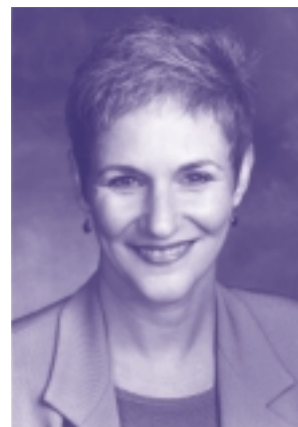


THOUGHTS FOR THE

# good life

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*I pray for peace  
around the world and  
hope peace finds it's  
way into the hearts of  
all the world's leaders;  
and that your days are  
filled with love and  
hope. Enjoy the gifts  
that surround you.*



Be well.

The awareness of coaching continues to grow; however there are many who still do not understand why individuals and businesses hire coaches. To help increase the understanding of coaching and present some ideas for hiring a coach, *Thoughts for the Good Life* will now include a regular column, *A Coaching Success Story*. These articles will be real examples from my coaching practice that share clients' experiences and illustrate how coaching benefited them. Actual names may be changed.

## A Coaching Tale

Kate began coaching with the sole objective of significantly increasing her compensation as a financial salesperson. Her background was law; she had worked as a criminal prosecutor before pursuing a job that would pay her more handsomely. The company trained her to go after "moving money" - prospects that had either sold a business or made large sums in the market and needed major investment plans. However, the economy had changed since her training program and she thought coaching would help her succeed in such a competitive market.

The results of her Kolbe assessment showed she was well suited for the work, loved a challenge, didn't get bogged down in the detail (*please see related article, Kolbe -The freedom to be yourself*) and she had a partner whose analytical style was a good fit with her innovative approach. She got the meetings with prospects and focused on converting them to buyers.

### *A new direction emerges*

The coaching work focused on several levels. We tactically addressed her ability to generate prospects, get more meetings with her prospects and then increase her success rate in those meetings. At the same time, we investigated her beliefs and motivation beneath the tangible action steps on the job. From a young age, she believed financial success was the key to happiness. She had gladly taken the role of the major breadwinner in her marriage, and chose the sales job solely for it's potential to significantly increase her earnings. As the coaching progressed, she came to the realization that the content of her work was significantly more important to her than she initially thought, and she began questioning her core beliefs about work and money. Kate began to dream about doing work that drew on her unique talents and could be of value to the community. However, going back to the law was not the answer.

The focus of our coaching shifted to support the internal changes she was experiencing and determine how to make the transition to a new industry.

Kate decided to leave the sales job and negotiated a severance package to cover her for the next few months. Then she set her sights on finding an opportunity as a national fundraiser, where she could use her legal abilities and act on her commitment to social issues. Today she is the Associate Director of Planned Gifts for the Alzheimer's Association. She is thrilled with her new position, and now has job fulfillment, a more balanced life and finds the work to be a good fit with her redefined beliefs. Kate credits the coaching process with sharpening her focus and helping her take action faster than she would have on her own.

### **BREAK THROUGH YOUR OWN BARRIERS TO ACHIEVE SUCCESS**

A client recently reported the excitement of signing her largest investment client ever. What barrier did she break through? She asked the prospect a third time to become a client and hire her as an investment manager. Normally she would ask once, maybe twice, and then assume she wasn't a fit for the prospect. This time she stepped way out of her comfort zone and was elated with the results. She was also amazed to see what a positive impact her breakthrough sale had on energizing the rest of the staff!

How can you break through your self-imposed barriers?

Finish each day and be done with it. You have done what you could. Some blunders and absurdities have crept in; forget them as soon as you can. Tomorrow is a new day. You shall begin it serenely and with too high a spirit to be encumbered with your old nonsense. EMERSON

## A Client's Experience

With humor, heart and candor, Susan has inspired me to feel comfortable with my "personal power" and face inner challenges with confidence. The Kolbe process enabled me to identify my strengths. Susan has helped me realize that by staying focused on those strengths and stretching beyond my inner boundaries, I can achieve personal and professional success. I am now on my way to having my best sales year ever!

*Wendy Porter, Financial Salesperson*

### TAKE A BREAK

Many of us forget that we need some personal time and space each day, especially as our hectic pace increases. It is so easy to forget. I often do. I enjoy the fast pace of my business life, and many days I jump quickly from business to the demands of motherhood without the "break" of a commute, since I work at an office in my home.

A client remarked that her company's new leadership has everyone on the management team "in overwhelm," and she doesn't see it letting up for many months. Yet, she is expecting her first child and is busy organizing on the home front during non-working hours. Another client, a seasoned sales executive, reported that things have been rough at home and he faces new challenges at work, as many potential deals have cooled and he's had to shift into overdrive to get some new business cooking. The only time he has to himself each day is on the train between his two worlds.

I sense a huge need in each of us for space and time to recharge by taking a break from being productive and being "on." Sounds easy in concept, yet so many of us find it an increasing challenge to make room in our days for ourselves. I am scheduling a renewal break between work and home responsibilities for the next 30 days, with the goal of making it a habit.

How about you? How can *you* add some renewal space to your day?

## Kolbe

### THE FREEDOM TO BE YOURSELF

Kolbe is the assessment tool that measures how individuals are naturally hard wired to take action. I use it to help clients create more ease as they as they pursue their goals.

Claire is in her mid-30's; she's a bright, energetic attorney on the partner track at large law firm. Her Kolbe results showed she is a strategic planner; she is extremely analytical, naturally creates systems and resists change. In short, she won't shoot from the hip.

One of the issues causing her frustration was the firm's expectation that she "sell" in addition to her legal duties, and she hated it. The Kolbe results helped her understand why selling made her miserable and was not in line with her analytical inclination. She found a professional women's organization which she targeted as a community she could get to know, and where she feels more comfortable selling her firm's services.

Claire found the Kolbe assessment to be a huge help in understanding herself and giving her permission to operate within her natural zone. In addition to the selling issue, she watched colleagues and friends make job changes with relative ease, and wondered why she couldn't. The Kolbe results explained that for her to overcome her perceived risk or the challenge in making a job change she would have to make an analytical plan, not just jump based an interview or two. This insight gave Claire a greater sense of calm as she approached the responsibilities of her job and considered the changes she could make in the future.

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