

CAREER HEALTH

The 3 “C’s” of Leading with Confidence

By Skip Weisman

It is the rare human being who can maintain confidence 100% of the time. Even the best of leaders experience dips in confidence from time to time, from context to context and from situation to situation.

The key is building your ‘confidence’ muscles.

I believe confidence can be cross-contextual. By that I mean having success in one area of life can be used as a reference point from which we can borrow confidence while we build it in that new area of our personal or professional life.

To raise the bar on your confidence as a leader I’d like to offer you 3 concepts to focus on that can provide a roadmap for creating higher levels of confidence in whatever endeavor you are embarking on, and especially in your role as a leader:

Certainty - Certainty is defined as the state of being free from doubt or reservation, destined, sure to happen, inevitable, bound to come. Certainty is how confidence is projected by leaders and it’s a skill that also has to be developed along with confidence. Certainty comes from experience and through developing your beliefs and values about yourself, your role as a leader, the world, your organization, the marketplace, etc. One of the key skills to nurture and to develop your level of certainty is perspicacity or a keenness of mental perception and discernment, which helps in decision-making and problem solving.

Clarity - Many years ago I attended a workshop by Anthony Robbins and one of the most powerful things he said that day I’ll never forget. His message was “clarity is power.” I’ve learned over the years that is a very true

statement. Without clarity it’s tough to see where you are going and a leader without clarity is not much of a leader.

There are many contexts a leader needs clarity on which can be overwhelming. I want to start at home by having you focus on key areas first to build your confidence and certainty as a leader:

- Your Leadership “Identity”
- Your Strengths
- Your Areas for Growth and Development
- Your Team Strengths and Talents

Capability - This is defined as having power and ability, being efficient and competent. And, there are six fundamental areas leaders need to not just be capable of but must master:

- Influencing communication skills
- Visionary thinking
- Decision-making
- Problem-solving
- Delegation
- Emotional Mastery

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Rev Up, Rev Down Yoga

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butt toward ceiling. Breathe easily a couple of times and return to plank. Mini-breaks lower the intensity.

Recharge: Maintaining a straight line from your head to heels, lift right foot an inch or two off floor for a couple of breaths, then switch sides. Shifting your base of support during this full-body exercise will activate even more muscles.

For the Forward Bend pose stand with feet hip-width apart, bend forward at hips. Bring chest toward thighs and fingertips to floor. Bend knees if needed.

Relax: Sit back in chair with legs apart and knees bent, feet flat on floor. Lean forward, bring chest to thighs, and let head and arms hang. Close eyes and breathe more slowly.

Recharge: Slide hands, palms up, under fronts of feet. If knees are bent, straighten legs and hold backs of calves or ankles. From either position, gently pull torso toward legs to for a more active, deeper hamstring stretch.

For the Boat pose sit with legs extended in front of you on floor, lean torso back, lifting legs so shins are parallel to floor; torso and thighs form a V. Knees are bent. Reach arms alongside calves.

Relax: Rest toes on floor and wrap hands around thighs to make it easier. Keep lifting your chest so you don’t relax your spine and lose core toning.

Recharge: Keeping the legs together, straighten legs so toes are higher than head for a greater balance challenge. With your body in a V, reach fingertips forward by your knees and allow the lower back and core to support the lift of the chest. Relax the shoulders.

To form the Bridge pose, lie on your back with knees bent and feet hip-width apart and flat on the floor. Arms are flat on the mat, fingertips pointing to toes. Press the ground through your arms, lifting hips toward ceiling so the body makes a diagonal line from shoulders to knees.

Relax: Place a block of medium height at small of the back to keep pelvis lifted. Not having to use your abs or legs for support is automatically restful. Finally, use music to relax and recharge. The music you play when you work out is a useful tool for making the most of your fitness routine.

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Tom Boleantu, CEO
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Together we will create a future you can count on.

When your values are clear, your decisions are easy. — Roy Disney

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My clients have enjoyed work and travel overseas as I have.

A dream is just a dream. A goal is a dream with a plan and deadline. — McKay

Ongoing check-ups overseas and on return to make sure you stay on course to not lose your money and to reduce taxes.

Decide to wear the lifestyle you desire, overseas culturally or into retirement. I do assist beyond investments.

We have met the enemy... and he is us! — Pogo

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“Happiness is when what you think, what you say, and what you do are in harmony.”

-Gandhi

VALUES - BASED QUALITY OF LIFE™ Newsletter

Because Making Smart Choices About Your Money Impacts The Quality of Your Life

Over the years, we have found that there are elements of your life that are more important than money.

These elements - Physical Health, Relationship Health, Inner Health and Career Health - cannot be delegated.

We hope that you find these articles to be of value in improving the quality of your life.

PHYSICAL HEALTH

Rev Up, Rev Down Yoga

By Jessica Cassity

Yoga That Fits Your Mood:

Simple adjustments to traditional yoga poses – such as changing your hand position or the speed of your breath – can make them more invigorating or more relaxing. Use the basic pose as a reference point, then rev or relax it depending on how you’re feeling. Do all six poses in succession and get a simple, effective yoga workout in just under 15 minutes.

Workout at a Glance:

What You Need: A yoga mat, plus an armless chair and a yoga block for the relaxing, stress-relief version .

How to Do It: Choose the yoga routine that fits your goal and do the sequence twice, holding each pose for 60 seconds. If that’s too long, relax when needed and then resume the pose. You can do these yoga poses as often as needed.

Breathing Basics: For your home workout, focus on your breathing to assist the poses. To rev up a pose, take fast, shallow breaths through your nose, about 50 per minute. To calm down, breathe slowly and deeply through your nose, about 12 to 15 breaths per minute.

The Expert: Mandy Ingber, star of the DVD Yagalosophy (and personal instructor of Jennifer Aniston), designed each yoga workout for energy and stress relief.

Try this yoga for weight loss routine to slim down fast.

To do the triangle pose, stand with feet about 3 feet

apart, left foot turned out. Extend arms out to sides. Lean to the left, lowering left hand to shin and right arm up toward ceiling. Repeat to opposite side.

Relax: Use a chair and place left hand or elbow on its seat for support, right arm reaching toward ceiling. You won’t have to work as hard to hold the pose, making it easier to unwind.

Recharge: Wrap right arm behind waist, reaching for left thigh. Try lifting left arm parallel to floor, palm forward, and gazing forward toward left hand to challenge your core.

For the chair pose, stand with feet together, then sit back, bending knees deeply and leaning forward slightly with back flat, arms extended overhead, palms facing in.

Relax: Bend knees only slightly and bring palms together, hands in front of chest, which may help you reflect while in this position.

Recharge: Rise onto toes for a balance challenge. Extend the arms overhead, by your ears and parallel to one another. Energize up through your fingertips. Don’t let your butt stick out too far behind you; engage your core for stability.

To come into the Plank pose, hold a push-up position, weight on balls of feet and hands, wrists directly below shoulders, arms straight, and body in line from head to heels.

Relax: Take a break after 5 breaths: bend at hips and lift

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RELATIONSHIP HEALTH

Dreams & Gridlock: the Two Professional Couple

By Peter Vajda

It's not uncommon for professional couples to find themselves in gridlock these days. Not only are both parties facing the demands and stress of work, but they often also experience the stress that comes when they have different orientations towards their life at home - children, no children; be social, stay at home; go to church, be an atheist; spend or save.

Gridlock is a normal part of the fabric of being a couple, especially for a two-professional couple where time is a premium and consistent dialogue about personal issues is not very common.

But dealing with gridlock does not have to mean coping with the impossible. Confronting gridlock is not about solving a problem, it's about dialogue. Two-professional couples in healthy, conscious relationships can live with gridlock when they choose to understand the nature of gridlock and dialogue about the root cause of gridlock.

Gridlock is about having dreams that are not heard, respected or addressed by one's partner. Dreams can be hopes, visions, aspirations and wishes that define you and give purpose and meaning to your life. Dreams can be practical (make "x" amount of money); others are deeper (a spiritual journey).

Some of the dreams of couples I've coached include: a sense of freedom; justice; honor; having a sense of power; exploring one's creative side; being forgiven; having a sense of order; being more organized and productive; being able to relax; finishing a very important project; quietness; furthering one's education or ending a chapter of one's life.

To repeat, healthy conflict resolution requires dialogue. And for constructive and healthy dialogue to happen, two conditions are necessary. First, the one with the dream needs to express the meaning, the

symbolism that the dream holds for him/her; the other needs to express the meaning, symbolism that causes him/her to reject their partner's dream.

For example, eating out on Sunday; for one, underneath the meal is a memory of feeling special when the family ate out on Sunday nights. For the other, the memory is that of wonderful home-cooked meals on Sunday.

So the issue of eating in or eating out is not really about eating at all. For both partners, it's about what's underneath the eating experience that brings them a feeling of contentment, warmth, emotional security, and

"Growth means change and change involves risk, stepping from the known to the unknown."

-Anonymous

feeling loved and cared for.

Where conflict and gridlock enter the scene, however, is when one partner cannot experience their own dream and then judges their partner's dream (your wanting to eat out on Sunday when I want to stay home) as bad, wrong, stupid, selfish, ill-thought-out or illogical - and then proceeds to disrespect their partner's dream.

Arguments, shouting, fighting, judging, resenting, or silent anger, silent treatment, or silent defensiveness result in a word, gridlock - not very pleasant.

Happy and fulfilled partners understand helping the other experience their dream is a shared goal. Wanting to know what their partner wants in their life is critical to a healthy relationship. Shared values means incorporating each other's goals into their definition of relationship. Happy and fulfilled partners discuss one another's dreams with mutual respect for, and acknowledgement

of, one another's dreams.

In contrast, unhappy folks spend time negating, adversely judging, manipulating against and otherwise tuning out their partner's goals. Gridlock, emotional distance and tension ensue.

When one partner sees the other as the sole source of the problem, this is a strong signal that they are wrestling with a hidden dream - and this dream itself is the root cause of the judgment of the other.

So to move forward toward an open, safe, trusting, conscious, honest and healthy relationship, it's critical to uncover the dream underneath the gridlock. To do that, you need to ask yourself some simple questions.

Where are you experiencing gridlock in your relationship?

What is the wish, want, dream underneath the gridlock?

Why is this dream meaningful for you?

Why do you feel so strongly about this issue?

What do you want/need from your partner?

Happy couples listen to their partner's dream story. It does not mean that one partner believes the other's dream can or should be actualized. However, it does mean that one can honor another's dream by hearing it without judgment or criticism, and can become part of the partner's dream in some way, shape or form.

Moving out of gridlock is not about engaging one-hundred percent in your partner's dream; it's about honoring what your partner says is true for them and finding common ground where you can be supportive of their dream or vision.

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INNER HEALTH

Self Esteem: 4 Steps to Feel Better about Yourself

By Mayo Foundation

Low self-esteem can negatively affect virtually every facet of your life, including your relationships, your job and your health. But you can take steps to boost your self-esteem, even if you've been harboring a poor opinion of yourself since childhood. Start with these four steps.

Step 1: Identify troubling conditions or situations

Think about the conditions or situations that seem to deflate your self-esteem. Common triggers might include:

- A business presentation
- A crisis at work or home
- A challenge with a spouse, loved one, co-worker or other close contact
- A change in life circumstances, such as a job loss or a child leaving home

Step 2: Become aware of thoughts and beliefs

Once you've identified troubling conditions or situations, pay attention to your thoughts about them. This includes your self-talk - what you tell yourself - and your interpretation of what the situation means. Your thoughts and beliefs might be positive, negative or neutral. They might be rational, based on reason or facts, or irrational, based on false ideas.

Step 3: Challenge negative or inaccurate thinking

Your initial thoughts might not be the only possible way to view a situation - so test the accuracy of your thoughts. Ask yourself whether your view is consistent with facts and logic or whether other explanations for the situation might be plausible.

Be aware that it's sometimes tough to recognize inaccuracies in thinking, though. Most people have automatic, long-standing ways of thinking about their lives and themselves.

These long-held thoughts and beliefs can feel normal and factual, but many are actually just opinions or perceptions.

Also pay attention to thought patterns that tend to erode self-esteem:

- All-or-nothing thinking. You see things as either all good or all bad. For example, "If I don't succeed in this task, I'm a total failure."
- Mental filtering. You see only negatives and dwell on them, distorting your view of a person or situation. For example, "I made a mistake on that report and now everyone will realize I'm not up to this job."
- Converting positives into negatives. You reject your achievements and other positive experiences by insisting that they don't count.

"I can choose to be a victim of the world or an adventurer in search of treasure. It's all a question of how I view my life."

-Paulo Coelho

For example, "I only did well on that test because it was so easy."

- Jumping to negative conclusions. You reach a negative conclusion when little or no evidence supports it. For example, "My friend hasn't replied to my email, so I must have done something to make her angry."
- Mistaking feelings for facts. You confuse feelings or beliefs with facts. For example, "I feel like a failure, so I must be a failure."
- Self put-downs. You undervalue yourself, put yourself down or use self-deprecating humor. This can result from overreacting to a situation, such as making a mistake. For example, "I don't deserve anything better."

Step 4: Adjust your thoughts and beliefs

Now replace negative or inaccurate thoughts

with accurate, constructive thoughts. Try these strategies:

- Use hopeful statements. Treat yourself with kindness and encouragement. Pessimism can be a self-fulfilling prophecy. For example, if you think your presentation isn't going to go well, you might indeed stumble through it. Try telling yourself things such as, "Even though it's tough, I can handle this situation."
- Forgive yourself. Everyone makes mistakes - and mistakes aren't permanent reflections on you as a person. They're isolated moments in time. Tell yourself, "I made a mistake, but that doesn't make me a bad person."
- Avoid 'should' and 'must' statements. If you find that your thoughts are full of these words, you might be putting unreasonable demands on yourself - or on others. Removing these words from your thoughts can lead to more realistic expectations.
- Focus on the positive. Think about the good parts of your life. Remind yourself of things that have gone well recently. Consider the skills you've used to cope with challenging situations.

· Re-label upsetting thoughts. You don't need to react negatively to negative thoughts. Instead, think of negative thoughts as signals to try new, healthy patterns. Ask yourself, "What can I think and do to make this less stressful?"

· Encourage yourself. Give yourself credit for making positive changes. For example, "My presentation might not have been perfect, but my colleagues asked questions and remained engaged - which means that I accomplished my goal."

These steps might seem awkward at first, but they'll get easier with practice. As you begin to recognize the thoughts and beliefs that are contributing to your low self-esteem, you can actively counter them - which will help you accept your value as a person. As your self-esteem increases, your confidence and sense of well-being are likely to soar.

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