen naturally if everyone feels welcome to contribute.

4. Be a Cultivator of Talent: Rather than thinking of your job as a talent manager, think of it as a talent cultivator. When someone on your team believes they are only capable of making it to the second mile marker, then inspire and coach them to get to the third. The greatest legacy you can leave as a leader is to hear one of your direct reports say, "I'd never be where I am today if you hadn't believed in me and pushed me further than I believed I could go." You know as a leader you've done your job when they go on to do better things.

To become a cultivator of talent, take a two-pronged approach–work on yourself and help others. Read books and articles that help you become a better leader and coach. Find a mentor who knows how to build great talent and ask them to meet with you periodically to give you advice on how to help you develop the individuals on your team. Focus on developing a successor so when you decide to leave, your team won't be left in the lurch. If you cultivate your talent through an on-going commitment to your own development work, you'll naturally gravitate towards cultivating the talents of those you lead and manage.

5. Be Explicit in Your Communications: One of the biggest mistakes new leaders make is assuming people know what they mean when they haven't made everything clear. Always err on the side of over-communicating. Check in with your people to close the communications loop and ensure that they heard what you meant. Ask yourself, "Have I made explicit to others what's implicit to me?" It takes time, but assuring understanding and alignment on the front end enables you not to have to go back and redo things later.

When you're mindful of practicing these 5 C's of Successful Leadership every day, they become a habit. Brad has been doing this for the past three years, and he's already gotten another promotion, he's expanded

his scope, and is considered a high-potential leader within his company. He's been able to accomplish this in a short time because he understood that it's not just the deliverables that count, it's how you make them happen. So focus on doing the work required to make yourself a powerful instrument for leadership, and nothing can hold you back from achieving success!

Ask Coach!

Donna Stoneham Ph.D., Integral Coach®

I am a leader in a technology organization and a mother of two kids under ten. I feel guilty about how much time I'm away from my kids and I'm trying to figure out how to balance the demands at my job with being a good mother. I feel like my family is just surviving because there's so little time in our lives to do anything but go to work, rush through dinner, go to bed, then start it all over again. My job is very stressful, but I make a lot of money, so I'm not sure what to do. What would you suggest?

Two of the main reasons that working mothers don't thrive are: 1) they aren't contributing their greatest gifts and talents in their jobs or 2) they feel guilty about how they're spending their time. The sad fact is that only 32% of Americans and only 13% of people worldwide feel engaged at work and 53% of parents struggle to balance work and life, so you're not alone. Way too many of us spend a third or more of our waking lives feeling disengaged or guilty. But it doesn't have to be that way! Life is too short, and our time is too precious a commodity to squander. If I were coaching you, these are the questions I'd ask:

Are you thriving in your job? Is what you do aligned with who you are and does it bring you joy or are you trading your passion for a paycheck? How do you try and integrate your roles as a mother and a leader? What boundaries, if any, do you need to set? What self-care rituals do you have or can you can put in place that would help you feel less drained and more resilient? What kind of support network do you have in place and what kind do you need?

It may be helpful for me to give you some examples of two mothers of young children I've coached. They both made different decisions as they reflected on these questions, but both women are thriving now.

The first was a client named Amanda who made the choice to stop trading her passion for a paycheck. A mother of young children in her late thirties, she decided to leave a high profile job where she made lots of money, but felt weighed down by guilt by the lack of time she was able to spend with her young children. After a family vacation in which she was on her cell phone at the beach managing a crisis at work for several days in a row, she decided to quit her job and spend the summer with her kids. Her greatest passion, at that time in her life, was to be more present for her children, but the lure of a big paycheck held her back from making that choice for several years. Leaving her job required that Amanda and her husband make some trade-offs, but she took the leap, quit her job, and dedicated herself to spending that summer with her kids before seeking another job.

The second client I worked with was a woman named Claire, who was a renowned leader in her field. Claire loved her job, but her job was managing her, rather than her managing her job. Her husband was a stay-at-home Dad, but Claire traveled a lot, worked long hours, and she felt guilty for spending so little time with her kids. When she had time with her family, she was distracted by her work. Claire was in a no-win situation because she was always plagued by a feeling that no matter what she did, it was never enough. She always felt overwhelmed.

These are three strategies that helped Amanda and Claire take the actions they needed to take to stop feeling guilty and that helped them make the decisions they both needed to make in their lives. I hope you'll find them helpful:

1. Make your choices based on your own definition of success.

It's easy to get caught up in the cultural trance that tells us that making lots of money and having a big title is what defines success. But

there's more to life than that. In Amanda's case, success was feeling like she was a more integral part of her children's everyday lives and a having a healthy relationship with her husband, while still having a career where she could make a contribution. For Claire, it was learning how to stop needing to always "prove" herself, accept that she was enough and didn't need to be perfect, and to lower her standards a little so she could create more spaciousness in her life, yet still be successful in her job. She also had to set some boundaries with her boss and her direct reports on her availability so she could preserve sacred time with her family most evenings and at least one day on the weekend. She learned to delegate more and negotiated working from home one day a week so she could be more efficient.

Whatever you decide to do, the most important thing is to be true to yourself when making the choices you make in your life and career. Remember, it's your definition of success that matters, not anyone else's. How do you define success? What are you most committed to? In what ways might you balance competing demands? What beliefs about yourself and your life do you need to change in order to trust that you're "enough"?

2. Be clear on your non-negotiables.

To determine if you're trading your passion for a paycheck, ask yourself if there are places in your life where you're sacrificing what's most important to you for the sake of something truly less important. If you're going against deeply held values or feel depleted at the end of the day because you find little joy in what you do, then be honest about what's really non-negotiable.

In Amanda's case, getting home late at night after a long commute and having only thirty minutes with her kids before bedtime became a non-negotiable. Having less disposable income but more time with her kids was of higher value.

For Claire, it was finding ways to better balance two things she held dear, her job and her family. Her non-negotiable ended up being learning to honor the contributions she was making to both her work and her family, setting healthy boundaries, figuring out the resources and support systems she needed to

put into place, and learning to value herself, even if she was imperfect.

What 3-5 things are non-negotiable in your life when it comes to yourself, your family, and to how you spend your time? Are there places where you are not honoring those boundaries? What steps are you willing to take to change that?

3. Be clear what you're passionate about and find ways to express it every day.

When you think of what you're most passionate about, what comes to mind? What are the things you love to do that bring you joy? For example, if you're passionate about yoga and can't find the time to go to a regular class, offer to host a class at lunch at work or invite people that share a common interest to your house once a month to bring their mats. If you're passionate about helping people develop, but don't have people who report to you, offer to be a mentor to someone and show them the ropes. Find at least one way each day to contribute your gifts and to express what you care most deeply about, regardless of your role. Make a list of what makes you feel most alive and engaged and look for ways to contribute those gifts and talents in every role you play, at work and at home.

Amanda and Claire aren't oppressed by guilt anymore and both of them are thriving. Amanda found a job fifteen minutes from home, so instead of the three-hour commute that she'd endured, she was home by 5:00. She enjoys her work, she feels much less stress and her relationships with her husband and children are much better. Claire is thriving in her leadership role and she is enjoying more time being mom to her children. She still has the same deliverables, time-lines, and pressures, but her relationship to herself and to her roles as a leader and mother are different now, as result of all the work she has done to create more balance between two competing priorities.

So if you want to thrive in work and life, focus on what's most important to you and make sure your actions and choices are aligned. Live a life that brings you joy, say goodbye to guilt, and don't deprive yourself, your

family or the world of your gifts!

Ask Coach!

Ellen Rich, MBA

Ellen Rich, MBA
has a varied background working in many organizations from Fortune 500's to Start Ups. To date, she has worked with over 150 clients and uses eastern and western tools and methodologies.

I have been living with an addict who is in denial about his alcoholism. I have supported our family since our marriage began and I feel I have lost myself and all hope for being happy. What can I do, as I am afraid to leave and see no solutions?

What causes alcoholism? Many in the field believe that it is a combination of genetic disposition and environmental upbringing. Whatever the technical definition, we can be sure that after years of drinking, the alcoholic will typically hit "rock bottom." The lies, denial, and abuse, taken out on others, can no longer be hidden. Some may make a halfhearted effort to show others that this isn't a problem by "self-medicating" with other addictions and blame.

This is a downward spiral, especially family and friends. They find themselves constantly walking on "eggshells", trying not set to off the one who has the problem. An important issue for the people still living with the alcoholic is that they have been programmed to believe it is their fault. The alcoholic typically does not understand the underlying motivations for drinking, which may be covering up something so agonizing that

they would risk their life to avoid pain of any sort, e.g. physical, mental, emotional, or spiritual. If painful enough, suicide is one option that some consider.

Besides the alcoholic, denial can run though the immediate family. No matter how many lies are told by the co-dependent, most "hit bottom" as well and can no longer function. Abuse from the alcoholic will escalate and the home may not even be safe to live in for the family. The behavior of "protecting" the alcoholic is called co-dependency and plays a major role in keeping the addict addicted. The only way out is through denial.

Let's take "Jane" as an example. As a co-dependent, she has always needed to control her life surroundings and all her experiences. If control is lost, she panics and has an anxiety attack. All she wants to do is stop the attack. Co-dependency is a "self-medicating" strategy that helps for a short time.

The only control people have is their reaction to a situation or experience. Changing their behavior will change everything around them, including the alcoholic. If we dive deeper into this example, Jane's childhood was very emotionally and sexually abusive. She assumed this was normal, but inside she knew something was wrong. If she told someone, she was typically dismissed as making stories up and was duly punished. She built an emotional wall to numb the pain and over time, she could feel no emotions at all.

As children grow, the behavior they use to deal with uncomfortable situations are repeated, even though they may not work as they age. In Jane's case, she became sexually promiscuous and a workaholic. These were two of her "self-medicating" strategies. Jane experienced major anxiety and depression, but kept it hidden with her "white knuckling" approach. She tried to hide this behavior and considered suicide from the age of 8 to 55.

When her work environment became intolerable, Jane was tested for clinical depression. Scoring 29 out of 30 on a standard psychological

test for clinical depression, her therapist recommended medication along with talk therapy. She made up excuses why she didn't want to comply. Embarrassment and the stigma of mental illness kept her from getting additional help. She was warned that she might die of suicide at some breaking point, but she didn't listen. The alcoholic talked her out of it.

After an additional 10 years, Jane was sitting in a meeting and noticed that she couldn't understand what anyone was saying. Fearful for her sanity, she called a new therapist and took the clinical depression test again and scored 30 out of 30. It was reiterated to her that she would be dead if she didn't immediately go on medication and continue with talk therapy about her co-dependency issues and why she married and stayed with an alcoholic for over 20 years.

After complying, she found, for the first time in her life, that she could separate herself from "saving the world." It took a year for the fog to lift. She filed for divorce. One thing that startled Jane was her husband's surprise at the divorce filing and his insistence that they had a great marriage. The problems were all her fault, he said, and he was not an alcoholic. Although very painful, it was the first step towards leaving her co-dependency behind.

It took Jane many years to dig deep into her pain and need for co-dependency. She accepted her mental diagnosis and progressed on her journey. The first step was to live independently and to take time to think before reacting. Friends reappeared in her life, she moved and found a new job. Jane began a new life at the age of 55.

Presently, Jane's life certainly isn't perfect, but control is no longer a problem. Integrity, self-trust and living in the now allows her to harness the "thoughts" that are not real and make good decisions internally or externally.

Here is a list of changes Jane used on her healing journey:

1. Going to Al-Anon (group for the co-dependent person). This support group helps explain why the co-dependent is in a particular situation. There is an Al-Anon meeting in almost every town around the world. There is no fee.

2. Taking a combination of medications ("the cocktail") opened up Jane's mind and she was able to slow down and not immediately react to a situation.

3. Talk therapy continued to push Jane into unfamiliar areas.

4. Books about addiction and co-dependency, spirituality, mental illness and neurology.

5. Brain games.

6. Intensive exercise, losing weight, eating well and coming to a new appreciation of her body.

7. Yoga, which helped her to get in touch with her body and spirituality.

8. Studying with many teachers and groups.

9. Making amends when she could and not repeating behavior when she couldn't.

10. Traveling and experiencing new cultures.

11. Using alternative tools from Asia including acupuncture, acupressure, meditation, and martial arts.

12. Accepting there would still be bad days and that it is OK.

13. Dating at 57. For Jane, marriage is not in the cards.

Today Jane has a new life. As an entrepreneur, she has slowed down and downsized her life. She lives one moment at a time and is thankful for all her mentors and the new ones she hasn't yet met.

Ask Coach!

Ellen Rich, MBA

I went to visit my mother with the intention of staying a few months. She is playing bridge, socializing with her many friends, and driving. However, at 87, I see she needs a bit more help with shopping, walking, the stairs, and attending many funerals. She has no idea about how to work with her bills and is very anxious about the future. We had a difficult conversation about her aging and last requests. Above all else she wants to die in the house. Where can I get help and what can I expect to happen?

The first several years may be relatively normal. One of the first steps is finding your loved one a gerontologist. Unlike a Primary Care Physician, this doctor can catch subtle nuances with test results, mental and cognitive function and overall medication needs.

Eventually you will have to pay the bills, the taxes and run the home as if it were your own. You may find you are taking her shopping, out for lunch, visiting with the loved one and her friends and generally filling out the empty hours in her daily routine. Getting her to sign a DNR (do not resuscitate) and power of attorney can be difficult. Make sure her will is up to date while she is competent. If she has no will, make sure you take her to a lawyer to create one.

There will probably be a precipitating incident when you and your loved one move to "the next level." You will know when this happens. For example, a car accident, loss or urine or bowel movement control, falling down and getting a concussion, lots of visits to the ER or not remembering many short term concepts.

Independence is most important to her and necessary for her feelings about dying. One of the hardest decisions you will make is taking away the car keys. There is no easy answer, and seniors have figured out every way to keep them. I don't recommend the "prayer" strategy as she could kill someone or herself.

You may find that she isn't quite honest with you about her aging process, thinking if she hides it you won't notice. Take her to an ophthalmologist and see what is happening with her eyes. The Helen Keller Foundation has many useful tools, but will not service someone who is not legally blind in both eyes (free service). An audiologist can help with hearing.

You will begin to take over more chores as your loved one gets weaker. A cane, the walker, the wheelchair and bed ridden typically happen over a period of time. Each one is very disturbing to the loved one as they show a decline in independence. You may find you have to set up a bedroom downstairs to avoid all stairs.

At some point you will not be able to handle all the work and your burn out starts. You can hire home healthcare aides, house cleaner and snow removal person, as well as other helpers if you can afford them. As you become the "gatekeeper" you will stay indoors more. Early onset dementia or Alzheimer's is very draining for both the loved one and others.

I can't stress enough the importance of self-care for yourself, if you are the main caretaker. Exercise, massage, going out with your friends or a few small trips can help. You may want to seek a support group or counseling.

Many people have the wrong impression of Hospice. Yes, it is for the dying, but a gerontologist can write a prescription for in home care. Hospice does a home assessment and the patient can stay on the program at home or in a facility for up to 6 months if they meet medical criteria. This is paid for by Medicare. Your local hospice has many resources and training about Elder Care, all provided free by Medicare. Programs such as Physical Therapy, Occupational therapy, religious counsel, Music

therapy, and emergency RNs, Social Workers and more.

You may get to the point where hand-feeding, sleeping in a hospital bed, wearing diapers, and taking sponge baths is necessary. As you look to your siblings for help, they may be a blessing or a curse. In about half the cases, they won't life a finger to help "as you have it under control."

It is very typical that the closest living female will take on the role of caregiver, while all other siblings will run for the "border." Even adult children will be reluctant to acknowledge the degeneration of their loved one. You will find that the training, commitment and stamina to do this type of caretaking isn't for the faint of heart.

Dying in the home is very comfortable for loved ones. No one can tell you how long the process will take to pass. It could be days to years. No one can answer this for you.

Jane's mother underwent six surgeries, numerous runs to the ER, until finally, at the age of 93 she was put on life-sustaining hemodialysis. Finally, in a state of acute misery, she asked how she could end this dreadful existence (euthanasia available on only a few states).

The first week can pass easily and eating and drinking anything is OK. Hospice will take her off all medications. Sometimes this process can take 6 weeks or more if the person is terrified of dying. Religious counsel is very helpful. If you and your loved one have come to closure on their ending, you will feel peaceful with the process over time.

Ask Coach!

Ellen Rich, MBA

My father died when I was 33. I was relived rather than sad as we weren't close. However 28 years later, when my mother passed, I expected the same reaction. I got the shock my life when my reactions were totally different. I am overwhelmed with grief, crying, wailing, and feel I am going crazy. What is wrong with me?

There is nothing typical or normal about grieving after a loved one dies. No two people grieve alike so don't try to compare your experience to anyone else's or a grief experience you have had in the past.

Some people are at the bedside when a loved one dies and others are not. This can be a big issue with siblings. Siblings may come together when the end is near, but typically one sibling is the lead or gatekeeper for all decisions. Usually the closet living child, typically a female, will fulfill this role.

As people are living longer, the caretaker for the family is in midlife. He or she may also be making significant changes themselves and this just adds extra stress. This can make it very difficult for the caretaker, especially if they have no support or help.

Depending on how long you take care of the loved one, sibling relations can change radically. Some siblings go into denial and others just want an update. There may be new or ongoing power struggles that appear. Legal and money issues can create arguments and stress for all involved.

Some siblings start calling each other for consolation and want to know next steps which they may not agree with or even been in place. Power conflicts, unresolved issues with the loved one and old childhood issues

can come to the surface. There can be timing or boundary issues and siblings' behavior that have never been exposed, come out. Reactions to the loved one's death can run from no emotion to tears of rage, anger, pity, grief and hours of wailing.

Some siblings rely on each other and others need time to collect themselves. Surprise and anger arise when the siblings start fighting over the next steps for the love one (funeral arrangements, the will, selling or keeping the house, assets, executors, life insurance, money owed, trust estates and other unexpected legal requirements).

Depending on the conflicts, some siblings go behind others backs and implement decisions. This just escalates tension. Estrangement can happen short-term, long-term, or forever. Each sibling perceives the situation differently.

The entire process may take years. Once done, you may find that you feel totally alone with no parents or siblings(s). Cousins, aunts, uncles and extended family may jump in and support you, others won't.

The key is to except your feelings and allow yourself to grieve in any way you need. Grief support groups are very helpful as is counseling.

The first year that the love on is gone can be extremely difficult. Be prepared to feel sad or depressed on important holidays, birthdays or anniversaries. There are many excellent books and websites you can review. However, the loss never goes away. You can only do the best you can and that is good enough.

Splendor in the Grass by William Wordsworth

"Though nothing can bring back the hour
Of splendor in the grass, of glory in the flower;
We will grieve not, rather find
Strength in what remains behind;
In the primal sympathy
Which having been must ever be..."

Ask Coach!

Donna Davis

Donna Davis
A modern day Change Agent disguised as The Menopause Fairy who celebrates the Magic, Mystery and Mayhem of Midlife.

Why do I feel like I'm on an emotional rollercoaster?

Because, frankly, you are.

As we learn about menopause we come to know that hormones play a significant role in how our bodies behave and ultimately, in how we feel. Hormones have to work together like a well-orchestrated symphony. When ANY hormone is out of harmony the whole system is affected and the natural rhythm is altered. At times it seems as though all hell is breaking loose! Hormonal hell to be more specific.

Do you feel as if your whole world is upside down, backwards and sideways? Is it hard to keep your thoughts organized or to focus on a specific task? Do you experience feeling sad, mad and a whole myriad of emotions all within a few hours or days? Mood swings can be and are often intense and extreme. It goes beyond "Where are my glasses?... my keys?" It really does feel as though you are on an emotional rollercoaster and you just want to scream "STOP THIS RIDE I WANT TO GET OFF!!!'

You may think that you actually ARE losing your mind. Acknowledging that these thoughts and feeling are real to you is the first step in being

proactive to finding solutions that will work best for you.

Listen to your body's signals. It's trying to communicate with you. Use it as a guidance system to identify the possibility of bodily manifestations of stored up emotions and 'old baggage' from previous experiences and traumas that need your attention now more than ever. Take an honest look at your past – it's time to make peace with it and release feelings and toxic emotions that hinder your vitality and quality of life. A necessary part of the menopause process is learning to 'let go' of things that no longer serve you whether they be material, physical, or emotional. I didn't say it was easy, I said it was necessary.

There are so many systems in the body that are affected by all the emotions that we experience on a daily basis. Over time the build-up of stored emotions can cause pain and disease. Holding on rather than letting go of unresolved pain and anger can be debilitating.

In particular, there is an emotional component to heart health. If you want to truly heal your heart, you need courage to look closely at any source of emotional pain, and then heal this brokenness with compassion, faith, and emotional release. Having an open heart free of pain allows you to give and receive love, which is vital. There are many modalities to help you with this, you need to find one, or more, that resonate with you to help guide you through this process.

Ask Coach!

Donna Davis

So many physical changes seem to be happening at once, what the hell is going on?

Menopause is the most common time in a woman's life when hormonal imbalances can occur. During the process of menopause, a woman's ovaries no longer make prominent hormones. This, in turn effects all body systems and functions. There are many hormones involved in this process. Deficiencies or excesses in hormones can cause numerous symptoms to present themselves in the form of body changes.

This new imbalance can make us highly aware of feeling and knowing that "Things just aren't the way they used to be," or "I know something is wrong. I just don't know what!" Your body is adjusting to all these changes and is signaling you, primarily through symptoms, for help. If and how you listen is up to you. Many dedicated steps can be taken to help you balance yourself (and your hormones) out allowing you to live an active, productive and full life.

Have you been feeling run-down, forgetful or foggy lately? You may be suffering from a hormonal imbalance. Hormones are needed by our bodies to keep them working optimally and to feel energized. During the aging process there is often a natural decline in hormone levels which can negatively impact our quality of life, especially if and when they decline below a certain point.

According to researchers, the cause of many chronic health problems may be related to hormonal imbalances so it is imperative that symptoms be addressed.

Some symptoms of an imbalances include, but are not limited to:
Hot Flashes, Night Sweats, Thinning Hair, Skin Changes, Decrease in Muscle Mass, Bloating/Weight Gain, Loss of Libido, Decrease in Muscle

Mass, Dizziness, Headaches, Fatigue and Bone Loss.

Finding a qualified health practitioner to test your hormones and help guide you through these changes can be the healthiest 'next best step' that can be taken to ensure that you currently are and will stay healthy. Be sure to research your potential doctor to know for certain that they are up to date with current medical technologies and information. Old school ways just aren't effective enough to ensure a smooth journey to finding the balance that you need. It's time to make smart, healthy choices and decisions to enable you to enjoy the quality of life that you deserve.

Ask Coach!

Donna Davis

Is my sex life over?

The simple answer is….NO!

This next phase of your life offers you an opportunity to create and experience the best sex of your life!

Included in all the physical and emotional changes is your evolving libido. Hormones effect this are of your body and life and you can be left wondering if your best, active sexual years are behind you.

Many women feel like they are literally 'drying up' and are concerned about losing their mojo. Yes, your body is going through a lot and you may be experiencing vaginal dryness due to decreasing hormones. You can speak with your medical menopause specialist and opt to find your best hormonal support solution such as a vaginal lubricant. Getting the right dosage for your specific needs is both an art and a science so please be patient and open to the process of finding what is perfect for you. This may not happen overnight.

Dealing with this subject really is an 'inside job.' The emotional and psychological factors play a key role in this area for you and can determine your outcome. Based on your life experiences and more specifically your sexual ones you have stored emotions, feelings and thoughts that can hinder your growth and pleasure (this can happen at any age). Left unresolved this can form a roadblock and can actually shut down your whole sexual experience leaving you wondering how you can get your groove back, provided you had a groove in the first place.

First and foremost we need to be able to do this for ourselves. To support ourselves, to please ourselves, to understand ourselves… the list goes on. Once we're honest and clear with our mind and bodies we can know what

true intimacy is and be willing and able to experience it with others.

Many traumas and events are stored in our bodies and for women especially they effect all areas in our lives. We need to have trust, love, communication, to feel safe, among other things, in order to flourish and really thrive. Dealing with all of this is something that may seem overwhelming, especially at first. There is no shame in asking for help. You can enlist the help of a qualified professional to help kick start your healing journey. You can do this.

Are you ready for the best years of your life?

Conclusion

In this day and age more women are open to talking about menopause and are making healthy choices to get the most out of the magic, mystery and mayhem of midlife.

I invite you to use this valuable information to help you along your journey, so you can transition into the best you that you could possibly be!

If you should need or want help along this journey please reach out to me. I am only an email away. I'm here to help you take charge and navigate the challenges of your change. Together we can get you back on track, rebalanced and on your way to a happier, healthier you.

Ask Coach

Thomas Gelmi

Thomas Gelmi
Based in Switzerland, Thomas Gelmi stands for measurably more impact in leadership, teamwork and customer interaction by developing personal and interpersonal competence. For individuals and organizations across industries and cultures.
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How can I become a better leader?

This is a question often posed to me by leaders at all levels, from team leaders through to top executives, regardless of age or gender. On Amazon, the search for "leadership" generates well over a hundred thousand results. Many approaches are rather academic, explaining leadership through methods, techniques and instruments that just need to be applied in order to lead people effectively. These approaches can work but often fall short in reality as they merely 'scratch the surface'.

The good news is you don't really have to look that far in your quest for effective leadership. There are two basic principles by which leadership almost happens by itself – or at least gets you half way there.

1. Be the change you want to see
Nobel Prize laureate Albert Schweitzer said: "Example is not the main thing in influencing others. It is the only thing" and also "Example is leadership." Mahatma Gandhi put it very astutely by saying that "You must be the change you wish to see in the world." There is profound truth in both of these quotes.

A question I am rather partial to discussing with my leadership coaching clients is, “As a leader, is it possible to not be a role model?” Frequently the first spontaneous answer received is “yes, of course this is possible” – denoting that you can be a bad example. This leads us to a concurrence with Paul Watzlawick’s renowned basic rule of communication, “One cannot not communicate”. The same is true for leadership, “One cannot not be an example.”

The one who leads is always an example; a good one or a bad one. Whether you are conscious of it or not is irrelevant. You are under constant observation and taken as a point of reference by your team. Oh, and by the way: your actions speak louder than your words. Hence, the need for keen self-awareness of your behavior as a leader and the ability to examine whether it is a model representation of what you expect from your team. Importantly, if your words and actions are not aligned – in other words, if you don’t walk your talk – you will quickly lose credibility and acceptance by your team.

Modelling behavior as a leader parallels parents educating their children: If you expect your children to tidy up their rooms and keep them orderly, while you have a mess all over the place and have to search for your keys for half an hour every time you want to leave the house, you are in fact acting as an example. Just probably not in the best possible sense of the word. Or as in the words of the famous German comedian Karl Valentin, “We don’t need to educate our children, they will copy us anyway.”

Furthermore, modelling behavior is directly related to engagement and motivation of others. More important than asking yourself, “How can I motivate my team members?” - is, “What do I do that demotivates my team and how can I stop doing this?” As a leader, if you are able to identify and shift your demotivating behavior, you are already contributing enormously to your team’s engagement. This leads us to the second principle.

2. First, lead yourself

Effective leadership starts with effective self-leadership. Could you imagine a really successful leader who expects his team members to be

punctual while being late for meetings or overrunning them on a regular basis?

Effective self-leadership is one of the major success factors for entrepreneurs, leaders and employees at all levels. Simply put, it is the ability to influence the "self" in such a way that you achieve your goals. It starts with the little things; take for example the research conducted on delayed reward at Stanford University in the late 1960s and early 70s with the famous Marshmallow Test.

For the test, children around the age of four were presented a marshmallow or another object of desire in one-on-one sessions. The person running the test told the child that he would leave the room for some time and that the child was allowed to eat the marshmallow. However, if the child was to wait for the person to come back, they would receive two marshmallows instead. Post-study analysis showed that those children who were able to delay the reward, later turned out to be more educationally and socially competent, were able to better cope with frustration and stress and showed higher levels of performance due to this form of self-discipline. In our fast moving society with its strong tendency for instant gratification, this is certainly interesting food for thought.

Other areas of self-leadership are the level of self-awareness in the sense of being mindfully aware of oneself, knowing one's strengths and limitations, and last but not least a certain level of humility. Humility in this context means to adopt a rational and preferably objective emotional attitude (Erich Fromm) that, for example, would allow for a team member to have more knowledge or better skills than the leader or that would allow the leader to openly admit mistakes.

This aspect of admitting mistakes seems to be a difficult one for many, particularly for male leaders as it is often perceived as a sign of weakness by them, and to be avoided at all costs. Interestingly enough, this fear is in strong contrast to the actual impact that such a behavior has on the team. Experience validates that by admitting mistakes, a leader is perceived as human and that as a consequence, acceptance, credibility and respect

from the team actually increases rather than decreases.

Naturally, every leader needs to practically experience this effect in order to gain assurance. For this to happen requires a conscious step out of the comfort zone, which in turn requires another important quality of self-leadership: courage.

Exchanging thoughts with an experienced coach on a regular basis is an important factor in this process. Having such a sparring partner is far from being a sign of weakness, but rather a sign of professionalism and the ability to reflect.

Ask Coach

Thomas Gelmi

How can I reduce conflict in my relationships?

This is a legitimate question as most people I know want to live in both personal and professional relationships that are free of conflict. Firstly, it is important to understand that conflict is normal in human interaction and that miscommunication is often fertile ground for conflict to surface. Therefore, effective communication is key. One of the biggest illusions in communication is the perception that it actually happened. We could even go as far as saying that there are only more or less helpful misunderstandings (Steve de Shazer).

The key to any change: Awareness

Consider a situation that culminated in a conflict with your spouse, a direct report, a colleague or a customer. Chances are that unconscious behavioral patterns were triggered on both sides. Especially when emotions heat up and change the body's entire biochemistry; the ability for rational thinking can be drastically impaired. And so, both parties involved react to each other's behavior with neither party sufficiently aware of what is happening in order to break this vicious cycle. Best case, both parties fail to exit this reactive pattern in a satisfactory way. Worst case, it all ends up in an escalation and both parties do or say things they will later regret once their biochemistry has returned to normal and they have become "conscious" again.

However, if you are self-aware enough right from the beginning, you can notice what is happening within yourself and in the other person, you can then make a conscious decision to behave in a de-escalating way and, in doing so, invite your conversation partner to do the same. For example, the ability to recognize the early signs of anger will assist you to either consciously control it or express it in a controlled way that maintains the relationship – before you explode like a dysfunctional pressure cooker

and potentially cause extensive damage. Kill the monster while it is still little.

It can be even more helpful to become aware of potential internal or external triggers before you enter such a situation and get locked into a reactive pattern. Contemplate what may cause you to react in an unfavorable way. This will increase your prospect of recognizing those triggers early enough in order for you to think of how to handle them adequately.

It is, by the way, sufficient if one person is and remains conscious enough not to be drawn into the downward spiral of action and reaction. Through appropriate and non-violent behavior, the other person can be invited to take off the self-protective mask so that authentic contact and true dialogue again becomes possible. It goes without saying that this level of self-competence does not just positively affect leadership, teamwork and customer interaction, but also all other areas of life.

The key to quality communication: Attitude

Time and again, I see people hoping for quick fixes for their interpersonal issues by searching for the right communication techniques and methods. Managers ask me, "What technique will help me to become more assertive? What method will make me become more quick-witted? What can I do to become a better influencer?" These types of questions and the desire for greater self-efficacy that comes with them are understandable. However, they fall short of their goal because they remain on the level of behavior and therefore on the surface.

Of course, techniques and methods are important in communication. Knowing your options in order not to let a conversation escalate, which has an elevated potential for conflict, or even how to actively de-escalate, is very valuable. However, all methods will fall short if the required basic attitudes are not employed, for they permeate every word and every sentence you speak. Attitudes influence the quality of your questions, your listening and ultimately the quality of the whole conversation. If you want to raise the quality of your communication to a higher level, then attitude equals altitude.

Accordingly, there are some recommended basic attitudes that are proven consistent in promoting effective dialogue. They are perceived more deeply than any conversation technique and reliably improve the quality of leadership, teamwork and customer interaction.

1. Reversibility
Would you be able to accept what you are about to say and remain unscathed, if your conversational partner said the same to you? If the answer is "No", it might be helpful to rephrase the statement in a more relationship-oriented way before verbally expressing it.

2. Symmetry
An eye-level conversation would be considered symmetric and would manifest itself in an equal share of speech, for example. Symmetry as a basic attitude is possible, even in a situation that has a tendency to be asymmetric; as with critical feedback in a leadership context. Some specific situations are asymmetric by nature. Should the police require you to pull over and request to see your driver's license, this is an asymmetric situation to which you are obligated to submit to legally. Previously, conversations with a physician tended to be rather asymmetric whereas today they can more often be seen as a dialogue between two partners.

3. Authenticity
This is about genuineness and vulnerability. The prerequisite is a conversational climate that allows for fearless expression of thoughts and emotions (that is, without having to fear negative consequences). Do you show yourself as the person you really are – even though you are in a role, for example, of a leader – or do you mask yourself in your behavior? Genuineness invites authentic interaction and trust, masking generates mistrust and distance. The masks most commonly shown are attacking, blaming, and the "drooper" or victim. They all have the purpose of self-protection. Authenticity is generally gauged by our non-verbal expression. It has a greater impact than what you say; especially if you are not authentic – then it is perceived as dissonant by others. This being said, authenticity does not mean saying everything you think and feel.

What you say, however, should be in line with your inner convictions.

4. Empathy
In all probability you have heard of the term "empathy" before. It describes the ability and willingness to put yourself in someone else's shoes and see the world through their eyes. The behavioral manifestation of empathy is predominantly seen in partner-oriented questions and real, active listening. This is the kind of behavior you naturally exhibit when sitting on a park bench with your best friend. However, it can become more challenging when you are confronted with a screaming customer, team member or boss. In such a moment, the ability to show empathy is not enough. What is required, more than anything, is the willingness to show empathetic behavior that will promote dialogue.

5. Credibility
You are credible if you walk the talk, if you do what you say and only demand of others what you would demand of yourself. This includes that you clearly inform your counterpart about the purpose and goal of a conversation and that you stick to what you say or assure.

6. Respect and Goodwill
The basic willingness to respect a conversational partner in his or her uniqueness does not mean that you accept or agree with everything they say or do. Respect and goodwill are rather active attitudes by which you indicate your willingness to solve problems in such a way that there are no winners or losers in the end but a win-win situation.

7. Solution-Orientation
You can approach a situation or a challenge in either a problem or a solution oriented way. In a problem-oriented approach, the goal is often to understand why something happened and whose fault it was. Hence, it is mostly focusing on the past. A solution-oriented approach moves the focus of attention towards possible solutions and is therefore also future-oriented, as this is where you can actually change and influence something. During a conversation, you can use questions to steer the other person's focus of attention from the problem towards possible

solutions: “What should happen now, according to you? What can we do now? What do you propose?” etc.

Bottom line: No technique or method, even if it is perfected in its application, can replace these basic attitudes. On the contrary, without the respective basic attitude, most techniques and methods remain mostly ineffective.

Therefore, the journey towards better communication with less friction and conflict needs to go inwards first. What are your basic attitudes, at work and in your private relationships? Which of those basic attitudes are promoting dialogue, which ones are not? A coach and sparring partner can facilitate the answers to these questions by making you aware of blind spots, by illuminating new courses of action and thus supporting the change process in a lasting way.

Ask Coach

Thomas Gelmi

I am a successful leader and have already made it to the top. Why should I get a coach?

A recent study on executive coaching, published by the Stanford Graduate School of Business, confirms that pressure and a need for personal support on higher management levels are massive and the consequences of neglecting these findings can be detrimental, both personally and economically. For many people in leading positions, "lonely at the top" is not just a simple cliché, but rather a sad reality. A personal coach and sparring partner can make a crucial difference.

The image of coaching

While in the United States various forms of personal coaching and consulting have steadily become a usual and legitimate way of support for managers and executives during the past 25 years, Europe is at a different evolutionary stage when it comes to coaching. In Europe, the 'problem and deficit oriented' perception of coaching is now slowly beginning to shift towards a more 'resource and potential oriented' image, in which especially top performers have a sparring partner at their side.

This type of collaboration is highly advantageous, with a partner who supports executives and leaders at all stages in improving their self-awareness, developing their personal strengths and growing in areas that are important to them. Overall, this leads to more authenticity and lasting contentment – for themselves and for their environment. Development themes range from self-awareness and self-management to coping with stress, leadership and communication, and often extend to include career-related discussions.

We all have them: Blind Spots

You may be successful because of your actions and behaviors. And you may believe that they got you where you are now. This is most probably true. However, it is probably just as true that you are where you are now DESPITE some of your actions and behaviors that you may not even be aware of. We call them the blind spots. Just as the dead angle in the outer mirror of your car, where everybody else around you can see that you are going to bump into another car if you change lanes, we all have our blind spots in our behavior. Things we are not aware of, but that others perceive. The remedy for reducing these blind spots is feedback; which becomes increasingly scarcer the higher up you climb the ladder. A coach may be the only person in your environment who does not have a hidden agenda or personal interests biasing the feedback.

Emulated from top-class sports

This kind of partnership can best be compared with top-class sports, where the function of a personal sparring partner or coach originally stems from. Top athletes like Roger Federer all have a personal coach and, regardless of their success, they don't stop working with their coaches but have established long-term relationships with them. If we look back in time, when terms such as 'sparring partner' or 'coach' did not even exist, personal and professional topics were often discussed with friends, family members, close confidants or even a priest. Of course, these people can still be an excellent choice, provided that one has the opportunity and access to them.

Going even further back in time, kings often confided with their court jesters – the only people with the official permission to confront 'His Majesty' with the truth. So evidently, people have always sought someone who would listen to them without prejudice and who would give them open and honest feedback, when required.

Social isolation and pressure have increased

Ever since those days, our society has changed drastically. In the age of technology with its ever-increasing possibilities of digital communication,

genuine dialogue has fallen by the wayside and social isolation has massively increased. Ascending the career ladder can further increase the feeling of loneliness. This being said, for people in top positions, it is absolutely fundamental to be able to exchange thoughts openly, to talk about their fears and concerns and discuss possible solutions.

Leaders are expected to solve seemingly unsolvable situations and make the right decisions. Pressure is often huge and what works for a certain period of time and with enormous effort can quickly change through a culmination of various factors. Suddenly, thoughts are blocked in a problem trance, solutions seem to be out of reach, the impression of failure becomes more and more present, and the feeling of self-effectiveness declines drastically. That self-assured faith in one's own capabilities needs to be re-established.

Executive Sparring – a comprehensive accompaniment

Executive Sparring goes far beyond classic consulting or coaching. Most clients' situations are complex and require a dynamic mix of roles from the conversation partner. If specialized only in the role of a consultant or coach, the capacity to provide the required comprehensive support will be tremendously challenged. Therefore, a professional sparring partner must not only possess broad methodological competence but also the requisite personal and interpersonal competence. Only on this basis can co-creation happen – a close collaboration on even par that is fertile ground for amazing insight and solutions, provided that both parties are open and get involved in the process.

Just talking

Finally, there are clients that don't necessarily follow a clearly set goal when working with a sparring partner. They simply cherish the regular exchange and room for confidential conversation with someone who is neutral, unbiased and without a personal agenda. This is easily understood, considering that the range and nature of certain topics may not be relatable to any of the previously mentioned groups of people available.

These conversations can take place in various settings, possibly at either party's premises, during a walk in the park, at hotels, or via web-based applications such as Skype. It goes without saying that utmost discretion and confidentiality must be a given at all times.

Conclusion

Personal support for executives is no longer a luxury; it is fundamental in order to successfully face future challenges. The stigma of the manager who does not seem to make it on his or her own is slowly giving way to an image that resembles one of a top athlete. Someone who can not only afford having a personal sparring partner but who confidently displays this as a privilege and sign of authenticity and the ability for self-reflection.

Ask Coach!

Sayeda Habib

Sayeda Habib, PCC
An author, speaker, and certified coach. Her passion and vision is to make coaching accessible to Muslims all over the globe. She currently writes for a variety of Muslim publications and speaks at Islamic educational events and conferences.

I have my faith, why do I need a coach?

I get asked this question a lot, and it's not the simplest to answer. This question implies that faith offers solutions to all problems, so someone of faith wouldn't ever need a coach. Indeed, many people rely on faith and prayer to get through the tough times. Prayer provides strength and focus. Also, like Islam, I'm sure other faiths also have their own specific behaviour guidelines of do's and don'ts.

This is, indeed, a valid question. Why would someone ever "need" coaching? Recall the last time you were stuck in a difficult situation. You relied on your faith, prayed a lot, but you weren't sure what to do. Perhaps the things you'd tried hadn't worked. Did you, or someone you know, go through something like this? Would it have helped to seek someone out who could listen to you, and perhaps help you brainstorm some solutions? Could you have perhaps benefitted from picking up new skills around problem solving, communicating, or even emotional management? Could acquiring those skills have helped you then, maybe even now?

A coach is someone who can view your situation from a neutral place. He or she will even support you to look at your situation from "coach"

position, where you will be able to notice things from a different vantage point. A vantage point that's not available when you're going through something and you're in the thick of it. Of course, you will have family and friends that may be able to help, but they may be emotionally vested as well. They may be attached to things working out for you, and that may also prevent them from being completely neutral. This is just the way it goes. Our friends and family care for us, and that often prevents them from seeing the picture from various angles.

Coaching can offer you the opportunity to allow your emotions to settle, so that you can examine the challenges you're facing from various vantage points. It can also allow you the opportunity to learn new skills to cope with your situation; even change how you relate to it altogether. Of course, it doesn't take the place of your faith. In fact, coaching will work within your own value system. Your values are the foundation of who you are, and they can't be separated from you. So, a skilled coach will work with you within your own beliefs. The aim of coaching is to support you in finding solutions that work for you within your lifestyle and belief system.

Regarding someone "needing" coaching, all I can say is that this is a very personal choice. Some people feel they need it, and others feel they want to have it, because it adds value to their life. If you feel that you could use some support during a challenging time, then that's really all that matters. If you choose to have a coach, it may be one of the most worthwhile investments you make in yourself.

Ask Coach!

Sayeda Habib

I am having serious issues with my parent/ spouse. They just don't want to listen to me, and our relationship is deteriorating even further because of their behaviour. Can you please talk to them, so that they can change their ways?

You're feeling frustrated, heartbroken or angry, and you wish this loved one would change their ways, but here's the reality- your changing another person is virtually impossible. You may be able to influence them in certain ways, but any changes they make are really up to them. Change doesn't happen if a person doesn't see the value in it, or want it for himself. Even if you were to convince the other person to come for coaching, the coaching wouldn't really work, unless they could see value in it for themselves. Believe me, I've come across this in my coaching practice several times. Coaching only works when a person chooses to coachable.

Don't lose hope though, because a relationship is essentially about how people relate to one another. You are both currently relating to one another in a certain way that really isn't working for you. However, if you shift the way that you are relating to this person, the flavour of the relationship can shift. You will be able to improve your experience of the relationship.

What may be crossing your mind right now is that their behaviour will still be a problem. We can never control another person's behaviour, so if you focus on it, you will stay stuck in the current pattern. The way to shift the nature of the relationship is to focus on what you control. You don't control another person's behaviour, but you can control how you relate to it.

So, I invite you to take on a new attitude around concerning this relationship. This is the attitude that you will do things that are in your control for enriching/improving any relationship in your life. This attitude also implies that you are willing to let go of what is not in your control. By taking this on, your focus will become more productive and the way you are relating to this person will change. To start this process, first identify where you are right now.

Identify Your Present State:
Notice if any of the following thoughts/feelings seem familiar:

"I can't believe how inconsiderate she is"
"Here we go again…"
"I've done my best, I just can't please her"
"Why would they do this to me?"
"I should have known better"

Think about this person, and write down the first three thoughts that come into your mind: _____

Do they sound negative or blameful?
Do these thoughts get triggered each time you have an interaction with the person?
Are most of your interactions negative?
What, specifically, have you done to improve things? What was the result?

If you answers sound negative, then this is a sign that you're caught in a spiral of frustration and blame. Perhaps you've been trying to improve things, but nothing is changing despite all your efforts. This may be the case, but reminding yourself of it will only keep you stuck in this negative spiral. You've already got some of these thoughts at the back of your mind, and if you don't let them go, they will resurface each time something else happens. Our minds are very powerful filing systems. Something happening today may trigger an experience that happened long ago, because the mind has already got a connected association filed away, as something familiar with what's happening now. For example,

you're walking on the sidewalk, and the smell of freshly baked bread is in the air. The aroma immediately reminds you of a bakery back home, or the memory of your grandma baking bread. The mind is using this ability of associating things together all the time; this is why certain aromas or pieces of music can take you right back to events that happened many years ago, and all in an instant.

So, if you continue holding onto any negativities from the past, they will be re-triggered with every new event. You may think that they are buried, but anytime there is a new somewhat negative, interaction, past memories will come flooding back, creating further frustration and anger. You may have noticed yourself bringing up things long gone, right in the middle of a current argument. If so, then consider that they must be let go in order for this relationship to have a chance. The longer the cycle continues, the more damage to the relationship. You can't relate well with another person whom you're resenting or blaming, it's not possible.

The first thing you will need to do is to set yourself free from all the past baggage. The way to do this is through active forgiveness. Active forgiveness means that you are letting go of all the negative emotions surrounding the events. It does not mean that you're forgetting, or condoning the actions- it just means that you're going to let go of the anger, hurt and blame.

Step 1: Forgiveness letter exercise:
Write a letter to the person with the intention of letting all the negative emotions go. Let all your frustrations out, but keep the intention clear. State your intention for letting things go and putting the past behind you. Use whatever words work for you. Once you are done saying all that you need to say, tear up the letter. Avoid reading it or keeping it. This is not to share with the other person, it is purely to allow you to release all that you've held onto inside. Repeat this process anytime you feel the negativities surfacing again, but make sure to state your intention each time. Be mindful when writing these letters, as the idea is to avoid strengthening negative emotions. If you re-read them, or re-affirm the past, you can end up back where you started. If you do this exercise with the correct

intention, you will find yourself much happier and free from the baggage. This will not remove the memories, but it will release the negative emotions, which is what you want.

Step 2: Setting a New Intention:
Forgiveness is about creating space. Read the next paragraph, then close your eyes and visualize:

Imagine your heart as a vessel. Visualize the space, now that its been cleansed, and reflect on what you'd like to now fill it with. Imagine that your heart will reflect how this relationship will be. How would you like your relationship to be with this person? What are you willing to do, or say to make that happen? What are you now going to believe about him or her?

Visualize the relationship, as you'd now like it to be. Notice what you are doing, and saying. Notice how this relationship is shifting. Once you are ready, then open your eyes.

Step 3: Sharing your new intention:
Write down your new belief about this person. Write down your new intention for this relationship. Now write a letter to this person expressing how you would like things to be from now on. Tell them what you are willing to do to make this happen. Once you are satisfied with this letter, you can choose to share it with them in writing, or spend a little time reading it to them.

Step 4: Setting new boundaries:
Building any relationship is about setting boundaries. Now, you may be thinking that this is about telling the other person what s/he should/shouldn't do. But remember, this person isn't the one who has had a change in approach. This is about setting boundaries for yourself.
1. Reflect on some of the things that you said or did that had a negative impact on the relationship.
2. Which of these things are you now willing to stop doing?
3. What behaviours will you adopt instead? Write down these specific

behaviours.
4. What are some of the things that this other person needed from you that you weren't willing to take on?
5. Which of these, if any, are you now willing to take on?
6. Are there any other areas, where you may need to be more flexible?

Why do this?
Of course, what I'm suggesting is a lot of work-especially if you're the one whose doing all of it. So, what would make it worth it? Just reflect, if this relationship is better, how will it impact your life, and your wellbeing? Imagine if this relationship stayed the same, how would that affect your life and your wellbeing? Once you're clear about the impact, you can then choose how you wish to proceed. If you then realize that improving this relationship is really worth it- then give the exercises a go. You will find it challenging for sure, but the rewards will make the journey worthwhile.

Ask Coach!

Sayeda Habib

I often wonder why my friends and colleagues seem to have such perfect lives. They don't seem to have any problems. How come things keep going their way, and I can't seem to get things to work out for me, even though I keep trying? Am I doing something wrong, or is there something wrong with me?

I'm sure many of us have thought that others have a better life than us. This is even more likely to happen during tough times. Other's lives "seem" to be perfect. They have the perfect spouse, perfect house, perfect job, or looks. It is human to compare ourselves to others, after all, comparing provides a reference point for our own lives; however, this can also be a seriously detrimental behaviour. We may not even notice how often we're doing it.

There are two basic ways of comparing. Either, we compare ourselves to those who have less than us, or we compare ourselves to those who seem to have something we desire. This could be a long discussion, so we won't go into it, and we will focus on the question asked. So if you're comparing your life to others, and it seems that they don't have any problems or issues- then you're comparing with an attitude of scarcity. They have what you don't have. This attitude of scarcity will always leave you with a feeling of lack. Why? Because the fundamental belief underneath is that something is lacking. You're looking at life from that lens, and so everything reflected back to you will be from that lens. Noticing what you don't have also implies that you are resisting "what-is." There's absolutely nothing wrong with wanting more, but it often depends on how you want it. If you want to aim for better, that's wonderful. However, if you want more while actively disliking what you have, it means that you're resisting the way things are. Whatever you resist tends to stay the same. This is because your energy is caught up in thinking things "shouldn't"

be this way. All that energy could be applied more productively towards building something you want. There is nothing wrong with you as a person. Instead, certain behaviours or habits you have aren't serving you. So let's look at some things you can do to achieve the things you truly want. Some of these things will take practice until they become second nature, so be ready for that.

Step 1: Break the comparison habit:
This is a short exercise that you can take on at any time of the day. Do ensure that you do it daily, for at least one month. The intention of this exercise is to bring you attention to "what-is" in your life. You will begin to focus your attention on how things are, both to your liking/ not to your liking.

Take paper and pen. Write down 5 things that you are accepting about your life. Being each sentence with "I am accepting _____
For example:
1. I am accepting that I am 5-10lbs overweight
2. I am accepting that I have a wonderful spouse
3. I am accepting that I waste time watching TV

Do this on a daily basis. Notice how it feels. Are you feeling a resistance to how certain things are? How does it feel when you notice this? Just allow the resistance to be there for now. Just remind yourself to work on accepting things as they are. It may seem new at first, but it will become more familiar and easier over time.

Step 2: practice gratitude:
So, you've started accepting things as they are, that's a step forward. However, it may still be the case that you don't like how they are. You may still feel that there's more wrong rather than right in your life. Accepting that so many things are wrong doesn't feel great does it. Now here's the real issue. Its not that the circumstances of your life are wrong, instead, you're perceiving them to be wrong.

In Coaching, we often explore what lens a client is wearing when they are looking at life. Imagine two extremes. On one side, a person is completely optimistic where everything is rosy, and possible challenges don't seem daunting. On the other, there's the "pessimist" who looks at everything as wrong. They are sorting for everything being wrong.

On a scale from one to 10, how happy is your life?

1	2	3	4	5	6	7	8	9	10
Nothing is going right									Everything is Perfect

What number did you choose? If you're closer to one, that means you're your current habit of sorting information, is to generally, sort for the negative. This is to observe, not judge. The way to shift this habit is to practice gratitude on a daily basis.

Gratitude List:
Choose 5-10 minutes daily for this exercise. Take a pen and paper, and write down the question "what am I truly grateful for today?" Next, write down whatever comes to mind. It can be absolutely anything, from a great cup of tea, to a chat with a good friend. Note down anything that you genuinely feel thankful for. The more you do this, the more your mindset will begin to shift.

Step 3: list "positive" goals:
Now that you're learning to have a more optimistic frame of mind, achieving your goals will also become a greater possibility. Give the following steps a go:

1. Write down your top three goals as you've been writing them before.
2. Are any of them "don't want" statements? For example, "I don't want to smoke. I don't want to be overweight." Don't want statements will focus the mind's attention on the "don't." You will need to re-frame them.

3. Re-set the same goals as short, positive, and specific statements. These statements will be I want/ I intend statements. For example: I don't want to be overweight can become "I intend to be 115lbs.
4. Next, set yourself some measurable targets along the way. These will support you in measuring your progress.
5. Lastly: set a flexible time frame for your goals. Write a specific date, but add "or better." This will help you feel empowered to achieve your goal in the time frame that's actually workable for you.

It is possible to get ourselves out of the comparison bug. If we start accepting what our reality is, it can free us up to actually take actions. Also, if we begin to truly feel grateful for what we have, that will only give us energy to do something more for ourselves. Of course, the last step is to take some action. My best wishes to you on this journey. It may seem challenging, and you may hit bumps along the way, but shifting your focus will support you in have a more meaningful life in the long run.

Ask Coach!

Lynn Stewart

Lynn U Stewart, PCC
The first MMS certified coach trained personally by Dr. Chérie Carter-Scott. In 1979 she went on to lead the MMS organization as its President and CEO

What makes a coaching sessions effective?

There are several things that make a coaching session effective one is the skeleton… the overall structure of the session: the objective, the plan, and the support.

The objective:
This constitutes the purpose for the session. It is the bottom line agreement, the rudder of the ship, the raison d'être that will keep the coach and client coming back to the direction that needs to be followed. It might be

- to have a relationship with my niece
- to improve communication with my partner
- to increase the bottom line 10%...
- to lose 10 pounds

The agreed upon objective is the backbone or the centerpiece of the session. Its constant presence assists the coach in getting to the client's real issue and ultimately the answer for which s/he is looking. The objective keeps the session on track and must keep the focus in reach at all times.

The plan:
Once the objective has been established, the plan needs to be formulated when there is a clear answer to the question. The plan is the step-by-step process that is required in order for the objective to become realized. This part is filled with strategy, calendars, timelines and most of all commitment. Before the session is over, a good coach will make certain that there is a clear plan to move forward. This includes responsibility, enthusiasm and the motivation that the seemingly impossible can happen given that there is a good solid program.

The support:
This is the time when the coaching question and the answer could become fuzzy since making dreams come true is not without obstacles. The excitement and the enthusiasm of birthing a dream sometimes has its hurdles and often the project will lose its magical momentum as life sends its tests on the road for reexamination. These questions might occur:

- Do I really want to have a conversation with my niece?
- Do I sincerely think that communicating with my partner is that urgent?
- Do I give a darn about increasing the bottom line?
- Do I care about getting back in shape?

Challenging questions may arise and the seeds of doubt could anchor themselves in the soil beneath the clients feet. This is the place where the coach is most valuable. It is the coach's job to keep the client on the path and assist with more questions that ensure the client is keeping his promises to himself… and getting what he said he wanted.

These three steps in addition to a non-judgmental environment are the underpinnings of the coaching process. If a good chemistry session has been created to determine the match factor, the effectiveness of a session will have a 90% chance of good success.

Ask Coach!

Lynn Stewart

What happens if the client doesn't know the answers to the questions?

Coaches have their ways of getting to what's blocking the answers. There are answers to all of the questions a client might have about his future. However there might be some blocks to uncovering the answers. The usual blocks discovered in my practice have to do with resistance to change, fear of the unknown, or a commitment to the status quo. Inevitably in the coaching process, there will be a new road to be explored that will also have uncertainty, doubt, and fear. The coaching process by definition involves change. Change makes most people uncomfortable since they would rather maintain the status quo then embark on change. The old saying, "the devil that you know is better than the devil that you don't know" can be a perfect reason to keep clients stuck.

There are several ways to support clients in finding their own answers. If they have agreed in the chemistry session that they know they have their own inner information, if the connection is in place, and if there is a judgment-free environment, the client will unravel his own story and get to the heart of the matter. If the coach has been successful in

- obtaining a good objective – a focal point
- finding an example of what the coach is addressing
- defining terms so that there is mutual understanding of the words
- downloading the information – dreams, intentions and fears,thoughts, feelings
- recapping appropriately throughout the session
- checking for the outcome
- getting the ideal outcome
- working thorough the blocks

It is difficult to hide from the answer if the coach is on his game and the client is clear about wanting to unearth the answer. The truth will bubble up into the conversation. The answers will emerge and the bottom-line truth will be revealed.

Ask Coach!

Lynn Stewart

How do you know when the contract is done?

The Introductory interview or the chemistry session is critical to the overall success of the session. This is the time when the coach sets the contract in motion and lays down the ground rules for the process. When you have gone through the different phases of the objective, there will be information that is imparted that will be a little like a treasure hunt. As you start to uncover the layers of information that need to be known or seen by the client, the essence of the quest starts to be revealed. When the objective has become clear, and the plan has been determined, then the session is effectively launched.

Luke was a successful Managing director of a College. His educational world had grown to be unsatisfying and he came to me to either empower his present situation or to help him find a new job. He allocated one year in which to find the new energy to get reengaged or find a new position. He launched into a coaching project where he looked at every possible facet of his present situation to infuse energy and excitement, to no avail. At the end of the first year he made a choice to move on. He launched a rigorous plan to find a new situation. During his visioning session, he uncovered his love for nature, the mountains, sports, and his family. To his surprise he discovered he wanted to relocate to North America. He longed to find a similar work situation where he could be close to his aging parents and give his family a fresh start, an experience in International living. He relocated his family to North America and found the perfect position as the managing director of a prestigious college in Canada.

The coaching project was a two-year project. The plan was laid out and the result was realized. Therefore the project as was mapped out in the original meeting had a natural and organic end.

Not all projects are as neat and manageable as Luke's but there is a natural and organic flow to each coaching project. During the original session I ask about the clients comfort zone. I also ask how many sessions s/he would ideally like to have. At each juncture of the project I check with my client to ensure that what we originally contracted is still accurate.

At any time this situaiton might change and then there will be adjustments to be made.

John was an engineer who had been given a mandate to be a more forgiving person to his subordinates. He was told that he had to mange his temper or he would have to seriously think about another position. In our introductory interview we discussed how this situation was bleeding over into his family life and that his anger was getting in the way of his relationship with his wife, his friends, and his son. He chose to have ten sessions. We used the list as our guide and each session built on the previous one. As we unraveled the triggers about where the anger originated, it became clear that we had found the ways to deal with the past, the present, and the future. The ten sessions were the perfect number and John found his composure, his tolerance, and his patience. He became a more empathic, caring, and understanding professional and husband. He saw how his anger and upsets were connected and was able to get control of his emotions in a new way. His ten 90-minute sessions were exactly what he needed to get the result he wanted.

Ask Coach!

Christy Whitman

Christy Whitman
Transformational Leader,
Abundance Coach, New York
Times Bestselling Author
of 'The Art of Having It All' &
CEO & Founder of the Quantum
Success
Coaching Academy

Manifesting Success: A Series of Next Logical Steps

The most successful endeavors are not those that occur because of a sudden windfall or a quantum leap in consciousness, but those that unfold as the next logical step on the evolving journey of our lives. The amazing career I now enjoy as a life coach unfolded in precisely this manner.

Like the majority of women and men who transition into a career as a life coach, I held down a 9 to 5 job in corporate America that provided enough money to live on, but not nearly enough challenge or meaning to make life interesting. Throughout my 20s and early 30s, I worked in a number of different positions, and while I certainly learned something from each of them, I longed for a career that would give me the opportunity to enhance the quality of people's lives, and to use my time and talents in a way that fulfilled a much higher purpose than simply making ends meet. What started out as a nagging sense of discontent grew stronger with each passing year. I felt aimless, without purpose, without passion – and without a clue as to what actions I could take to get back on track.

Searching for answers, I began immersing myself in spiritual wisdom from traditions old and new and from all around the world. I learned about meditation, visualization, and energy alignment. I learned from quantum physics that the universe we live in is made up entirely of energy, as is everything that our senses perceive as solid – including our own physical bodies. I learned about the powerful Law of Attraction which underlies, organizes and precedes every act of creation. I learned how to work with my own energy field to magnetize the outcomes and experiences I most desired. The more I practiced and applied the universal laws that govern deliberate creation, the more excited I became. Although I didn't realize it at the time, what I was learning would not only change the quality my life; it would also become the essence of my life's work.

Determined to test the accuracy of all that I'd learned, I decided to conduct an experiment. I consciously applied these internal practices with the intention of transforming the external conditions of my own life. I began a daily practice of meditating, visualizing, magnetizing, and connecting with the energy of passion, purpose, and success. The changes I created in my life over the course of the next two years proved beyond any doubt that these energy practices worked. I was producing measurable, tangible results.

I received a series of job offers, and each new position I accepted offered a higher salary, more benefits, better working conditions, and greater freedom. As a result of this new influx of abundance, I was able to pay off over $60,000 in consumer debt, I moved into a place of my own that I looked forward to coming home to each day, and transformed my body (and my self-esteem) as the twenty extra pounds I'd been carrying for years seemed to melt away effortlessly. I felt powerful and in control of my own life.

The realization that I'd stumbled upon principles that could be applied in any aspect of life to produce reliable and measurable change triggered the next logical question along my journey of becoming a coach: Could I teach these principles to others in a way that would enable them to produce similar results for themselves?

Again, the answer came without my ever having to look for it. As friends and coworkers noticed the changes in me, they started asking what I'd been doing differently. And instead of trying to explain my process, I offered to give them a direct experience of it. Just like that, I attracted my very first coaching clients. And less than a year later, I left my job in corporate America to tend to my coaching practice full time.

Fast forward twenty years to the time of this writing, and I am now the founder of the Quantum Success Coaching Academy, a thriving internationally acclaimed coaching organization that has trained over 3,000 Law of Attraction coaches worldwide and whose message reaches over 200,000 people each month. I'm the author of five books (two of which became New York Times bestsellers), and the creator of an enormous library of personal development programs. I'm making more money than I ever dreamed possible doing work so personally rewarding that I would do it for free.

There are two important elements that have contributed powerfully to my personal success, and that have made Quantum Success coaching distinct in this industry. The first is that my philosophy – and every technique and principle that I teach to the coaches I train – is based upon an understanding and application of the universal laws of deliberate creation. We are firm in our belief that our clients already have all the answers they need within them; that there is a natural process of evolution that is at work in theirs and in all of our lives, and that when we learn to listen to and cooperate with it, our client's perfect next steps occur to them naturally and effortlessly. In our view, the role of a coach is not to offer guidance or give advice, but to simply guide our clients back to the source of their own inner wisdom.

We approach every coaching relationship with the absolute understanding that we cannot fix, transform, improve, or otherwise help our clients. Their life experiences have unfolded for the singular purpose of helping them to more powerfully clarify their desires. Our job is to simply hold a clear, safe space for the client's inner wisdom to emerge. By trusting

in the infinite creative power of our clients, we become conduits through which they can connect with the precise impulses, information, insights and understandings that will support them in shifting their perspective, and recreating their lives.

The second aspect of my coaching philosophy is inextricably tied to my success: I passionately believe that the experiences of each coach – the sum total of the triumphs and tragedies that have shaped us as human beings, and the unique wisdom that we now have as a result – contributes a vitally important dimension to the coaching relationship that shouldn't be left out of the equation. In fact, one of the biggest keys to building a thriving coaching practice lies in focusing on a specialty, or niche market, that makes the best use of your existing skillset, life experience, and interests.

I teach all of the coaches who receive their certification through my Quantum Success Coaching Academy training program a fun and easy process for determining their niche. I direct them to make a list of their existing skillset, the life experiences that have made the greatest impact on them, and the wisdom they have gained along their own journey of personal growth that they are most proud of. At the intersection of these three components – existing skillset, life experience, and wisdom gained – they discover the demographic of people they are most inclined to serve, and the focal point for their practice that will best allow them to leverage all that they have to contribute. One of the most gratifying aspects of being a coach is that the more we grow and learn, the more we have to give and teach.

For example, before I became a coach, I had a high-paying job in the biotech industry training pharmaceutical sales representatives. Although it required a demanding travel schedule and had its share of inter-office politics, I absolutely loved leading the sales trainings. In front of a room full of people, and distinguishing the principles for creating success, I felt purposeful and alive. Although I did not realize it at the time, this job was preparing me for what was to come: In the course of leading those sales trainings, I became very good at public speaking and working with group

dynamics – skills that have served me enormously well in facilitating the group coaching programs that I lead today.

If you've not yet defined your coaching "niche," the following questions can lead you in the direction of this discovery:

What positive changes have you made in your life that you are the most proud of? For example, have you successfully transitioned after a divorce? Have you reached an important milestone in your career? Have you transformed your physique or your lifestyle in ways that make you proud?

What are your passions and unique interests? Are there hobbies or causes that draw your attention outside of work? What activities or projects would you happily participate in for free?

Is there a demographic of people you are naturally inclined to work with? You can think here both in terms of specific age groups (teens; young adults; the elderly), and also in terms of organizations or groups of people who are drawn together by common interests (environmental concerns, for example, or new mothers).

Because I am passionate about helping others achieve their goals and to lead happier and more successful lives, "marketing" my practice – even in the early days – was simply a natural extension of the types of conversations I have with everyone I interact with. I have never thought of growing my business as a function of "selling" anyone on anything. I've always viewed it as a process of attracting those who can benefit from what I uniquely have to offer.

The word "marketing" has negative connotations, and conjures images of cold calls, pounding the pavement, even coercion. It's no wonder so many coaches – even those who are confident in their abilities – struggle with this aspect of their business. But as someone who has enjoyed a thriving, lucrative, and deeply rewarding coaching practice for over fifteen years – and also as someone who has spent the last nine years training hundreds

of others to do the same – I can tell you with certainty that marketing is a crucial component to the expansion of any business. In actuality, the act of marketing yourself and your services is an expression of your self-worth and an indication that you are open to abundance. But in order to understand it in these terms, the word itself is in need of an expanded definition.

Traditional marketing takes an outside-in approach: We recognize a lack or deficiency in some area – a shortage of money, perhaps; or of clients; or opportunities – and to compensate, we create a marketing plan to target people and circumstances who we believe can fill those needs. This approach evokes defensiveness, because when we are driven more by what we need than by the value we have to offer, others sense this, and we end up repelling those we are trying so hard to reach.

"Magnetic" marketing, which is the process I teach all of the coaches I train, takes a completely different tact. Consider the organic coming together of people, ideas and circumstance that occurs when a relationship is truly mutually enjoyable and beneficial, and when each party is clear about what the interaction will allow them to give and to receive. It involves no sale job; no convincing; no effort. When a flower is in bloom, bees are drawn to it naturally. The union is mutually beneficial and each party expands as a result of it. This natural, easy coming together is governed by the principle of magnetism. And although we can't see this force with our eyes, every living being registers its power.

Everything in our physical universe is made of energy, and this energy is alive, moving, and vibrating at a particular frequency. We receive and respond to the frequency of the energy around us, whether we are consciously aware of this or not. Likewise, the thoughts and emotions we offer in each moment also generate vibrations that are palpable to all those around us.

Long before people ever ask for details about your services, they are gathering essential information about you. The words you speak and write; the way you carry yourself– and most importantly, the mood or

energy you bring to the interaction – are all powerful communications to potential clients that will either repel them or pique their interest. As Ralph Waldo Emerson notes in his famous quote, "Who you are speaks so loudly, I can't hear what you're saying." When you as a coach are in touch with the gifts that you hold; the value you provide; and the results you've achieved – both with your clients and in your own life – the vibrations that you send out are naturally magnetic.

When I first set out all those years ago in search of answers to help me create more happiness and success in my life, I never could have predicted the destinations to which that path would lead. The Quantum Success Coaching Academy that now supports thousands people each year in leading more abundant, successful, and joyful lives was built from the inside out, by simply following my impulses, acknowledging my unique contributions, and – from each milestone along that path – taking the next logical step.

Ask Coach!

Liza Boubari

Liza Boubari, CCHt, CSMc earned her Clinical Hypnotherapy Certification from the Hypnotism Training Institute of Glendale in 1996. Boubari now serves as a member on the Executive Board of American Council of Hypnotherapists

Coming from the corporate world, I knew very well how stress affected working professionals sitting behind desks in cubicles. I, myself, was a product of that robotic lifestyle that resulted in a meltdown. Women, today, juggle and multi-task trying to balance work with family life often missing critical signals the body sends out. Healing my own self through hypnotherapy led me to discover the effectiveness of hypnosis and resulted in my becoming the founder of HealWithin. As a certified in Domestic Violence Consultant, I have a tremendous passion in helping women to stand up and share their voices.

"Hypnosis can facilitate treatment for a wide range of psychological and medical problems," says clinical hypnotherapist Liza Boubari of HealWithin. "It can be used in many cases and be a valuable tool in treating stress, anxiety disorders, phobias, smoking cessation, weight management, post-traumatic disorders, behavioral problems, sleep and irritable bowl syndrome. In our practice, we have also increasingly been using hypnosis in such diverse areas as pain management, easily birthing and copying with menopause and cancer."

Despite its versatility as a therapeutic approach and its long history, hypnosis is not well understood. Trance-like or meditative states have been elements of spiritual practice for thousands of years and scientific exploration began in the 1700s with the Austrian physician Franz Mesmer, who believed that a magnetic force flowed from the hypnotist to the subject. In the nineteenth century, Scottish surgeon James Braid and others advanced the theory of susceptibility to suggestion that became the foundation of the modern practice of hypnosis. "In hypnosis, you are fully awake and alert, but in a highly relaxed state that resembles daydreaming or cat nap," says Liza. "In fact, one is more hyper-attentive, which means they are able to focus on a specific thought and tune out distractions. In this relaxed state you become more open to suggestions, which enable you to work more effectively on deeply entrenched problems."

How does hypnosis work?

There is still an element of mystery about hypnosis. We can see what happens when a subject is in a hypnotic state, but science has still not determined precisely how or why it happens. It is thought that the deeply relaxed and focused hypnotic state provides access to the subconscious, which facilitates changing unwanted negative behavior patterns, dealing with fears and anxiety, and uncovering repressed emotions that can be addressed to resolve various psychological problems.

Do I lose control over my behavior under hypnosis?

"This is one of the most common misconceptions about hypnosis," says Liza Boubari. "It is understandable that anyone who has seen people on stage engage in silly antics at the suggestion of the hypnotist might think that you are giving up control. However, while you are less inhibited and more open to suggestion in trance, you are still in control. Furthermore, you will remember what happens during hypnosis. Your personal morality and integrity remain in effect and you won't do anything you don't want to do."

Can anyone be hypnotized?

Some people are more responsive to hypnotic suggestions than others. Usually those who are resistant to suggestions are under the misunderstanding that they will lose control under hypnosis. To be successfully hypnotized you must want to be hypnotized. It also helps to feel relaxed, comfortable and trusting of the hypnotist.

How can hypnosis relieve pain?

The mind and the body are inextricably linked. Hypnosis offers the ability to utilize both the conscious and subconscious mind together to reduce pain. There are a variety of suggestions and techniques that can be used to enable access to your subconscious mind to help better control or alleviate pain. Hypnosis has been effective in easing the pain of cancer, burns, fibromyalgia, headaches and more.
Are there risks associated with hypnosis?
As practiced by a certified clinical professional who has had specialized training through a recognized organization such as the American Society of Clinical Hypnosis, hypnosis is safe. "Hypnosis is not therapy, although we use therapeutic suggestions," Liza emphasizes. "It is a technique that can facilitate therapy and should only be used by a qualified psychologist or other licensed health professional as part of an overall therapeutic plan."

My jaw is locked and can't sing. Help me.

A chiropractor friend of mine referred me a client that was so stressed that chiropractic services could not help her. She came in for hypnosis but, because she was so stressed, she opted for massage instead. During the massage she relaxed enough to share her stressful scenario. With her permission, I began asking her leading questions about her stress and jaw locking – as if I were doing hypnotherapy. In less than ten minutes, she was able to tap into feelings that had manifested into locked jaw and she was able to express what is going on. In short, she used to sing carols

with her grandmother and since her grandmother's passing, her jaw had locked up. With the use of guided visualization and hypnotic suggestions, she realized how she had held on and not let go of the grieving process. Muscle has memory and the subconscious holds the true story. In 10 minutes, her jaw became unlocked and she was released of the subliminal effect of her emotional grief.

Through hypno-massage therapy, we worked on "sending love to grandma" and, thus, becoming free of what was hindering her from doing what she loved the most – singing carols.

This client and her results helped to reinforce the faith that I had in mind-body healing and the power within us. Mind-Body therapy has taken off in my practice. It is my privilege to help my clients release their physical, emotional, pain, hurt and trauma.

Can you help me quit smoking? Cancer and smoking don't go together.

To be a hypnotherapist – you must be drawn to the magic of transforming a habit or life for the better, the art and science of the mind, and the inner workings of the subconscious mind. You must tap into their realities and unique perceptions to be able to function as the "architect" who may need to remodel the workings of the mind by hacking away at false beliefs hidden behind shut doors. The blueprint would have to include new wirings and plenty of extra windows through the light and healing must come through.

In the case of Helen, a client who was a computer programmer, the blueprint was tailored to the client's life style and psychographics. During hypnosis, the suggestions were for her to imagine coding a new program. She was to visualize coding a program for "Helen-The-Smoker-with-Throat-Cancer" that would override the existing program that identified with "Helen-The-2-Pack-Smoker".

It was critical for Helen-The-Smoker to stop because she needed to have chemotherapy for her throat cancer and smoking was counterproductive to chemo. It is hard to believe that it took only one session for transformation to take place. Today, Helen is cancer-free and smoke-free. I would attribute the success in Helen's case to the fact that she was extremely receptive and because the hypnotherapy was catered to her specific personality, profession and belief system.

Fears and Phobia – Real or Imagined?

We all have felt it at some point; your stomach is churning, your heart racing, even your palms are sweating at just the thought of a standing up in front of a crowd and giving a speech. This is just one of many fears that humans experience. But whether it is being on stage face to face with thousands of people, creepy crawly insects or death, each of these fears comes from an emotion or situation acquired throughout our life.

Real or Imagined?
Janet avoids going to the dentist. She becomes apprehensive, fears the needle and is embarrassed by her nervousness. She feels so nervous that by the time she is at the dentist's office she has sweaty palms and is close to hyperventilating – all this created before she even gets there. She suffers from phobia, irrational fears and avoidance of certain objects or situations.

Learning to Be Afraid
Phobias are irrational, which means people may be afraid even though the fear doesn't make sense to them. For example, someone may fear a dog even though the little cuddly dog acts tame and friendly. Phobias frequently begin with a frightening experience. A parent having a bad reaction with water or a dog will not go swimming with the child or will pull her child away from any dog thus, embedding in the child's mind to fear water or dogs —at least temporarily. Did you know we learn to fear something happening to us or watching bad things happen to others, and by being around people who are themselves fearful? In general, avoidance and worry increases the fear, while reassuring experiences will help

a person become less fearful.

Of course, it's natural to have a little fear. Some level of anxiety helps warn us when there's danger or motivates us to behave in a certain way – that's healthy. In other words, if you're eyeball-to-eyeball with a black widow spider, the desire to run screaming from the room falls under the domain of self-preservation. That's good. But if you spend 20 minutes every morning inspecting your shoes to make sure an eight-legged monster isn't lying inside waiting to bite your big toe, fear has probably crossed the line into the irrational. Not so good.
Most hypnotherapists get in this line of work due to their own personal experience and wanting to share and help others heal.

Unlearning Fears
As intense as it can be, the fear itself isn't the real problem. What is harmful, though, is the behavioral response: when people with phobias change the way they live to avoid the thing they fear.

Phobias are among the easiest to treat of psychological problems. Even if the fear is severe, the treatment can be fairly brief – four to five sessions. In fact, we often can reduce or eliminate a phobia ourselves if we go about it properly. The two main principles of phobia treatment come from common sense notions. If you fall off a horse:

1. Get back on right away so you don't develop a fear of horses; or
2. Practice approaching the horse and riding a little at a time to get used to it.

It doesn't mean you're crazy or even weird if you have a phobia. You're not weak. There's nothing wrong with you. If your fear is affecting your day-to-day life, it's time to get help.

What does it take to be a hypnotherapist?

To be a hypnotherapist – you must be drawn to the magic of transforming a habit or life for the better, the art and science of the mind, and the

inner workings of the subconscious mind.

To create a successful practice you must build a good reputation based on care, compassion, and a strong ability to help people overcome their issues. It helps if you have a personal healing experience and have overcome your own demons. By doing your own therapy you can certainly have a better understanding of how vulnerable it is to be a client.

As a hypnotherapist and coach, one of the biggest challenges you may face would be misconceptions regarding hypnosis and hypnotherapy. Believe in your craft. Know this: You cannot fix everyone – nor is it your place to do so. What you must do to facilitate healing from within is to help clients discover their own blocks, resentments and pain.

You are privy to the most private and, sometimes, traumatic elements of a person's life. Having a holistic approach entails using compassion, remaining objective and viewing of whole as the summation of the parts. When client's need involves overcoming a habit or resolving a problem such as anxiety, weight control, smoking or sleep deprivation – nearly all of the time there is an underlying issue that may need to be resolved. As a hypnotherapist this is your challenge to explore and bring it to surface for healing and transformation.

Mastering your own feelings and responses is essential. Create a safe and comfortable place in your office. You are responsible for your clients' safety at all times. You are to hypnotize and help your client for their desired outcome.

How to build a successful career in Hypnotherapy: Network – Network – Network!

Evoke your Passion. Embrace your Femininity and Evolve spiritually.
When we have passion – work becomes effortless. Embracing our femininity is being in touch with our compassionate and caring side. Evolving spiritually is to live with faith and hope as we aim to help others transform.

Hypnotherapists have often asked me for advice about building their practice.

First, be clear on your intention.
What about this line of work excites you?
What is your vision?

Secondly, it's your attitude.
If you're confident and optimistic, you're more likely to seize opportunities that arise and make the most of them.

Having clear goals, being focused on them and believing in you is crucial.
Get all the training you can.

Thirdly, seek to find an reputable mentor and remember to "Pay it Forward"

Get a support group or a coach.
Create workshops to educate regarding the healing properties of hypnosis.
Create rewards that reinforce positive behavior eg, buttons or stickers.

Bottom line, please remember these 3 E's:

Evoke what was (the "Past" and the old story), Embrace the present (current issues and feelings – the "Now") and Evolve (achieve the desired goal – the "Future").

Listen to Your Body Talk

Your body can and does communicate with you at all times, such as when you feel hot, cold, pleasure or pain. Yet when you go to work, out with you friends and family, sleep, eat, dance, live your life, you are likely to take your body for granted. Oftentimes people don't pay attention to their bodies.

You may even stuff your emotions into your body. Once in a while you

may pretend the pain and the hurt you feel are not there. You can ignore them for a while, but eventually they will surface in ways that may be familiar but undesirable.

Maybe most of your life, your feelings, wants, and desires became confused or controlled by other people's needs and expectations. What about now?
Are you ready to start taking control of your life?
Are you ready to take the time to become more caring and more responsible for yourself? To begin living your life, respecting and appreciating who you are?

You can begin by letting go of old habits that have been blocking your true feelings. Let go of unhealthy habits that have supported and cushioned you to this day. Let go of habits that have become a buddy system and have since been working to your detriment. For example: smoking, overeating, oversleeping, drugs, alcohol, gambling, insomnia, anorexia, and many others that cause you to deny your true self.

Begin by creating or finding a safe place. This may be your own room, your backyard, or a friend's house. Remember, as you let go of your old habits that mask your feelings, you may begin to experience or feel the tension behind or beneath those habits. You may even have a tendency to avoid the underlying feelings and resume your old habits- yet it's ok to allow the suppressed, hurt or angry feelings surface. Become sensitive to what is happening within your physical and emotional body. Let your feelings out, scream, cry or laugh. Let the knots of tension go. Knowing that it's going to be hard at first, it's time to listen to your body talk. It's time to trust and accept your true self.

The important thing to remember is that you do have a choice and you do deserve better. – You Matter

If you do this for several minutes a week, you will find that your celebration of You is richer and fuller than you have imagined it could be. In fact, you might just discover that your overall happiness with life improves.

Gratitude – Thankful Meditation

This form of meditation allows your body to settle into a state of profound rest and relaxation and your mind to achieve a state of inner peace, and joy.

Quiet time slows our mind, calms our spirit, and centers our soul. It removes our mind from clutter and outside hassle, that surrounds us and centers us on something greater and more fulfilling. It provides opportunity to identify our desires, articulate our values, and align our pursuits accordingly. In quiet and solitude, our mind gravitates towards the more important things—the most valuable. We naturally focus on our souls, our families, our friends, our health, our significance, and our greatest ambitions.

You can do this by carving out some time for yourself. Sit back (back supported with a pillow), uncross your legs and fingers, gently close your eyes -(we see more with our eyes closed). Become aware of your breath, sounds, smells… feel a sense of calmness within. You are safe.

Now allow your mind to wonder and imagine as if you are watching a movie "This is your life". Go back in time. Imagine seeing the time line of all your actions, reactions, feelings, thoughts and experiences.

Become more aware and grateful for living through them. Simply acknowledge as to what was, be present for what is today. Now you can choose to make changes for the better. Project what you desire in your life – how you want to feel. Immerse yourself in how this new image will make you feel better, stronger, healthier, happier, successful, and etc.

Stay with the feeling – Breathe through it – Own it.

In closing – do what brings you joy and fulfilment. This work is about helping others with compassion and the results are the rewards. Even the treatments that might seem simple and small or purely cosmetic to some people are life changing to others. I left a successful career to work as a hypnotherapist and have never looked back.

"I can either focus on what is tearing me apart – or what is holding me together. I Choose Me – I Matter".

Ask Coach!

David Steele, MA, MFT, CPC

David Steele, MA, MFT, CPC
is a Marriage and Family Therapist
and founder Relationship
Coaching Institute.

My husband complains that I don't have time for him. How can I prioritize my relationship with many other important things like family, work, kids, church, etc?

With all of the distractions, obligations, and personal pursuits in life, it can seem difficult to prioritize your partner and your relationship. In fact, some believe it is downright impossible. Huh? How can I possibly put my partner first? What about my kids? What about my faith? What about my interests? What about me?

In our book Radical Marriage: Your Relationship as Your Greatest Adventure, Darlene Steele and I highlight Five Promises of Radical Commitment that we personally follow in our relationship. In our view, this forms the cornerstone of any couple seeking to live together happily ever after. Radical Marriage starts with making your partner the most important person in your life and not taking him or her for granted. You don't put anything else above your partner—not work, not home, not family, friends, kids, hobbies, boats—nothing. You choose your partner first, always.

Come Sail Away with Me

I love boats, sailboats in particular. I love the water. I'm most happy being on, in, under, or near the water. It's part of who I am.

Darlene, however, gets violently seasick. She is uneasy in the water. The thought of even stepping foot on a boat can elicit motion sickness. She naturally gravitates away from water.

How do we deal with this? By practicing the concept Choose Your Partner First. A Radical Marriage means you are committed to each other, not to your own self-interests.

Darlene, despite her feelings about the water, encouraged me to get a boat, and then made it her mission to conquer her fears. I, in turn, do everything in my power to make being on the boat comfortable for her. Conversely, if necessary, I would let go of wanting a boat to put Darlene first. This works best when both partners put the other first, otherwise it won't work.

After three years of owning a boat together, we bought a second boat (that's right, from zero to two boats in 36 months) in another state, and we are selling our house to live on our boats. While Darlene still gets motion sickness in rocky conditions, she does well with medication in those rare situations, and she loves our new adventurous lifestyle. We could not have predicted our lives taking this amazing direction, which would have not been possible if we didn't prioritize each other's happiness.

The Challenge

We all have concessions to make. We all make sacrifices. We all need to let go of things that we might want to be with a particular person. We need to put partner before pursuits. We can consciously be happy with that, or we can unconsciously never let go of that. We can decide to be happy and stay in the moment, or we can tolerate our situation day to day, staying in touch with how we are being denied what we really want,

always slightly aware of how our life is not the way we want it to be.

On the other hand, you just might be surprised how happy you can be and where your relationship can go when you elevate your marriage above all else.

Staying Strong Together

Choosing your partner first doesn't mean you are not prioritizing yourself, your family, or anyone or anything else. It's not either/or; it's both/and. What this means is that you recognize that you, your family, and your kids will be much happier and better off if you and your partner are a solid, unbeatable team and have a strong couple partnership.

If, for example, you put your kids first, you have a kid-centered household, and that tends to not work very well for anyone. The kids get spoiled, and the partner gets resentful because you end up living parallel lives. Choosing your partner first, always, above everything, is a form of radical commitment, which benefits all who are under its influence.

Still, this concept can be especially tough for mothers who may feel they are choosing the man over the child. This is not the case. It's a matter of prioritizing the relationship and the partner. Do you want your partner to choose you first? Most would say, "Yes!" When true partners act as a team, this ultimately results in more empowered children.

Ask Coach!

David Steele, MA, MFT, CPC

What is the most important relationship skill? (Hint: it's not "communication")

The single most important relationship skill is not communication; it's taking ownership of your "experience." Your experience is what happens inside your body and your mind in response to events. It is composed of your thoughts, emotions, and physical sensations. Your experience is involuntary, it just "happens." It's neither good or bad or right or wrong. It's always okay, and always valid for you.

Your Thoughts

We spend a lot of time in our head listening to our thoughts. Sometimes thoughts just pop into our consciousness automatically, and sometimes we direct our thoughts with intentionality to solve a problem, express ourselves, or make a decision. Some of our thoughts are judgments, which is making a meaning or interpretation in response to an event (right, wrong, good, bad, theory, explanation, reasoning, logic, etc.).

Facts vs. Judgments

You and a friend go for a walk. You say "It's a beautiful day."
Your friend responds "No, it sucks."
You react with surprise. You can't imagine how anyone could experience such a warm, sunny day and say it sucks.
Your impulse might be to argue with them. "Are you kidding?" you say. "Look at that clear blue sky. It's a gorgeous day!"

This is a very small example of a huge dynamic that creates more relationship conflict than anything else you can imagine. Let's take a look at this. You observe the following facts:

The sky is blue.
The temperature is 76 degrees.
You are walking in a park.

Facts like these are typically measureable events, and they can be observed through a video camera. If you poll 100 people about a fact, such as, "Is the sky blue?" you will typically get almost unanimous agreement that it is blue (except from the color blind!). If you poll 100 people and ask, "Is the sky pretty?", you are asking for an opinion or judgment and will typically get less than 100% agreement.

Your experience of the day is positive. You interpret the blue sky as "beautiful," the temperature as "perfect" and "comfortable," and your body "feels good" to get exercise by walking. These are meanings you've created from your experience of the facts or events.

Your friend's experience is negative. We don't know why yet, but there are many reasons why he might judge the day differently from you.

In the above example, you have a critically important choice to make in your response to your difference of opinion about the day:

Option 1: Focus on the difference (e.g. "Are you crazy? Look at that blue sky and tell me it's not a beautiful day!")
Option 2: Focus on curiosity, compassion (e.g. "What's going on for you?")

The unconscious knee-jerk response is to go with Option 1. This choice discounts and argues with any point of view that doesn't mirror ours and leads to conflict.

Option 2 would be a more harmonious choice, but it requires a conscious choice to accept differences and not impose our own experience and judgments on others. While we might agree that it's a good thing to do, for most of us it takes effort to come from a place of curiosity about and compassion for a human being whom we care about but who thinks and

feels differently from ourselves.

The Importance of Ownership

The principle of ownership can be hard to grasp when our partner provides the trigger for how we feel and react, but the fact is that while our experience is involuntary, we do have complete choice over the meanings we create and the actions we take. It is not someone else's fault that you are thinking or feeling something good, bad, or indifferent. Those emotions are coming completely from inside you.

Behavior follows patterns. Nothing ever happens just once. If you don't strive to take complete ownership of your thoughts, feelings, and judgments, you will follow a pattern of blaming others, playing victim, and your life and relationships will suffer.

How to Take Ownership-- A Four-Step Paradigm

I have found that the easiest way to take ownership of your experience in a relationship is to keep in mind the triad of Facts, Judgments, and Feelings.
Facts-- usually a measureable event ("the sky is blue")
Judgments-- the meaning we make of the event ("the blue sky is pretty")
Feelings--our emotions and sensations (warm, cold, happy, sad, etc.)

Often, especially when we're upset or excited, we make a judgment about something and treat it as a fact. Some examples:

"You make me so angry."
"You're a jerk."
"I love you."
"War is hell."
"Ice cream is good."

These are all judgments, and you might feel so strongly about them that you believe them to be true. While they might be your personal truth,

they are not facts, no matter how strongly you believe them to be true.

Judgments start with an event or stimulus. Something happens that gives us a certain experience. Then, we react to our experience by making meaning of it and forming judgments. As a result, our judgments stimulate our emotions, making us feel mad, sad, glad, fear, or shame.

This all happens in the blink of an eye.

We can take control of them, however. We can react consciously or unconsciously. If we react unconsciously, we will act out our feelings and judgments. If we react consciously, we will separate the facts from our feelings and judgments and then decide what meanings to make and actions to take. This begins by reviewing the facts in your head and making sure you're not mixing in judgments.

Step One: Review the Facts

The sky is blue, we're walking in the park together, the temperature is about 76 degrees. I just said, "It's a beautiful day", and my friend said, "No, it sucks."

Step Two: Review Your Judgments

"Hmm, I believe it's a gorgeous day, walking here is wonderful, and I judge that my friend isn't getting it at all."

Step Three: Identify Your Feelings

"I'm glad it's such a beautiful day, sad that my friend is troubled, not enjoying it, and I'm frustrated and angry at his negativity."

Step Four: Make a Conscious Choice

Once you've separated the facts from your judgments and feelings, you are in a much better position to decide what to think, feel, and how to

react. Notice in the above example that the judgments and feelings are mixed, which is common. If you are conscious you can choose amongst the mix of judgments and feelings that you will embrace and act upon, and which you will discard or leave alone. You might decide to focus upon your sadness that your friend is having a bad day and choose a compassionate response, and to discard your judgment that they aren't "getting it."

The Power of Taking Ownership

It is our nature to have lots of thoughts, judgments, and feelings. It's common to confuse judgments with facts because we believe them strongly. It is common to confuse feelings with judgments as well (e.g. "I feel like you're so wrong about that!"). It is common to have conflicting reactions, such as "You're a jerk" and "I love you" at the same time. While our experience is involuntary and overwhelmingly strong and real for us at times, as conscious beings we can pick and choose our truth and what we say and do about it.

Therefore, we are responsible for what we feel, think, say, and do. There are no victims in the conscious adult world. Taking ownership gives us power over our choices and destiny, and thus is the key to a successful, happy life and satisfying relationships.

Ask Coach!

David Steele, MA, MFT, CPC

I'm single and not interested in dating right now, but my family is bugging me that it's unhealthy to be alone. Am I normal? Is being single okay?

More people are single today than ever in history. In the United States, the marriage rate is declining with 44% of adults single, and 27% living alone. If this trend continues, soon, the majority of our population will be single. It's becoming the new normal.

As a Relationship Coach, I have a positive attitude about most aspects of human experience, including my slogan that Being Single is an Opportunity, Not a Disease!

Being single allows you to live the life you want and become ready for the relationship you want. Being "ready" for a relationship is a novel concept for many singles. Many failed relationships shouldn't have started in the first place because one or both partners weren't ready for the level of commitment and intimacy required to be a successful couple.

But not all singles are alike. They come in different flavors such as:

- **Temporarily Single**--actively seeking a partner and in between relationships
- **Recently Divorced/Widowed**---recovering from loss and not ready for a relationship
- **Frustrated Single**--wants a partner, not able to find one and gives up
- **Passive Single**--wants a relationship but not actively seeking a partner
- **Single But Not Available**--self-perception of being single and desires a lasting relationship, but "hooking up" to get needs met
- **Busy/Distracted Single**--absorbed in being a single parent, career, school, etc. and doesn't have time or desire for partner
- **Single by Choice**--no desire for a partner, being single is a conscious permanent lifestyle choice for many reasons, including:

- "Been there, done that, don't want to do it again"
- "Why buy the cow when you can get the milk for free?"
- Ascetic or other religious/spiritual reason
- Loner
- Values independence more than couplehood
- Polyamory/alternative lifestyle that doesn't lend itself to cohabitation
- Celibate/asexual
- Financial reasons
- Aging
- Health

Is being single "healthy?" Yes, it certainly can be. Is being single "normal"? Yep, sure is! What matters is your reason and purpose for being single at this time of your life. If you're on track for achieving your goals and the life you want, stay the course. If you're feeling stuck and off track, get the support you need from a qualified therapist, counselor, or Coach.

Ask Coach!

Carol Koziol, MA, PCC

Carol Koziol, MA, PCC
As an ICF Professional Certified Coach, she guides people who have started to become a little less young to find the courage to uncover and live into their own "What's Next"
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Natural Conversations: Letting nature help you with those tough conversations

Coaching is all about navigating change and change inevitably impacts the people around you. Sometimes this means a tough conversation is required. As a Coach I am often asked for any hints on how to make these conversations any easier. One suggestion that seems to work is having the conversation outside.

Years ago while raising my two sons alone, I noticed how much easier any conversation became when we walked and talked outside. Now as a professional coach I often take my clients outside to deepen our coaching conversations. Many of my clients have also learned how to navigate their hard conversations with others and themselves out of doors.

More and more scientific research demonstrates the health benefits for humans to spend time with and in nature. So could this apply to coaching conversations? The answer is a resounding yes. For many years I have been offering various types of coaching conversations outside and the results have been profound. The following review discusses how natural environments can deepen any conversation.

Nature is in our DNA

Our connection to nature is in our DNA which explains why we have an affinity with all living things. In 1984, Harvard biologist Edward O. Wilson described this concept as "Biophilia". There is an intuitive link between nature and well-being. Wilson observed that nature uniquely influenced the human mind and had the potential to influence cognitions and behaviours.

Many studies have found that people strongly prefer natural settings over man-made environments and globally these preferences cross cultures. All you have to do is check out office cubicle artwork, travel photos, and potted plants to witness humanities desire to bring more nature into homes and offices.

Selhub & Logan's 2012 book Your Brain On Nature presents research showing that "exposure to nature-based environments is associated with lower blood pressure and reduced levels of the stress hormone cortisol … and is also responsible for higher levels of activity in the branch of the nervous system responsible for calming us down" (p. 3). Yes I know we all have stories that can attest to the fact that getting outside definitely diffuses stress and improves health!

There is plenty of literature written about the human – nature relationship. Richard Louv's (2011) The Nature Principle suggests that modern society is struggling Nature Deficit Disorder and that people need to get outside for daily doses of Vitamin N. And in the January 2016 Issue of National Geographic Magazine the positive impacts of nature were cited. "When we get closer to nature—be it untouched wilderness or a backyard tree—we do our over-stressed brains a favor".

Conversations aux Naturél

So knowing how good nature makes us feel, I believe it never hurts to include a natural component into every conversation. Whether you walk and talk, find a special sit spot, or work in a green office, conversations in

nature offers some valuable benefits.

Endless possibilities are created outside when we work with natural metaphors and symbols. Seasons, cycles, plants, animals, insects, soil, and water can all inform and catalyze powerful breakthroughs during the coaching conversation process. Sometimes a little breeze or buzzing mosquito nudges an insight or provides an answer.

Another profound example of change came about after a number of outdoor springtime sessions. A mother struggling with 'empty nest syndrome' came to the realization that it was natural and normal for parenthood to biodegrade. This awareness allowed her to accept the end of her role as an active parent and move on with the rest of her life.

Walking in nature helps the mind to quiet. While walking, the body moves and everything that is stuck in the mind, can more easily start to clear. A conversation that takes place in the open, offers space for moments of silence and reflection. This natural third space holds much unspoken wisdom to come forth.

Eye contact is not always necessary while walking and talking or overlooking a beautiful vista. This makes it easier to express issues that are difficult, embarrassing, or painful. Crying outside is profoundly freeing and extremely healing. One male client cried for the first time in years on one of our walks.

Outside in nature, we literally and figuratively move outside our own world and familiar pathways. We step outside of normal routines and into new environments. We explore different trails helping to discover new horizons. Throughout this journey we begin to become more receptive for unknown experiences, views, and initiatives.

And just as good coaches are taught to acknowledge a bright spot or life spark in clients, we must remember to express gratitude to the natural environment which helped co-create the coaching session and for life in general. We always ask permission when entering the natural world and

then give thanks for wisdom shared at the end of our time together.
Inviting nature to become a part of any conversation adds another dimension to the process of change. When exposed to nature people in general sink more deeply into their conversations and often have more profound shifts of awareness. When was the last time you took that important conversation outside?

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Ask Coach!

Carol Koziol, MA, PCC

Building a Council of Allies

At one time or another every Client has asked their Coach … "what do you think?" Most professional coaches will continue to ask questions nudging their clients to creatively look for perspectives and solutions to resolve their obstacles or challenges.

Quite by accident I created a uniquely successful process that I continue to share with my clients enabling them to find their own answers to the question "what should I do?"
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In a remote part of the Chilcotins Mountains in British Columbia, living in a log cabin was idyllic but after a time often left me feeling alone and isolated. No cell service, patchy internet, and questionable human contact did not provide a lot of quality social stimulation. Pulling from a variety of vision fast and cultural traditions, the spontaneous creation of a Campfire Council emerged as one method to generate archetypal support for complex problem solving in this remote setting.

Sitting outside by a roaring outdoor campfire early one spring evening, I found myself yet again struggling with the question of whether to stay in my cozy log cabin or head back into the big city for more social interaction and intellectual stimulation. Repeating the question out loud, I waited a moment and then took a new position by the fire. Conjuring up an image from memory, I invited my departed dear old Great Uncle Alexander to provide some wisdom. Not surprisingly, his archetypal essence did spark an unthought-of viewpoint for me to consider.

After thanking him for his wisdom, I moved into another position around the campfire, asked the same question and invited the archetypal essence of my best friend Vickie for advice. Once again I received another piece
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of information to consider. Repeating this process a few more times, enabled me to glean additional perspectives from my departed sister Natasha, Coach Chris, Grandmother Moon, and an archetype of my Future Self named Natura.

I also set aside an unnamed place in the circle and invited the universe to spontaneously send along any other wisdom. Unexpectedly, Michael, a former lover showed up. Expressing gratitude for all the additional information, I became fully empowered to make a more complete decision which led me out of the mountains and eventually back to graduate school.
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Continually refining the process, I now call quickie council meetings in the shower or on a hike. I have learned to trust my Council of Allies by clearly asking for input around a specific question and from a variety of human and more-than-human sources. With this practice firmly established, I now share the technique with others who may be searching for a different and perhaps unorthodox avenue of support.

I discovered that this program had the same foundational components as the ancient traditional practice of Council or being in circle as evidenced in Indigenous, Quaker, and many other cultures This process involved surrounding oneself with imaginary entities or a virtual circle of allies. With its simplicity, shifts in perspectives were created eventually leading to more balanced solutions.

One of the most important concepts of the council of allies was the plurality of support. We are always surrounded by more than one archetypal ally. This was a healthy offset for rigid controlling egocentricity. It was wiser to listen to the many voices of the allies than to be ruled by the nasty voice of the inner critic!

Inviting non-human entities or energies into the circle broadened the field from which guidance could be obtained. Much could be learned from listening with your whole being to the archetypal wisdom that a
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butterfly, bear, babbling brook, or bright moon had to offer. By learning to listen deeply with all our heart the place of imagination could be found. It was during this reflective heart-felt pause that people moved forward by rediscovering themselves. By deeply noticing their surrounding world including archetypal messages from invited guests, an answer, image, or visceral feeling always emerged to further inform the query, dilemma, or messy situation at hand.

Building a Council of Allies is a repeatable process encouraging people to slow down, clearly articulate an issue, and invite the essence of more than one energetic entity to generate guidance and wisdom. Connecting to the soul of the world always provided comfort and balance against our increasingly chaotic and human focused culture.
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Next time you are looking for some guidance and there is no one around to talk to … try building a council of allies … they will always give you an answer!
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Ask Coach!

Danny Donayre

Danny Donayre
is a certified life coach, transformational hypnotherapist, author & producer of inspirational media.

How do I continue to love someone who has wronged me without feeling like a doormat?

This is such a thoughtful question. Simply by its innate desire to preserve love through emotional conflict and struggle, it inspires a profound enthusiasm to support that compassionate desire. It reminds us to explore and consider the immeasurable power of compassion and kindness as a transformative force, not only in our individual lives, but also in our shared communities and societies as a whole. All questions expressed aloud hold that magic. They are a portal through which shared discovery and inspiration begin. When I consider this particular question, as with all inquiries, the framing and prospective applied is of key importance. We must be sure and search deep within ourselves to assess what resonates as truth and what is simply a reoccurring pattern of fear, resentment or habitual thinking. Let us look more closely at our doormat analogy and think about what that would actually look like, the laying down continually to be stepped on and soiled by seemingly thoughtless and ungrateful people, trapped by inaction, defenseless and unheard. Even as I envision these words I intuitively realize that a better analogy exists for us. In our moving away from judgment or demand toward those who have wronged us or disappointed us, we are never truly flat or lifeless

like a doormat. We can actually become more alive and flowing, like a river. This is the analogy I would now invite us to embrace and explore. In this new exploration, our love and forgiveness becomes the navigable current to somehow move our own goals and passions forward. We are not silent, instead we sing the cool rush of a land made rich and fruitful by our nourishing gifts of patience and understanding. In this way people can never step onto us they can only step into us. Now, emerged in our deeper and higher love, there is the potential that even they can be quenched of their own dry or baron perspectives. As we aspire to rise above our own conditioned responses, those around us are given a fresh perspective by this newly moving and flowing example.

In this analogy, I mean to offer us the choice to be less concerned with who might be worthy of our spirit's boundless waters, and to instead know that we ourselves are worthy and powerful enough to wash over everyone with these enlivening choices of love and forgiveness. With this motivating shift in perspective and definition, now every struggle and challenging person will only be an opportunity for our river to reach farther, flow deeper and feed more fully the countless people and places that we can touch, help and heal, precisely by our own growing and deepening!

I believe that we can continually brighten and bless ours lives, more and more, by the way we brighten and bless the lives of others. In this way, the greater the forgiveness, kindness, understanding and love we offer others, the greater our own benefit. We will feel fuller, happier, stronger and more alive by our every struggle turned to joy within our own hearts and returned as compassion and confidence and laughter and love!

Whenever possible I like to add an extra dose of poetic inspiration for our collective challenges in this shared human experience. Let us look again at our doormat analogy or any analogy that suggests protecting ourselves from the power of someone else's disrespect or offense. Here I invite us to embrace the reminders of mystics and physicists alike, that we are all an eternal ball of endless creative energy, exquisitely created to express that stardust glow of infinite potential in every magical and mysterious

way that can ever be imagined. We are, as all of nature, able to endure all seasons and still stand, holding within us the most brilliant blossoming this world could ever know. Imagine that the winds and the storms of our lives are only the scattering of our unique and sacred seeds. In times of pain and heartache, cry with a joyous remembering that every tear fallen is a precious drop to feed the promise of a bright and beautiful harvest!

These imaginative words and ideas are only meant to support our every opportunity to step forward into a new framing and perspective. The goal of empowered imagination is to be in action and not in re-action for our most fulfilled and satisfying life. The doormat will endure the same abuse and sadness of yesterday's trampling, but somehow the river will move beyond all the tortures of yesterday. As the river, we can move toward a more constant and vibrant life journey along the replenishing waterways that are: our own passions and joys and dreams, and gifts to be given in this world. In your life right now and forever more, you can actually move away from overly focusing on what is right and wrong in others and be much more focused and fulfilled by what can be better and better in you!

Only allow yourself the opportunity to be like the river and everything around you changes at once. The offender becomes the valued lesson, the fool becomes the developing student, the pain becomes the invaluable teacher and the joy becomes the reminder that we too are all these things at some point in our lives. You just might find that by loving all of these things we can love ourselves more fully, and be more like that fresh, flowing, confident, grateful, beautiful and powerful river!

I invite you again with joy and gratitude to just imagine that transformation, because once you are the river, you can only be treated as the river.

Love & inspiration, Danny Donayre

Ask Coach!

Debbie Spector Weisman

Debbie Spector Weisman empowers dreamers to live a life they love through her Dream-Life Coaching practice. More information about her services at www.thedreamcoach.net.

What is dream-life coaching?

Dream-life coaching is a method of coaching that's based on using the power inherent in our dreams for insight and guidance to all areas of life.

Before I get into how it works, let's take a moment to discuss the nature of dreaming and what makes the dream state different from our waking state. When we are awake, we are operating with the conscious part of our brain, which is located in the frontal lobe or prefrontal cortex. This area controls our thinking, our emotions, and other behaviors such as logic and, importantly, self-criticism. When we go to sleep, this part of our brain is deactivated, and what awakens is our limbic system, which includes the amygdala and the hippocampus. They become particularly active during REM (rapid eye movement) sleep, and since these areas deal with memories, emotions and visual awareness, they allow for the formation imagery and thoughts that we call dreams.

The idea of understanding dreams goes back thousands of years. No one knows for sure who first came up with the idea that dreams were more than random, disorganized images, but documented cases of using dreams for prophesy, weather forecasting, healing, and greater self-awareness were

recorded in many ancient civilizations, including those in China, India, and Greece. For example, we all know the story of how Joseph's interpretation of dreams led to his becoming a trusted advisor of the Pharoah in Egypt. In North America, the Iroquois Nation congregated together to share their dreams, believing that one person's dream was everyone's dream, and they used this collective knowledge to determine when to plan crops, arrange treaties, and even determine marriage partners.

In modern times the use of dream interpretation was resurrected by Sigmund Freud, who popularized the notion that humans possess an unconsciousness. Freud saw dreams mostly as a substitute for animalistic behavior and repressed sexual needs. His disciple, Carl Jung, is considered the modern godfather of dream work, as he expanded on Freud's theories to develop the understanding the spiritual nature of dreams, and his belief that the unconscious mind is a window to our waking life.

Unfortunately for us, we dream in symbolic language, not in English, which sometimes makes it hard, if not impossible, to make sense of a dream. A Dream-Life Coach is trained in how to interpret these symbols to come to an understanding of the meaning of the client's dream in a way that give understanding and insight and, most importantly, how to use that knowledge in the client's waking life.

All coaching is concerned with promoting greater self-awareness, and one of the primary differences between Dream-Life Coaching and other forms of coaching is the method of reaching that goal. I believe that the understanding of dreams is the fastest way for a client to gain that mindfulness. The dreams that originate in the subconscious hold many truths and insights that would remain hidden if not examined by the conscious mind. Once uncovered and investigated, these clear messages, at their least, can inform a life and, at their best, can have profound, life-altering effects.

In a typical session, the Coach will begin by having the client pour out as many details of the dream as possible. The Coach will then ask a series of questions that are designed to get the client to define the meaning of the

symbols in the dream. If the client is stuck, the Coach will suggest meanings, based on her training, and then ask if the client is those meanings resonate with the client. This is an important point. The true meaning of a dream comes from the client, not from the Coach. Once the client is satisfied with the definition of the dream, the session can continue.

Dream interpretation is interesting and fun in and of itself, but without context it's nothing more than a story. This is where the coaching part of Dream-Life Coaching comes in. The Coach's job is to further probe the client to determine how the dream relates to the client's waking life. The client has had the dream because the unconscious part of the mind is trying to convey information to the client, a message that the client's conscious mind is blocking.

However, knowing how to dream relates is only the first step. That knowledge may lead nowhere if the client lacks the tools to implement the message of the dream. There could be many reasons for this, but mostly it's the result of self-sabotaging behavior that trips up the best of intentions. These are reflected in the stories we tell ourselves, which are opinions about the way we feel or act that we take as fact but are really the result of our interpretation of something that happened to us a long time ago. These stories include ideas such as:

- I'm not good enough.
- I'm not loveable.
- I'm not wanted.
- I'm ugly.
- I'm invisible.
- I'm not deserving of…(something positive).
- I'll never amount to anything.

When the dream relates to one (or sometimes more) of these beliefs, the Coach can work with the client to realize that she or he has the power to change her or his perspective and transform them into more empowering statements, including but not limited to:

- I'm strong.
- I'm loving and loveable.
- I'm wanted.
- I'm powerful.
- I make a difference.
- I'm beautiful.

The Coach will use one or more of several techniques to create this transformation, including guided imagery, visualizations, soul retrieval, affirmations, and rebirthing. The result enables the client to:

- Achieve goals.
- Have greater self-love and self-appreciation.
- Create higher self-confidence.
- Reduce stress.
- Deal with fear.
- Raise energy level.
- Increase creativity.

Ask Coach!

Debbie Spector Weisman

The only dreams I seem to remember are nightmares, and they keep me up at night. How can I rid myself of nightmares?

Nightmares are probably the most misunderstood type of dreams, and because they're scary it's only natural that you'd want to get them out of your mind as quickly as possible. In my opinion, however, that would be a mistake. When examined and understood, nightmares actually provide valuable information that can transform your waking life.

Take, for example one of the more common nightmares, which involves the death of yourself or a loved one. The natural tendency is to believe that you've just experienced a premonition you'd rather not have. But remember, dreams are symbolic, and death in a dream doesn't mean physical death in real life. More likely, it refers to the death of an idea or the ending of a relationship, belief system, or emotional feeling. The nightmare is asking you to pay attention to this, and to take action in a way that will ease your mind and better able to you handle the changes that this 'ending' will bring on.

I once had a client who called me in a panic because she had a dream about the death of her newborn baby son. She was nervous to begin with—it had taken her a long time to conceive and both she and her husband were worried throughout the pregnancy about having a healthy child. The birth turned out to be uneventful, and the baby appeared to be happy and thriving. She was doing everything in her power to take care of her child, but couldn't shake the feeling that something was bound to go wrong.

All of this came out when she poured out her feelings and fears during our session together. I had a feeling, though, that this dream was not about her baby, but about something else going on in her life. Again, I

looked at the symbols. Dreams about babies are often symbolic of innocence, naivity, pure spirituality, new beginnings, or new ventures.

I asked her about what else was going on in her life, to see if any of these meanings would apply. The more we talked, the more the clues began to fall into place, and then the 'aha' moment came. She told me that while on maternity leave she was working with another woman on a project that she hoped would take off and enable her not to go back to her corporate job when her maternity leave was up. The more she talked, the more she admitted her unease with this other women. She wasn't sure she could trust her, and she worried that she would be unhappy in this new business. Because she was counting on this venture to work, she'd kept these troubling feelings buried under her natural optimism that "things always work out well."

I suggested that this dream was a wake-up call for her to examine her feelings in depth, to determine if she wanted this new business, her "baby", to "die". She considered this, and ultimately came to the conclusion that she really wasn't ready to make the leap from her corporate job, with its steady income and security, to this more risky new enterprise. But, more importantly, she also received a lot of comfort from realizing that her dream was not about her baby, and that all signs pointed to her becoming a successful mother.

Nightmares are our subconscious' way of telling us to face up to an issue that's troubling us in our daily lives. Most people don't remember their dreams, except those that they describe as nightmares. For those people, I believe nightmares are the subconscious' way of saying, "Hey, I've given you dream after dream that could have led to the answer the problem you're facing, but you chose not to remember those dreams. That's why I have to beat you over the head with a nightmare. By giving you a dream so scary you can't forget it, I'm giving you what you need to find the solution by examining the nightmare in your waking life."

Ask Coach!

Debbie Spector Weisman

Where else can Dream-Life Coaching be useful?

Understanding dreams are, to me, the fastest way to gain self-awareness, which leads to greater problem-solving ability, confidence, and the belief that anything is possible in life. The following are some situations that benefit from Dream-Life Coaching:
Feeling like you're missing out on the best life has to offer.

Empty nest syndrome. Feeling you're lost as to what to do to fill the hours that used to be spent dealing with your children.
At a career crossroads. Feeling stuck in your job but not sure what to do about it.

Lacking passion about your life and yearning to feel passionate about something.

Feeling disorganized and unable to get things done because it's hard for you to focus and easy for you to get distracted.
Your fears and anxiety. The things that show up when you wake up in the middle of the night feeling the world is about to end.
Unable to find time for yourself. Feel like you're dealing with other people's needs and then have no time left for yourself.
Procrastination. When you feel like it's easier to do anything else than the things you know you need to do to feel happy/fulfilled.
Dealing with after effects of your broken relationship. This includes a palette of emotions including anger, regret, blame, lack of self-esteem.
Generalized self-esteem issues, where you feel like a victim most of the time, want to do something about it, but don't know where to start.

The following are some examples that show how Dream-Life Coaching can help achieve resolution of life issues.

A client of mine had a dream which brought up her feelings that she was missing out on life. She was working full-time in a job that paid her bills but gave her little self-satisfaction, and, being near retirement age, was both unable and unwilling to change her life in a radical way. She had a lifelong desire to write; however she was so lacking in self-confidence that she was reluctant to put anything on paper. Through coaching, she was able to both recognize and appreciate the talent within her, and rid herself of the fears of self-expression. Today she is writing regularly for herself, and is working on increasing her confidence about sharing her work with others. In the meantime, she has rediscovered her own self-worth, and she feels happier than she has in years.

A few years ago, a woman came to me troubled by a dream she had about her estranged mother. She had no desire to reconnect with her, and was confused why she showed up at that time. Further examination revealed that one of the personality traits they shared was being disorganized, and when the client recognized this, she realized she was given a sign that it was time for her to face how this habit was affecting her. Through coaching, she learned better time management and goal setting techniques and became more focused and organized.

Another client had recurring dreams that involved traveling over the same road repeatedly. Sometimes she was able to move down the path, at other times she was stopped. Recurring dreams happen for a reason. They represent a situation or a feeling that remains unresolved in waking life. When a person is able to understand the dream and work on finding a solution to that problem, the dream goes away. Through coaching she understood that these dreams reflected her feeling of being "caught in the crossroads" of what to do with her life. Over the course of several sessions, she was given tools to help her rediscover who she was underneath all the self-defeating stories she had told herself her entire life. One of the lessons of the dream was that she felt out of control, and she learned how to feel more self-assured and confident to take hold of the reins in her life.

Needless to say, she stopped having these dreams.

That brings up one final thought about Dream-Life Coaching. The idea behind this method is to "coach myself out of a job." My role is not to dictate to my clients what to do; I teach them how to find those answers within themselves by showing them how to interpret their own dreams and learn the tools to be able to life a life they love.

Author Bios

Dr. Chérie Carter-Scott, MCC from International Coach Federation with over 10,000 hours; she is the original Life Coach and founder of the Coaching Industry. Dr. Chérie is a Master Coach who trains people to become executive and/or life coaches through MMS Institute, LLC (USA), MMSWI, BV (NL) and Motivation Coaching Service, Ltd (Bangkok, TH). To learn more about Dr. Chérie's coach trainings, go to their websites:

http://www.motherofcoaching.com/
www.drcherie.com
www.themms.com
www.themms.eu
www.mmsvt.com; and
www.negaholics.com

They can also be reached by phone (800) 321-6342 or contact info@themms.com for more information about MMS Coach Training.

Author Bios

Michael A. Pomije, PCC is a Professional Certified Coach (PCC) credential by (ICF) and is an Executive Life Coach, Facilitator and Mentor.

He believes that through coaching and training, people can learn how to transform themselves into powerful individuals, discovering their passion, and maintaining balance in their personal and professional lives.

Married since 1993, one of his favorite coaching topics is creating successful and satisfying relationships. Michael brings his experiences to his coaching practice to support executives in optimum health, achieving results, managing family demands, and work-life balance. With his love of traveling, he trains in US, Asia, and Europe with the ACTP and ASCTH programs (accredited by ICF). He holds a BA degree in Business Management. He would never ask of his clients to push their limits he didn't lead the way.

Author Bios

EFT Master, *Carol Look* is an author, speaker, coach, and creator of her signature coaching method, "The Yes Code." Carol loves helping coaches and lay people release their sabotage behavior so they can move forward in their lives with grace and ease.

Carol is a world-renowned speaker and workshop presenter. She is a frequent guest on Global Telesummits, is featured in the field's leading documentaries on Emotional Freedom Techniques (EFT), and is a primary coach in the movie, Leap. Carol has authored popular books in the EFT field, most notably Attracting Abundance with EFT. She has also created high quality training products to help coaches expand their skills and create lasting results for their clients.

Carol runs her ICF- accredited Yes Code Coach Program for practitioners who are passionate about coaching others to lead lives of exceptional success.
For more on Carol's work, please visit www.CarolLook.com

Author Bios

Kristin Grayce McGary is an author, speaker, trainer, and expert in holistic, comprehensive, functional, and individualized health care. She speaks on diverse topics, including functional blood chemistry analysis, ketogenic gut repair, and The 10 Shocking Reasons You May be Sick and Tired so that you can become an informed and empowered advocate for your and your family's health care. She weaves over 20 years of experience, education, wisdom, and profound compassion to provide opportunities to heal on all levels. She artfully blends dozens of healing modalities such as acupuncture, homeopathy, advanced craniosacral and somatoemotional release therapies, Lifeline technique, dolphin assisted therapy, and extensive lifestyle and nutritional support, to guide you on a transformative path to optimal wellness. She embodies her work through authentic relating practices, five-element sacred cacao meditations, Argentine tango, Tribal style belly dance, and cycling. She is a wife, mother, and grandmother.
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Author Bios

Dr. Jane Cox is a world-renowned human behaviours expert, business coach, and a specialist on the psychology of wealth and wealth creation. She is also an in-demand speaker, sharing stages around the world with the likes of Nick Vujicic and Chris Gardner.

A qualified doctor of psychology, with two other doctorates, and several other post-graduate qualifications, she brings a unique blend of theoretical knowledge and real-world expertise. She is the founder of the "Total Life Dynamics" coaching system, and has a cadre of coaches in the UK, Holland, Belgium, South Africa, and the Caribbean.

Jane works with clients on programmes covering wealth, business development, and personal growth, with a focus on creating lasting change; she has a real passion for giving people not just the knowledge they need to make their lives better, but also the methods & tools to make those changes happen. Her passion is helping people to live a life they love.

Author Bios

Tim Johnson is a success coach who helps people get business results and personal fulfilment. Tim has a demonstrable track record in the entrepreneurial space having built not one but two multimillion dollar businesses (both over $5m turnover) from start up. But he has also experienced significant setbacks, losing his arm in a car crash and relationship breakdowns both personally and in business.

With an MBA and an engineering degree Tim has a passion for discovering how things work and how to make them scale. Working through his challenging experiences Tim has dug deep and studied diverse spiritual approaches. He has packaged the wisdom in a practical and accessible ways to enable personal and business growth for people searching greater meaning and success in their lives.

Tim is also author of The Success Book – how to grow yourself and your business, published by LID publishing.

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Author Bios

Donna Stoneham, Ph.D. Certified Integral Coach® is a master executive coach, author, transformational leadership expert, speaker, and popular media guest who lives in Northern California. For over twenty-five years, she's guided several thousand Fortune 500 and not-for profit leaders, teams, and organizations to unleash their power to thrive™ in work and life. Donna is the author of the award winning book, The Thriver's Edge: Seven Keys to Transform the Way You Live, Love, and Lead named by BuzzFeed as "Nine Awesome Books for your Kick-Ass Career." Donna has been featured in the Wall Street Journal, TD Magazine and Investor's Business Daily. She is President of Positive Impact, LLC www.positiveimpactllc.com and co-creator of Integral Intelligence® www.integraliq.com and is featured as one of the world's leading coaches in the documentary, Leap, The Coaching Movie (2017). Take Donna's Thriver Quiz at www.DonnaStoneham.com and follow her at donnastoneham@twitter.com and DonnaStonehamPhD@facebook.com.

Author Bios

Ellen Rich, MBA has a varied background working in many organizations from Fortune 500's to Start Ups. After 30+ years in the corporate world, she decided to change her focus helping others with changes encountered after age 50.

She started act2.expert with the focus of working with clients facing life's transitions and mentoring them to generate unlimited possibilities for change. To date, she has worked with over 150 clients and uses eastern and western tools and methodologies. Ellen has a BA in Psychology from the University of Colorado and a MBA in Marketing from The George Washington University.

Her philosophy is like Rumi's quote, "Everyone sees the unseen in proportion to the clarity of his heart, and that depends upon how much he has polished it. Whoever has polished it more sees more -- more unseen forms become manifest to him."

Author Bios

Donna Davis is a modern day Change Agent disguised as The Menopause Fairy who celebrates the Magic, Mystery and Mayhem of Midlife.

This creatrix enjoys nature, food, laughter and adventure. On any given day you can find her sharing smiles as well as a little mischief.
Donna has been an educator for over 30 years, using humor as an effective teaching tool. She cherishes the journey of life, learning and the pursuit of dark chocolate all over the world.

Dedicated to the 'Adventures in Menopause' Revolution, this Fairy is taking bold action to educate, celebrate and collaborate with women in all phases of life around the globe. It's time to take charge of your change and ensure a brighter, balanced, and bold NOW!

Author Bios

Thomas Gelmi stands for measurably more impact in leadership, teamwork and customer interaction by developing personal and interpersonal competence. With almost three decades of professional experience and a track record of more than fifteen years in the field of learning and development, Thomas has trained and coached leaders on all levels, mainly in Europe but also in the U.S., Canada, the Middle East, Asia, Australia and Africa. Based in Switzerland, his full proficiency in four languages (En, Ge, It, Fr) combined with excellent international references makes him a highly sought after, reliable partner for individuals and organizations across various industries and cultures. Client partnerships include global corporations like Siemens, Roche, Syngenta, Ford, Swiss Re and Credit Suisse, numerous SMEs and private clients.

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Author Bios

Sayeda Habib, PCC is an author, speaker, and certified coach. Her passion and vision is to make coaching accessible to Muslims all over the globe. She appears on television, radio, runs webinars, and writes, all in order to educate the Muslim community about coaching, and how it can be used to help people create lives that they truly love.

Sayeda began her coaching career in 2004 and is certified as a Professional Certified Coach by the International Coach Federation. She is the author of "Discover the Best in You: Life Coaching for Muslims" She currently writes for a variety of Muslim publications and speaks at Islamic educational events and conferences.

Author Bios

Lynn U Stewart, PCC. After an adventurous life with careers in education and hotel managment Lynn became the first MMS certified coach trained personally by Dr. Chérie Carter-Scott. In 1979 she went on to lead the MMS organization as its President and CEO. In 1981, she opened the first remote office in Aspen Colorado. She assisted in training coaches across the US then expanded the organization globally by moving to Amsterdam, Holland. She lives there today as Director of The MMS Worldwide Institute.

The MMS Worldwide Institute became accredited by the (ICF) International Coach Federation in 2013 and presents both the ACTP and the ACSTH. Because of their ethical guidelines, MMS believed that ICF would bring a new level of professionalism to their clients, graduates, and students as well as to the coaching industry.

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Author Bios

Christy Whitman is a transformational leader, abundance coach and the New York Times bestselling author of two books, including *The Art of Having It All*. She has appeared on The Today Show and The Morning Show and her work has been featured in People Magazine, Seventeen, Woman's Day, Hollywood Life, and Teen Vogue, among others. As the CEO and founder of the Quantum Success Learning Academy & the Quantum Success Coaching Academy, a 12-month Law of Attraction coaching certification program, Christy has helped thousands of people worldwide to achieve their goals through her empowerment seminars, speeches, and coaching sessions and products. Her life-changing message reaches over 200,000 people a month and her work has been promoted by and featured with esteemed authors and luminaries such as Marianne Williamson, Dr. Wayne Dyer, Marci Shimoff, Brian Tracy, Neale Donald Walsch, Abraham-Hicks, and Louise Hay. She currently lives in Montreal with her husband, Frederic, and their two boys, Alexander and Maxim.

Author Bios

Liza Boubari, CCHt, CSMc, is a Clinical Hypnotherapist and Stress Management Consultant who currently sits on the Executive Board of the American Council of Hypnotherapy Examiners (ACHE). In the last twenty-five years there has been a growing interest in the connection between the mind and body and its relationship to stress and disease. Liza's knowledge of the corporate world is due to years of experience in law offices as a paralegal and legal assistant. It was her own powerful healing experience through hypnotherapy that led her to this science. Changing course, she chose this path to help others. In 1997 she founded HealWithin, Inc., a Healing Center for Mind-Body Therapy - and has since been expanding her practice in her community. Liza has published three manuals "Heal-Thy Mind-Body", "Stand Up to Slim Down", and "Stomp on Smoking", which are now available on Amazon.com. She is well known for her innovative 3E Event, seminars and workshops on stress management, and the mind-body connection.
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Author Bios

David Steele, MA, MFT, CPC is a Marriage and Family Therapist who fell in love with coaching and in 1997 founded Relationship Coaching Institute, the first and largest international relationship coach training organization. He's the author of the ground-breaking book for singles Conscious Dating: Finding the Love of Your Life and the Life That You Love and Radical Marriage: Your Relationship as Your Greatest Adventure. Twice divorced, at age 50 he found and married his soulmate Darlene, and together they sold their house and are living their dreams of adventure on their sailboat while continuing their mission to help singles and couples around the world find and experience lasting love.

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Author Bios

As an ICF Professional Certified Coach, *Carol Koziol* guides people who have started to become a little less young to find the courage to uncover and live into their own "What's Next." Nature is an integral part of Carol's Natural Courage™ approach. Reconnecting to ourselves through nature enables you to shed the issues disguising your true path forward. With the process of clarity, creativity, and choice you learn to create heart-centered changes while exercising your Natural Courage muscles moving you towards your "What's Next".

As an Entrepreneur, Mother, Earth Explorer and PhD Candidate, Carol understands the challenges of navigating change and transition. Her background includes working with thousands of people in over three hundred businesses spanning careers in Health and Fitness, IT Technical Training, Business Consulting, Project Management, Workshop Facilitation and Professional Coaching.

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Integrative Enneagram Assessments
Facilitation & Natureshops
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Author Bios

Danny Donayre is a certified life coach, transformational hypnotherapist, author & producer of inspirational media. His most recent book, 7 Years in 7 Days: A Life of Now, is a weekly-guided journal of original affirmations for inspired self-reflection and self-actualization. Danny co-produces a weekly FM talk show called Inner Journey with Greg Friedman, and co-hosts a weekly webcast called The Secret to Everything with Dr. Kimberly McGeorge. His latest creative project is an inspired collaboration with gifted teacher, healer & intuitive coach Angelica Tonatzin, called Magic Happens, a comprehensive platform of empowering media, live speaking, hosting, coaching & consulting.

Author Bios

Debbie Spector Weisman has incorporated the knowledge gleaned from her professional work and as a wife and mother into her Dream-Life Coaching practice. In addition to her private coaching work, Debbie has been the co-owner of a film and video production company which was instrumental in the production of dozens of films including the groundbreaking film What the Bleep Do We Know!?, and the spiritual documentary Dreaming Heaven. Debbie is also the best-selling author of over 20 novels, including five of the original books in the popular Sweet Valley High series. She credits her dream work with inspiring her to return to writing. Her most recent books include 101 Dream Dates: How to Say I Love You To the Most Important Person in Your Life--You! and the best-seller It Came Out of My Vagina, Now What?!, co-written with Betsy Chasse. She is also featured in the books Chicken Soup For The Soul: Dreams and Premonitions, My Creative Thoughts, Recipes for Living, and Careers from the Kitchen Table. Debbie is a member of the International Association for the Advancement of Dreams. Learn more about her at www.thedreamcoach.net.

Ask Coach

Compiled by Betsy Chasse

For years our athletes have had world class coaches helping them perform at the pinnacle of their sport, so why shouldn't we all have a coach, cheering us on from the sidelines, offering guidance and helping us find our paths.

★

Ask Coach features some of the worlds leading coaches sharing some of their most commonly asked questions, tips on how to work with a coach, find a coach and make the best out of your coaching experience. It's your life, you deserve to have the best support along the way.

★

Ask Coach Features:

Liza Boubari, CCHt, CSMc
Dr. Chérie Carter-Scott, Ph.D. MCC • Dr. Jane Cox
Donna Davis • Danny Donayre • Thomas Gelmi
Kristin Grayce McGary • Sayeda Habib, PCC
Tim Johnson • Carol Koziol, MA, PCC
Carol Look, LCSW, EFT Master • Michael A Pomije, PCC
Ellen Rich, MBA • David Steele, MA, MFT, CPC,
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