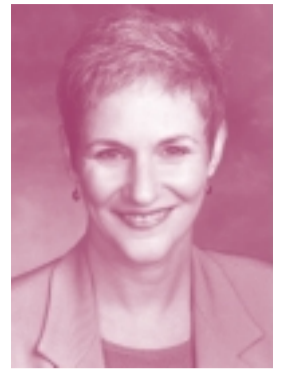


THOUGHTS FOR THE

good life

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Coaching is often about how to attain goals and how to make your next success a reality. Another aspect of coaching includes developing an awareness of your strengths, accomplishments and of the people in your life. How often do you stop and give thanks for those in your circle and for all that you have achieved? Thanksgiving is just around the corner. Make the words "giving thanks" part of your daily ritual.



Be well and Enjoy!

MAKE 2004 YOUR BEST YEAR YET! As we creep closer to the beginning of the New Year, add a coach to your team, instead of just making a list of resolutions that will be forgotten within the week.

What is coaching? It is about growth. Coaching is about setting bigger goals and then reaching those goals — with ease, confidence, and satisfaction. A coach won't tell you what to do. Rather, she will support you in finding your answers, and in achieving better clarity in both professional and personal pursuits.

Coaching can give you insight and support to create greater success with more ease. Call me at 847.242.0351 to schedule a free 30-minute coaching session.

A COACHING TALE

Fulfilling Personal Needs

Each of us has emotional needs we go about filling each day. The question is, what are *your* needs and are they being filled in healthy ways that align with your goals? Coaching is an excellent opportunity for such exploration.

Ned, a senior marketing executive, was frustrated that his boss spent very little time with him each week. When we explored the source of Ned's frustration and talked about his emotional needs, he recognized his strong need for acknowledgment and recognition. In fact, he felt starved for it and realized that he expected his boss to fill it. We also looked at other parts of his life where he had regularly received recognition. Ned observed that when he moved for this job, he lost many sources of positive reinforcement, much of which came from his local activities including his church - and he hasn't found a community to replace it.

With Ned's new-found awareness of his personal needs, he was able to feel more comfortable in the relationship with his boss and has begun to look for opportunities that will provide healthy recognition outside the office. In addition to being illuminating, Ned found that coaching led to an objective understanding of the source of his frustration and presented reasonable actions he could take to alleviate it.

WE ARE WHAT WE BELIEVE

Our belief system is a key to the lives we create. For example, if you believe you will never achieve financial success or meet the man or woman of your dreams, that is most likely what will happen. The key is to understand how your beliefs influence your life. Are they serving your goals or getting in the way?

In a recent coaching session, Bob talked about how much energy it took to include staff members in the decision-making process necessary to run his organization. As a result of coaching, he has begun to experiment with initiating inclusive conversations to build group consensus in the creation of policy and structure. Through coaching, we uncovered his belief that he functioned best when he worked independently. His natural inclination would be to just make a decision himself and have the staff execute it. Because of his early family life and school experiences, he believed he had to find answers himself and didn't believe others could help him reach his goals. Recognizing the beliefs that are at play and how they influence his management style has been very helpful for Bob. Although experimenting with taking action in a way that is different from his belief structure has not been easy, Bob has been pleased with his ability to start building a supportive team.

Look at your own beliefs; maybe discuss them with a close friend or professional coach. This calls for complete honesty and objectivity and is not an easy task. Here's an example to get you started:

OLD BELIEF- I should think of others first and always put myself last.

NEW BELIEF- When I take care of myself first, I will be a better spouse, parent and employee.

After you think about what beliefs may be creating a challenge or a struggle, you can decide which ones you want to alter or retain. What beliefs do you want directing the outcome of your efforts? A shift in your core beliefs can significantly enrich your life.

SUSANSPRITZMYERS.COM LAUNCHED

I am pleased to announce the launch of my new website, www.susanspritzmyers.com. You'll find fun information about coaching and the Kolbe assessment plus interesting testimonials from clients and previous issues of *Thoughts for the Good Life*, all for your reading pleasure. Please share the website with anyone who would like to learn more about how individuals and business teams can create more ease in the pursuit of their goals.

Kolbe

UNDERSTANDING HOW TO UTILIZE YOUR STRENGTHS

Mary Lou is an extremely bright, successful new client who runs a fast-paced consulting group. Her Kolbe assessment results indicate she is an Innovator – that is, she seeks a challenge, is most engaged when shooting from the hip, is willing to do some research and doesn't get bogged down in the details. Kolbe confirmed that Mary Lou's choice of employment is a perfect fit for her. The only area in which she experiences consistent frustration is in the relationship with her boss.

In exploring their relationship, she realized that because the boss makes her nervous, she is inhibited and unable to be herself. Mary Lou's greatest strength is her ability to create innovative solutions and work loosely from her broad understanding of business issues, something she does flawlessly on a daily basis with her staff and a wide range of high-level clients. Yet, whenever she meets with her boss, she forces herself to be plodding and work in an organized fashion, a style that actually causes her to become mentally exhausted. Kolbe provided the insight to understand the source of her frustration and coaching gave her the encouragement to let the "innovator" come out more with her boss. Mary Lou will continue experimenting with new ways to improve this relationship. It's a perfect challenge for an innovator!

Kolbe™ is the assessment that measures an individual's innate problem solving ability. If you are interested in an individual assessment or in learning how Kolbe can support a business team striving to be more successful, call me at 847.242.0351 for more information.

a client's experience

“The coaching process has been enormously helpful for me. A coach challenges you to make changes you intended to make, but you need that extra push, that deadline and that commitment (quite frankly the money you are investing is an expression of that commitment). The most important benefit to me was navigating through a very difficult work situation that had me on the brink of leaving what was otherwise an ideal job. Susan helped me see the situation clearly and take the steps that were necessary to change the environment rather than leave the job. Coaching has transformed my work world for the better. It wasn't easy. But it was, and continues to be, well worth it.”



A Texas coaching client

INSIDE OUT OR OUTSIDE IN?

How do you define yourself? Do you come from the inside out or the other way around? And what does that mean? “From the inside out” means you define yourself, and take action, based on your internal values. For example, you know who you are at your core and feel comfortable presenting yourself in the world without reservation or hesitation. Conversely, folks who operate “from the outside in” get their clues for how they see themselves and how they act from others.

Many folks have the internal strength and self esteem to approach the world from the inside out, while others can learn it, often after years of striving to please the outside world – particularly when external expectations don't align with their internal sense of self. I often joke that the gift of turning forty is to finally stop living a life that pleases others and give yourself the freedom to live from your internal core choices. So where do you come from, inside out or outside in?

Only those who risk going too far can possibly find out how far they can go. T.S. ELIOT

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Please share this newsletter with folks who would enjoy it, or let me know and we'll send them a copy. If you don't want to receive future issues, let us know that as well. Be well and enjoy!

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