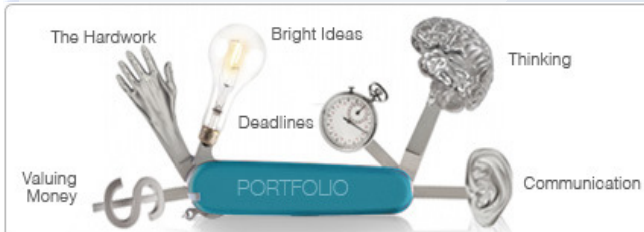




Wisdom Mojo



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

Life's Purpose

" This is the true joy of Life, the being used for a purpose recognized by yourself as a mighty one"

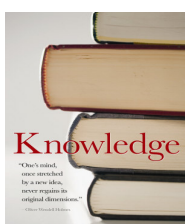
George Bernard Shaw

There are two approaches to life. The first, followed by most, is the "paint by numbers kit" approach to life. You do what other people say. You follow a well-travelled path. You stay within the lines. And you end up with a nice, pretty—and unimaginative—picture.

The second, followed by few, is to start with a blank canvas and try to paint a masterpiece. It is a riskier path, a harder path, a path filled with ambiguity and creative choice. But it is the only way to make your life itself a creative work of art.

This second path is what I call Life's Purpose. Life's purpose is simply to experience the connection or truth (no matter how you refer to it) all the time. That remains a goal, of course, because this is something you spend a lifetime working toward rather than attaining. But your commitment motivates, inspires and guides your journey, and gives you more and more time in this state of connection.

Stories about other people achieving and overcoming odds may be inspirational, but until you consciously experience how you are supported by your own connection to your Life's purpose, it is difficult to comprehend and make a part of your life. You connect with your life's purpose when you awaken full of enthusiasm for the day and when you know you are making a contribution.



Wisdom Notes

A big thank you to the subscribers of Wisdom Notes.

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

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

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Shedding skin

A snake must literally reject its own skin in order to change and grow. When it does this, what emerges is a more beautiful, more mature version of itself. A snake has to fight and struggle to wriggle free of its old skin. It's an exhausting process that may take weeks, during which time the snake becomes irritable and partially blind. Yet this is all part of the snake's nature—it must periodically go through this odd ordeal to become something bigger and better than it was before. This isn't a bad way to go through life either—intermittently struggling with who you are and making the big effort to shed parts that aren't working anymore, and ultimately emerge as a new and improved you. It represents a path of continued growth.

Its a painful process but once through it life gets better....

" What am I not seeing on purpose."

Wisdom Mojo

Inspiration leads to motivation

In my Group Coaching people often ask me if I can motivate others. My answer is no, I cannot. People motivate themselves. What I can do, however, is inspire them to motivate themselves.

We can create a conducive environment which can be motivating. In order to inspire people to motivate themselves, we need to understand their needs and wants. There is a direct correlation between motivation and productivity.

Inspiration is changing thinking; motivation is changing action. Motivation is like fire unless you keep adding fuel to it, it dies. Just like exercise and food don't last long, neither does motivation. However, if the source of motivation is belief in inner values, it becomes long-lasting.

What is the greatest motivator? Is it money? Recognition? Improvement in our quality of life? Acceptance by those we love? All these can be motivating forces. Experience has shown that people will do a lot for money, more for a good leader, and do most for a belief.



Enthusiasm

I set about my daily life with enthusiasm – Emerson said “Enthusiasm is one of the most powerful engines of success. When you do a thing, do it with all your might. Put your whole soul into it. Stamp it with your own personality. Be active, be energetic, be enthusiastic and faithful, and you will accomplish your object. Nothing great was ever achieved without enthusiasm.” Enthusiasm. One of my absolute favorite words. Did you know that it comes from the Greek enthous “possessed by a god” (theos (God) and en (within)

So, when you're enthusiastic, your God (or as I prefer my spiritual goodness) is within you. And, equally important, when you are NOT enthusiastic, your goodness has left you.

I also heard a new meaning for me today via @Transitionqueen: 'Enthusiasm' – from the Greek Entheos, meaning 'divinely inspired'..Love it!!! Be enthusiastic..

" Do all the good you can, in all the ways you can, as long as ever you can".

John Wesley.

Self-Awareness

In his book, How Life Imitates Chess, the Chess Grandmaster Garry Kasparov wrote “The key to success – it's not enough to work hard and to study hard into the night. You must also become intimately aware of the methods you use to reach your decisions. Self-awareness is essential to being able to combine your knowledge, experience and talent to reach your peak performance”

Lack of self-awareness and the ability to control our own emotions may be the biggest obstacle to increased personal and professional competence in relationships and life satisfaction.

You cannot manage yourself adequately if you ignore what you need to do to change. Ignoring your feelings does not make them go away; it just helps them to surface again when you least expect it. James Allen wrote this aphorism, “As a man thinketh in his heart so is he,” and “A man is literally what he thinks, his character being the complete sum of all his thoughts”.

When you become self-aware you can learn to overcome the dysfunctional thought patterns that make up your negative thoughts – you become a more authentic leader, someone that people willingly follow and trust.

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

Wisdom Mojo



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Multi - tasking is our norm.

“Knowing yourself is the beginning of wisdom” – Aristotle

Many of us are so caught up in corporate “busy-ness” that we operate on automatic pilot, lose focus and stop paying attention, not just to our surroundings, but to ourselves. We do as many things as we can at one time and actually take pride in it. Even boast about it! Constant contact is often not only expected, but demanded by bosses, peers and our families. For the few remaining hours before we finally sleep, we field never ending demands generated by our partners, kids, parents, hobbies, friends, homes and any other relationships in our “free “time.

At the same time there has been a marked cultural and economic shift to self- help. Many activities which were previously managed by a service provider we now do ourselves. Our personal hard drives are overloaded with processes we didn't need to know before: shopping, banking, checking-in, ticketing and reservations, are all done on line. So our “busy-ness” has increased even further, but it has also led to a loss of basic daily interaction that makes us stop, think and engage with other human beings. A smile, a touch, an idle chat. Twitter is the new water-cooler time. Now, if we don't pay much attention to ourselves, we pay even less to other people.

Scientists believe that as little as 1% of our brain is actively engaged in the activity we are presently “focused “on! I use the word “focus” lightly! This is not even when we are stressed when problems become our central focus when our capacity to pay attention is reduced further. According to Pareto, 80% of our activity generates only 20% of the results. Have you ever opened the refrigerator door and forgotten what you were looking for? No? Lucky you! You can see, with the complexity of modern living, how easy it is for “life” to take on a momentum all of its own, and how effortless it is, to drift. To re-act, not act.

David E. Meyer, Professor of Psychology, in the Cognition and Perception Program, at University of Michigan, writes extensively on multi-tasking. He believes that excessive multi-tasking “can lead to chronic stress, with potential damage to the cardiovascular, immune, and nervous systems”. He maintains that flitting from task to task interferes with demanding and complex mental activities such as reading, having conversations and planning. This all contributes to an increase in the incidence of error. Tasks then take as much as 100% longer than they should to be completed. When we under perform and expectations (perceived and actual) are *not* met, stress levels increase yet again.

Clients in transition often expect me to write their CVs for them because they believe that I will do a better job than they would. Superficially, that might possibly be true. I could certainly write a successful *looking* document, but it would lack depth and as a career search tool its value would be for a limited period only. As I strongly believe “*Find the key to yourself and every door in the world is open to you*”, I have to refuse.

Some career coaches maintain that no one knows *you like you do!* I'm actually not so sure.

My observation is that quite often people are so wrapped up in “busy-ness” that they don't take/make the time to get to know themselves.



Contentment is the highest goal.
— Chinese Proverb

Coaches Mojo

Multi - tasking is our norm. (Continued)

So I always think it's a good idea to at least check where they are on the "know thyself" spectrum. I ask clients to set aside some time, to do one small thing *differently*, anything that prompts them simply to think, to engage in what they are doing and to be in the moment they are actually doing it in. I encourage them to slow down and to get to know themselves, just thinking.

When I outline this idea many clients look at me askance, as if I'm asking them to sit cross legged in a corner, wearing orange robes, chanting and using "F" words (no not that one – the other ones ...Feelings.) "What's this got to do with my job and you writing my CV?" these hard headed executives ask. My personal belief is that it's all key.

As coaches we all recommend different strategies to create some moments of focused thought - *mono-tasking*. To purists it's not even mono-tasking – but I live in the grey world of approximation! Just eating, just jogging, just driving, just looking at a view, with no other distractions – only thoughts. Most people find it harder than they imagine.

We spend about 76000 hours in our lives working, so it's important to get it as right as we can. So what do I suggest clients should be thinking about?

- What am I passionate about?
- What do I believe in? (values)
- What are my life goals (general)
- What are my professional goals (specific)
- What have my challenges in life been?
- How did I deal with them?
- What did I achieve?
- What skills did I call upon?

"Find the key to yourself and every door in the world is open to you",

We then need to check that all these thoughts are *aligned*, so our chosen professional path is what we *want* to be doing, or somewhere close. I am passionate about tennis, but given my skill level, and any potential to improve being close to zero, clearly I can't make a career out of it! So compromise is required and some will be deal breakers and others won't.

When we have completed this process and start to get to know ourselves, we can begin to take control and articulate our own message successfully and independently, in all circumstances. We might need some help – but no one can do it all for us. To make this happen, we need to be prepared to stop and just think.

For many of us, making even the smallest change can offer many new and exciting options. (Email: dorothydalton@hansar.com)

Must haves

Books for Wisdom

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>

***The Dip* – Seth Godin.**

A little book that teaches you when to quit and when to stick – one of my favourite Godin books.

On the Board

Useful Web Sites

<http://www.weeklyleader.net>

The Podcasts as a new feature are a must listen on leadership.

<http://www.bestlifedesign>

Do yourself a favour and sign up for the newsletter for a great array of health, success & authentic blog posts.



People Skills the most critical skill for all aspects of your life

There's a saying that goes your "IQ gets you hired but your personality 'EQ' gets you fired". Whilst there is of course much truth in this I suggest an Employer can help Employees develop their EQ (Emotional Intelligence or EI) so that their IQ gets them hired and their EQ gets them promoted.

What is EI and why is it important? Confusion still abates about what is EI, in my coaching I define it as an **intelligent system for the processing of emotional information**. So EI cuts across the cognitive and emotional systems.

All good coaches use some form of EI in their work and 'awaken' the EI of their clients. I prefer to use the following 5 broad subtypes in explaining EI. Each of these components is broken into various subcomponents.

- The first is **intrapersonal intelligence**, which is composed of emotional self-awareness, assertiveness, self-regard, self-actualization, and independence.
- The second is **interpersonal intelligence**, which comprises empathy, interpersonal relationship, and social responsibility.
- The third construct is **adaptability**, which divides into problem solving, reality testing, and flexibility.
- Fourth is **stress management**, which comprises stress tolerance and impulse control.
- The fifth contains measures of **general mood**, which is composed of happiness and optimism.

So if the above 5 traits do not convince you about the value of EI – what about this – - Emotion is the power that **CONNECTS** human beings to everything they **CARE** about! Emotions are among the primary determinants of behavior and achievement at work, impacting upon individual productivity, satisfaction, well being, and social climate.

Emotions are real-time indications of how well we think we are coping with day-to-day challenges and demands. EI provide us with invaluable information about ourselves, other people, and the various dynamic transactions that we share inside our organizations.

One aspect of EI is Empathy (a subset of interpersonal skills). Empathy refers to the awareness of other's feelings, needs, and concerns. At the individual level, empathy is a person's ability to sense and understand other people's feelings, concerns, and perspectives.

Empathy also implies taking active interest in other individuals' concerns and feelings, and responding to other individuals' unspoken feelings. In other words, when we are emotionally in tune, we can put aside our own personal agendas for some period, in order to be receptive to other people's signals.

Empathy is essential as an emotional guidance system, piloting us in getting along at work, it is a meaningful predictor of quality performance in the job environment. According to scientific research individuals high in empathy are more capable of relating to other group members within a professional organization (Williams & Sternberg, 1988). In addition, the ability to empathize with others and relate to the feelings of others may play a role in the formulation of superior goals, plans, and strategies.

Empathic ability is particularly important when the problems to be solved require reconciliation of conflicting opinions in a manner that is acceptable to diverse people working within an organization. So if thought of as the equivalent of a "social radar," empathy is crucial for success in the business world. We know it is important to listen empathically to the customer's point of view and to see reality from their perspective. Furthermore, empathy is a critical component of conflict resolution and negotiation skills. The best negotiators can sense which points matter most to the other party and gracefully concede them, while pressing for concessions in points that do not carry such emotional relevance to the other party.

I am often asked can EI be learned and the short answer is YES. People can be trained on the ability to accurately read the subtle social cues and signals given by others. In so doing, these individuals can accurately determine the emotions being expressed by their colleagues and learn to understand the perspective taken by others with whom they interact.

As you can see EI and empathy in particular is a crucial skill – **indeed I would go as far as to venture that people skills are the one skill that we must all learn for all aspects of our lives.**