

THOUGHTS FOR THE

# good life

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The holiday season is upon us again. As we begin the process of closing the year and starting a new one, how can you make the most of 2002? Don't wait for New Year's weekend to make resolutions. Hire a coach to plan an amazing year and keep you on track!

Collecting my thoughts to create articles for this newsletter is difficult. The uncertainty of the global community has shaken my sense of personal safety. Each day I make sure that I am aligned with my true purpose and I feel deeply connected to my family and friends. The statement "make each moment count" echoes loudly in my ears. The job of being a coach has taken on even greater importance. Are your work and personal life aligned with what's most important to you? Don't wait another day to make the key changes you believe will make you happier. We have learned only too vividly how precious our lives are.



Be well and enjoy.

## More about Kolbe and Your Natural Instinct

Last issue I introduced the Kolbe assessment and how it can be effective with teams in the workplace. The Kolbe tool identifies how individuals take action when they are free to use their innate talents. There is a feeling of ease when you move effortlessly through mental challenges. Kathy Kolbe, the theorist who created the Kolbe assessment tool, says it gives you the freedom to be yourself.

### The challenges of working against your natural instincts

When individuals are forced to work against their natural instincts for any length of time, they experience tremendous mental exhaustion. Kolbe calls this type of stress *strain*, which can eventually turn into *transition*. Often when managers or business owners attempt to wear too many hats, they experience *transition*. They are consistently working against their innate talents. Everyone can buck up and accomplish tasks that aren't natural for a day or two; it is when there is a need to perform against your instincts for long periods of time that the real challenge arises. It's interesting to note, at any given time about 10% of the population experiences *transition* for a variety of reasons.

I recently met with a successful businesswoman, Betty, whose previous position had been eliminated. She had been looking for a high-level job for several months with the great focus and determination she brings to each project she approaches. The result of her Kolbe assessment revealed that she is in *transition* or mentally exhausted.

Betty tends to accomplish tasks by creating systems and approaches problem solving in an orderly and stable manner. She resists shooting from the hip and would not consider taking a position that involves cold calling. She is working closely with an executive outplacement firm and national recruiters; however, she still finds she "works the

phone" for hours at a time seeking a plum employment opportunity. The risk required to sell herself daily without the benefit of a system leaves her mentally and physically exhausted.

Betty found the Kolbe results to be a huge help to understanding the constant stress she has been experiencing. We talked about how she could conserve risk-taking energy during this time of stress until she finds a job that uses her innate talents.

### Here's what clients have said about the Kolbe work:

*Susan really helped us create the dialogue so we could be more strategic with a team we were working with. In a half-day's time, she was able to help them see a dynamic we could have spent months helping them recognize. Susan provides an environment for learning and change to take place and the language that keeps everyone on the same platform.*

KARY MILLER,  
PRINCIPAL, WHETSTONE, INC.

*My work with Susan and the Kolbe assessment has changed my life. It has been very valuable in helping me structure my day using my skills most effectively. I enjoy my work so much more. Working with Susan has made me a more effective businessperson.*

KATE SERGEANT,  
PRIVATE ADVISOR, CREDIT SUISSE FIRST BOSTON

Call me to talk about how you can use the Kolbe tool to better understand yourself, your relationship or how to create more productivity in your work team. It doesn't matter if you live outside the Chicagoland area, I work with individuals and small groups on the phone.

Following is part of a Romanian editorial, which gives a refreshing perspective on our reaction to the recent events. The goal of coaching is to invite you to look at situations from different perspectives. This writer certainly reminds us to cherish the freedom we enjoy each day in the United States.

## An ode to America

Why are Americans so united? They don't resemble one another even if you paint them! They speak all the languages of the world and form an astonishing mixture of civilizations. Some of them are nearly extinct, others are incompatible with one another, and in matters of religious beliefs, not even God can count how many they are.

Still, the American tragedy turned three hundred million people into a hand put on the heart. Nobody rushed to accuse the White House, the army, the secret services that they are only a bunch of losers. Nobody rushed to empty their bank accounts. Nobody rushed on the streets nearby to gape about. The Americans volunteered to donate blood and to give a helping hand. After the first moments of panic, they raised the flag on the smoking ruins, putting on T-shirts, caps and ties in the colors of the national flag. They placed flags on buildings and cars as if in every place and on every car a minister or the president was passing. On every occasion they started singing their traditional song: "God Bless America!"

I watched the live broadcast and the rerun of its rerun for hours listening to the story of the guy who went down 100 floors with a woman in a wheelchair without knowing who she was. Or of the Californian hockey player, who fought with the terrorists and prevented the plane from hitting a target that would have killed other hundreds or thousands of people. How on earth were they able to sacrifice for their fellow humans?

What on earth can unite the Americans in such a way? Their land? Their galloping history? Their economic power? Money? I tried for hours to find an answer, humming songs and murmuring phrases which risk of sounding like commonplaces. I thought things over, but I reached only one conclusion.

Only freedom can work such miracles!

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*I hope you enjoyed this newsletter. If you want me to forward a copy to a friend or don't want to receive future copies, you can call, fax or send me an e-mail message at [SSpritz@aol.com](mailto:SSpritz@aol.com).*

*Be well and enjoy! Susan Spritz Myers Tele: 847.242.0351 Fax: 847.242.0352*

### Who are you, really?

Do you know who you are really at your core? Much has been written about being your authentic self. What that means is to know yourself from the inside outside out. I often ask clients, who are you, really? For many, it is a very challenging question. Often the answer is a list of roles: parent, spouse, or businessperson. Look deeper. Notice when you are most excited and thrilled by your life, what are you doing? Who are you being? What truly moves you? When do you notice you make a difference?

Who am I? I am most happy when I get to be a true observer of people and then connect deeply with individuals from my observations. Yes, I am a wife, mother and coach. However, I feel most on purpose and alive when I show up for all my roles as an observer and a connector.

So, I invite you to begin noticing yourself. Who are you, really? How much more thrilling could your life be when you align your roles with your true self? Invite your friends and family to begin the conversation, who are you really?

"You've got to take the initiative and play your game... Confidence makes the difference." CHRIS EVERETT, TENNIS PRO

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