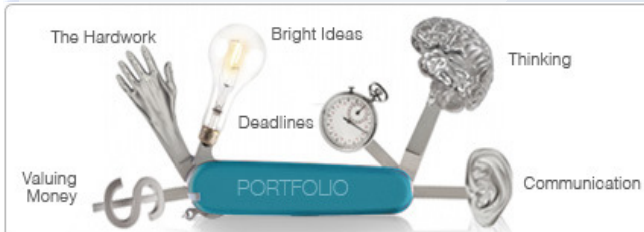




Wisdom Mojo



Think of Wisdom Mojo as your Swiss Army Knife with a portfolio of tools to help you understand what it takes to achieve success.

Mental Stimulation & Goal Setting

“To accomplish great things we must first dream, then visualize, then plan... believe... act!” – Alfred A. Montapert

I have been fortunate enough to work with some Olympians on their goal settings. One of the main aspects of coaching with athletes is visualization. Oh, oh I hear you say, now he is going to sprout the case for the law of attraction. Not at all. For me a major factor with athletes and visualization is **Mental Stimulation**. There are a number of theories about how mental simulation works and what mechanisms it activates:

1. Increased confidence: 2. Advanced planning: 3. Physical and emotional readiness 4. Emotional regulation.

Mental simulation enhances goal-directed action and problem solving. Playing an event in one's mind presents opportunities that might have been missed. The flexibility of imagining how different circumstances might play out helps when a quick decision is necessary. A person could rapidly consider many options and consequences.

Mental simulation activates the brain's ability to search for pathways to achieve that vision, an important component to goal setting.

Now here's another way to think of visualization and goal setting:

Mental Simulation and Habit Control

Mental simulation can also be an effective support mechanism for changing ingrained habits. Wynd (1992) compared relaxation imagery, power imagery (imagining power and self control over smoking) and a control group as part of a six-week smoking cessation program. At the end of the program, only 27% of the placebo-control group had quit smoking, while 67% of the power imagery and 69% of the relaxation imagery group had stopped smoking. A three month follow-up showed that smoking cessation rates in the control group stayed stable at 27%, while the power imagery and relaxation imagery groups had abstinence rates of 52% and 57% respectively.

There's more to this than meets the eye!!

Contents

1. Mental Stimulation & Goal Setting
2. Don't Cook & Shower at the same time
3. Structured Procrastination
4. Another Way to look at Charisma
5. Accept Change
6. Successfully Crossing Cultures
7. Three Bikes, Three Flat Tyres
8. Owning your own journey
9. Must Haves – Books to read
10. On the Board – Websites to check out
11. Visualize your shots



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"My actions are my only true belongings."

Thich Nhat Hanh

Wisdom Mojo

Don't cook and Shower at the same time

An economist I admire is Robert Stavins, here's an example from him which is solid pragmatic sense:

"When I presented Jones's arguments to Robert Stavins, a professor of business and government at Harvard who studies the economics of environmental regulation, he offered the following analogy: "Let's say I want to have a dinner party. It's important that I cook dinner, and I'd also like to take a shower before the guests arrive. You might think, Well, it would be really efficient for me to cook dinner in the shower. But it turns out that if I try that I'm not going to get very clean and it's not going to be a very good dinner.

And that is an illustration of the fact that it is not always best to try to address two challenges with what in the policy world we call a single-policy instrument".

Structured Procrastination

This post is lifted straight from the genius mind of John Perry, (<http://www.structuredprocrastination.com/>) a philosophy professor at Stanford.

The gist of Structured Procrastination is that you should never fight the tendency to procrastinate -- instead, you should use it to your advantage in order to get other things done.

Generally in the course of a day, there is something you have to do that you are not doing because you are procrastinating. While you're procrastinating, just do lots of other stuff instead.

As John says, "The list of tasks one has in mind will be ordered by importance. Tasks that seem most urgent and important are on top. But there are also worthwhile tasks to perform lower down on the list. Doing these tasks becomes a way of not doing the things higher up on the list. With this sort of appropriate task structure, the procrastinator becomes a useful citizen. Indeed, the procrastinator can even acquire, as I have, a reputation for getting a lot done.,,

Reading John's essay was one of the single most profound moments for me.

For example, I hate making phone calls. Hate it. Love sending emails, twittering, but I am bad, bad, bad with phone calls. I enjoy seeing people face to face, but I just dislike making phone calls. – Okay I'm getting used to Skype but with video!!

I can get so much done while I am avoiding making a phone call that I need to make....go read John's essay and get structured procrastination

Another way to look at Charisma

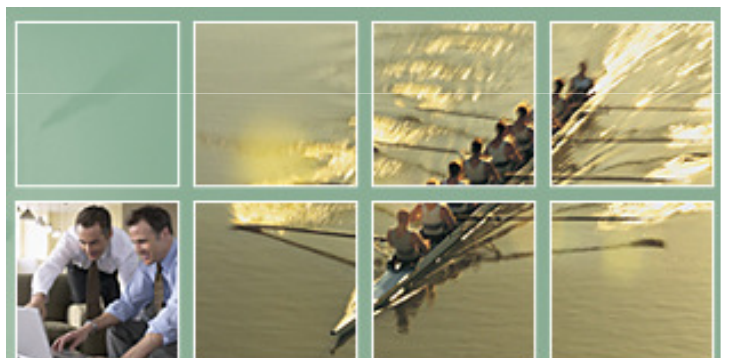
Charisma is a special characteristic that some people, and most truly effective leaders, possess. The term charisma comes from the Greek word *kharisma*, or gift. Although it's generally used to describe the ability to charm or influence people, it also has religious connotations, meaning "of the spirit" or "inspired"—that is, having God's light shining through one. People with charisma are seen as possessing invisible energy that creates highly visible effects.

Accept Change

There's a Sioux Indian saying: "When you discover that you're riding a dead horse, the best strategy is to dismount." yet I have many examples of coaching executives where they seem to believe that they can resuscitate the horse!!

Even the executives who claim to believe in the value of change undertake it only half-heartedly. Although they give lip service to change, they'd rather see others change than change themselves. And some executives don't so much resist change as misunderstand it; they have the will but not the skill to change. They need help to navigate the change process. John Maynard Keynes had a point when he said, "The greatest difficulty in the world is not for people to accept new ideas, but to make them forget their old ideas." Far too many people are frightened of new ideas, though it's often the old ideas they should worry about.

In Coaching greater self-awareness is the first step toward becoming more effective as a leader. If leaders want to reinvent or renew themselves, they have to look within; they have to explore their inner theater. As Socrates said, "The unexamined life is not worth living." Thus the intention to change implies a willingness to engage in self-exploration.



Each week there is a guest contributor to Wisdom Mojo, here's this weeks:-

Wisdom Mojo



Elizabeth Abbot

My passion for helping people successfully cross cultures and develop cultural intelligence in the process has led me to coach, train, speak and conduct orientations for companies, organizations, associations, conferences and study abroad centers; and write on cross-cultural topics for online and print publications.

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Successfully Crossing Cultures

Mary and I met regularly for several months over skype and an eight hour time difference. She had never traveled outside the US at the time and was now in charge of the highly specialized technical training of a group of visiting engineers and machine operators from an African country where her company was soon to open operations.

Her previous experience had been more difficult than she had anticipated and she was feeling unsettled about embarking on a second three-month session. Her stated goal was, "To get through this, make sure they have the technical and safety skills they need and get back to my usual job and life."

Well, many other things happened along the way. The unexpected often shows up when you venture outside your cultural comfort zone. When fully explored, the experience can unleash a deep and often hidden desire for transformational change and you can't go back to Kansas anymore.

Successfully crossing cultures is about shifting perspectives -- getting out of your own mindset to accept that there may be other ones that work quite effectively in other contexts. Mary had to dig deep down to find her inner strengths and overcome her obstacles.

She talked about expectations and assumptions -- hers of them and theirs of her --- and the concept of respect, the invisible barrier between her personal and professional self, the concept of the individual and group, time orientation, hierarchy and more. Having abandoned the role of cross-cultural trainer, I was now the learner as she taught me about cultural differences from her personal experience. Leveraging these differences for her and her company's advantage was a natural progression of the process -- and gave me goose bumps as I listened.

She was unearthing and developing her cultural intelligence -- defined as the capability to adapt to new cultural contexts. It picks up where emotional intelligence leaves off -- dealing with people and situations, but now in unfamiliar surroundings.

What I appreciate about the construct of cultural intelligence is that it is not a linear, step by step process, but made up of three interacting domains cutting across our cognitive, affective and behavioral spheres:

The Head -- not only knowledge about another culture, their belief systems, manners, and values, but also metacognitive skills or "cultural strategic thinking" -- to create a new mental framework for understanding what you observe and experience.

The Heart -- motivation to adapt to a new culture and engage with others across differences -- believing in your capability to adapt and learn, setting goals and maintaining a sense of personal identity and values.

The Body -- putting your capability to act into action through a new repertoire of culturally-appropriate behaviors.



Successfully Crossing Cultures (Continued)

Where is Mary now? On-site in Africa and engaging in one huge transformational learning experience with the confidence that she can build an effective framework for understanding what she observes and experiences – to the advantage of her personal development, and professional performance.

Elizabeth Abbot – Professional Coach and Cross-Cultural Trainer based in Rome, Italy helping international professionals, their spouses and their organizations make the difference they need to make. She came to coaching from cross-cultural training after a career in international development, international education and directing the Italian sales and operations office of a global cultural exchange organization. She believes you can not only adapt but also grow and even thrive from the experience of living and working abroad.

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Three Bikes, Three Flat Tyres

This post was written because 4 weeks ago a very good friend called to tell me that he had lost his job – I gave him this advice and today he called to say I picked him up and he went out the very next day, did what I suggested and he now has a new job starting next week (in the financial services sector). When I was younger a lot younger, in fact I was at university, the British Conservative MP Norman Tebbit told the country to stop moaning and ‘get on your bikes and find a job’. That was great advice and it is as relevant today as it was then (I think early 80’s).

I know that I will get a bit of flack for this post, but look at it as an inspiration please, a motivation if you will to get up and get right back into the thick of things if you suffer from loss of employment.

Unfortunately too often people ‘expect’ to be taken care of, to be provided for – well guess what we are responsible for ourselves – we have to take action for ourselves, so when the axe falls we have to be prepared and willing to get up and get on our bikes and go and seek a new start.

Today the younger generation, in particular, have got great tools for marketing themselves, networking on line, twittering and an abundance of other means – did you know 36% of jobs in Europe go to people, not through external adverts, but via word of mouth, connections to friends and acquaintances. So keep those relations and network like mad.

If you are unemployed – get out of the house every day arrange to meet with someone that can possibly help you – don’t present anything but a positive attitude. Negativity is not something that will attract you to would be employers, so dig deep and be resilient. I know its hard but its essential.

Another key bit of advice to everyone, not just job seekers, is to constantly invest in themselves – invest in training – knowledge is something that shows employers you are serious. Get those external qualifications in Marketing (CIM), auditing (CIA), Accounting (CAA) and HR (CIPD), these qualifications show you are serious about your career.

Keep fit, get outside cycle, run, walk or whatever – but exercise. I don’t care if its minus 27 degrees c. exercise!! It keeps your mind and body strong and helps you avoid slipping into mild depression.

DO NOT WATCH TV – according to Manpower there are 4 million unfilled vacancies across Europe – get online, be disciplined, only look for jobs, allocate a set number of hours to do this EVERY DAY and send your resume, market yourself, be proactive but do not be a couch potato.

So what is the title about – 3 bikes, 3 flat tires. Every day I cycle about 40 kilometres to clients offices and back, A few weeks ago one of my bikes got a flat tire, I went off to the South of Poland so did not have time to take it to the repair shop (I prefer to replace inner tubes than fix them). When I got back another one of my bikes got a flat tire, it was dark and I didn’t see the glass, duh!! and this morning I went to take out my third bike, which is really an off road trekking bike, but hey make do with what you have right? And guess what it too has a flat tire – I think I must have a mouse having a great time letting the air out of my tires – but I can tell you one thing, flat tire or no flat tire I still get out and do what I have to do – I have to because, even though I have a wonderful supportive family, I know that I am ultimately responsible for me and that’s exactly how I like it.

It’s not what we **can** do in life that makes a difference. It’s what we **will** do.

“What we plant in the soil of contemplation we shall reap in the harvest of action.” – Meister Eckhart

Wisdom Mojo

Owning your own Journey

A Zen story tells of a man who heard that somewhere far away there was a valley carpeted in beautiful flowers. According to all accounts, it was a place of wonder and delight. Determined to see this valley, he set off in search of it. As he walked and walked, and walked some more, he became increasingly unhappy at not reaching his destination. Eventually, quite distraught after many months of travel and many hardships, the man found himself exhausted at the edge of a forest. To his delight, he saw in the distance an old man sitting on a bench in front of a tree. He said, “Old man, somewhere there exists a valley full of beautiful flowers. I’ve walked for many months on end to find this valley. I’m worn out and at my wit’s end. Please, can you tell me where that valley is?”

The old man answered, “Behind you!”

This Zen story is a reminder of St Augustine’s statement: “People travel and wonder at the heights of mountains, at the huge waves of the seas, at the long course of rivers, at the vast compass of the oceans, at the circular motion of the stars, and they pass themselves without even wondering.” Too many of us do nothing but run, never allowing ourselves to reflect on where we’re running to or what we’re running for. Too many executives, especially, are like the rat in the proverbial maze, not only running endlessly but running in circles. And yet we all benefit from stopping occasionally to reflect and to change direction. Life goes on no matter what we do, **but personal growth and development happen only if we choose wisely.**



Books for Coaches

Coaches should learn to think outside the box to help clients succeed. I occasionally do book reviews at <http://weeklyleader.net> or subscribe to **Reflections on Wisdom Notes** at <http://www.wisdomnote.com>

Discover Your Inner Economist- Tyler Cowen. Use Incentives to fall in love, survive your next meeting and motivate your dentist.



Useful Web Sites

Dictionary

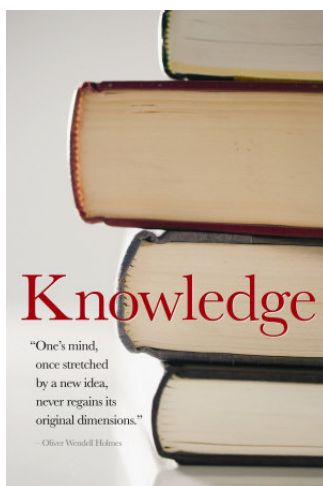
<http://www.wordnik.com/>

An excellent new dictionary. Pop in a word, it will give the definition and even recent discussions online where the word may have been used (I entered Hinky and it came up in twitter conversations). It also shows years when the word was popular. Excellent for Scrabble!

Visualize your shots

“I never hit a shot, not even in practice, without having a very sharp, in focus picture of it in my head. First I see the ball where I want it to finish, nice and white and sitting up high on the bright green grass. Then the scene quickly changes, and I see the ball going there: its path, trajectory, and shape, even its behavior on landing. Then there is a sort of fadeout, and the next scene shows me making the kind of swing that will turn the previous images into reality

Jack Nicklaus



Wisdom Notes

A big thank you to the subscribers of Wisdom Notes.

New books are being added daily and Pod Cast downloads available with each note from end June. Remember the price is held until the end of this month.

Take a look at <http://www.mindtram.com>

Or mail me for a sample colin.udelewis@mindtram.com

Colin