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PURPOSE, POTENTIAL & PERFORMANCE

C.R.E.A.T.E. C.H.A.N.G.E.

Genuine November 2011

"Most people are other people. Their thoughts are someone else's opinions, their lives a mimicry, their passions a quotation."

Oscar Wilde
De Profundis, 1905

In this issue:

Laura Novakowski Page 2

Leanne Hoagland Smith Page 4

Judy Rienzi Page 5

Laura Canter Page 6

The Theme for 2011's Power Choice© is CREATE CHANGE ~ December = Experiment

How can we grow our careers, our relationships, our communities, our lives if and when we choose to be genuine?

In this month's issue, our intention is to help you to understand the importance of being genuine in work and life. Included in this issue are some insights, ideas and opportunities that can help you to serve yourself and others with genuine pride and passion.

Dictionary.com defines to **genuine** as:

1. possessing the claimed or attributed character, quality, or origin; not counterfeit; authentic; real
2. free from pretense, affectation, or hypocrisy; sincere

"It takes courage to grow up and become who you really are."
e.e. cummings

"We are so accustomed to disguise ourselves to others that in the end we become disguised to ourselves."

François Duc de La Rochefoucauld

"Let the world know you as you are, not as you think you should be, because sooner or later, if you are posing, you will forget the pose, and then where are you?"

Fanny Brice

*To CREATE Extraordinary Change
Find Ways And Means to Become Genuine*



Exploit Being Genuine

by
Laura Novakowski

"To thine own self be true."
William Shakespeare

One of the greatest tragedies is for us to hide behind a mask. By hiding, we fail to find and build upon our strengths, our talents or our passion. With each mask we put on, the cost becomes enormous.

Why not find your unique talents and learn to exploit those talents? Now, keep in mind that I am not saying exploit others unless you have the honest intention of allowing them to contribute to their greatest potential. Exploit is an oft misinterpreted word. I am using this definition of exploit as a noun; *"An act or deed, especially a brilliant or heroic one."*

Now, consider taking action that is considered *brilliant and/or heroic*. Could this make a difference to your customers? Would you see positive movement on your bottom line? Can you see the legitimate contributions that would be made to shrinking and sinking businesses and industries?

It does not come easily to be genuine. We often are in situations where it is much easier to play it safe. Stay under the radar and you probably will keep your job. Sure, you might not gain a promotion or be hand picked for a special assignment. But, what the heck, compromising on your abilities and gifts doesn't really hurt any one. *Or, does it?*

Companies are closing their doors every day because employees choose to play it safe and not rock the boat, they are holding back on discussing those difficult issues that have developed into major trends. After all, it is upper management's job to be on top of things; they get paid the big bucks to make the big decisions and take the big actions.

Being genuine does not mean that you need to grandstand to get attention. However, you will need to do your homework and speak with confidence on your area of expertise or the issue you are championing. Grandstanding only gives you a bad name, while presenting solid information with credibility and data builds power for you with bosses and customers.

When one is genuine, you appreciate yourself and others. All too often, I encounter employees that spend more time on criticizing their boss and their company than on actually doing their job. They place blame on their boss or partner rather than serving the person who has hired them or included on a team. Using appreciation and awareness to exploit talents says much more about you than bashing the person who hired and can fire you. *Keep in mind that when we point one finger at someone else we are pointing three back at ourselves.*

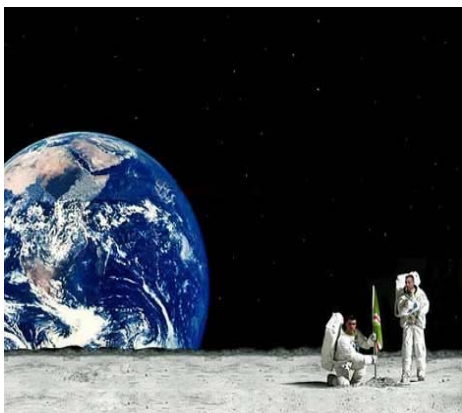
The year was 1962. A senator was rushing to a funding appropriations meeting and somehow lost his way. He found a housekeeper cleaning the floor. Instead of asking directions, he asked an obvious question, *"What are you doing?"*

Her response, *"I am helping put a man on the moon."*

Astonished and left with a lasting impression, the senator found his way to the meeting and helped push through a vote for, guess what? Sending men into space and ultimately helping put men on the moon. I don't know the woman's name and yet I know that in her honest and genuine belief in her role and her job to help serve a great vision, she helped to change the course of history.

Everyday we have the opportunity to use our unique gifts and talents to serve humanity and this great world that we live in and on. We will never know what our actions and words can do to make a significant change.

Dr. Seuss once wrote this quote sums up for me how important it is to exploit being genuine, you just might change the course of your business, your industry, your world.



*"Be who you are and say what you feel,
because those who mind don't matter
and those who matter don't mind."*

The ACTS® Approach is a proven technique that Positive Power Strategies, Inc. uses to help individuals, organizations and communities to

**"Create Strategies & Goals
to Unlock Extraordinary
Potential."**

Laura R. Novakowski, RN, MBA, President
Positive Power Strategies, Inc.
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The Real McCoy

by
Leanne Hoagland-Smith



We have all heard this phrase “the Real McCoy” and for the most part immediately understand that it means the real thing and is not a substitute for something else. In other words, the “Real McCoy” is genuine. The phrase is attributed to originating from the Hatfield and McCoy feud to Whyte & MacKay Whiskey.

How often in life are we tricked into believing that something is the “Real Thing”? Maybe this is why so many people are seeking the quick fix to solve their challenges or problems. The desire to apply the quick fix goes against our common sense, but subconsciously we know that the Real McCoy will probably be far more expensive, take additional time and even challenge us to doing things differently.

Being genuine comes with advantages and disadvantages. We as individuals are required to assess our awareness first before we can create any clarity around it or that truly genuine.

For example when buying precious stones, we look to reputable vendors to ensure our purchase of that fine gem is truly genuine and not some synthetically created lab stone. The same goes for other purchases whether it is genuine leather in our vehicles to a signed lithograph hanging on the wall.

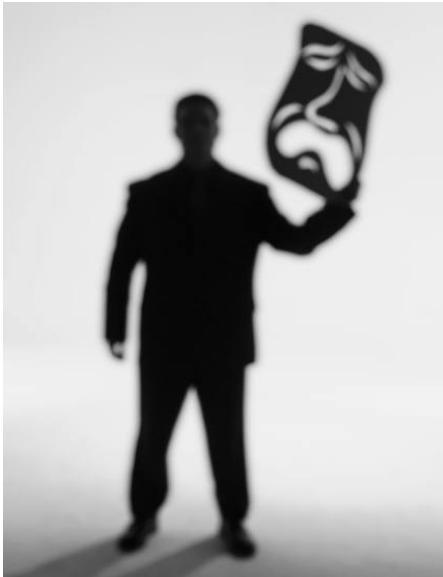
After we assess our awareness, then we look to the clarity of the situation. Here is where the concept of value enters the picture. Once we know something is truly the “Real McCoy,” we then determine if it is worth it whether it is a material purchase or building a new relationship.

Finally we can execute or take action on this “Real Thing.” Being genuine in our behaviors is not a one time thing, but rather a series of little actions united together. From these ongoing behaviors, others can determine what we value and truly how genuine we really are.

Leanne Hoagland-Smith, M.S. Chief Results Officer

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Becoming Genuine = Becoming Authentic Judy Rienzi

Book Review: "Becoming Real" Gail Saltz, MD

"When we stop putting up false fronts – even well-motivated ones – authenticity naturally results. When you no longer have to build a buffer between who you fear you are and what you present to the world, you experience tremendous freedom."

We all have stories we tell ourselves, created when we were children out of necessity to help us move through life. These stories help us with our day to day struggles. But we use our stories to avoid the pain of the challenges we face every day rather than seeing our struggles as life enhancing and an opportunity for change. The stories we tell ourselves distort our vision and hide our authenticity.

As we become adults we arrive at a place where we feel physically, spiritually, and emotionally stuck. Our stories, that is, our defense mechanism, no longer keep us safe. Instead they trap us into a false sense of security. They are roadblocks to change and authenticity because the stories we tell ourselves protect us by locking in old behaviors. "They make others wrong and keep us right". They keep us from becoming "Real", "Authentic", "Genuine".

The book "Becoming Real" is not a 1, 2, 3, step book but rather a roadmap to a richer fuller life by uncovering your stories and rewriting new stories. Rewriting our stories begins with identifying our defenses, or roadblocks. Once we become aware of our defenses and the motivation behind them, they lose their power over us. Look at the cost of your story? It keeps us from fully experiencing our gifts and talents. When we stop defending ourselves, we become authentic which results in personal freedom - freedom in taking risks, freedom in relationships, freedom to express who we are and not worry about criticism, freedom to be more creative. To break free from our old behaviors, we need to act differently to make the new story real. We get to choose how we respond to life and decide how to handle what we're given.

Moving beyond our defenses releases them from holding us back and we become genuine in our actions and behaviors. It is the only way we can truly be seen for who we are.

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Are you Genuine?

Try not to become a man of success but rather try to become a man of value.

~Albert Einstein

Many clients going through transition sometimes find it hard to be authentic. In part, their current situation doesn't always provide the best environment for authenticity. They want to make the best impression for an interview. They want a job – sometimes too desperately – they find themselves settling for a paycheck and seeking a career or passion which would truly be rewarding.



So how do *YOU* know if you are being genuine to yourself? How do you know you are on the right career path (which will prove to be rewarding for your career goals)? How do you know you are being your true self when working with others or engaged in an interview?

Many clients ask me how to be confident in various settings: *How do I show a potential employer I am confident as the best candidate for the job?* In sport: *How do I approach a stressful match keeping my levels of confidence up for the entire game?* Of course confidence is a lot easier discussed than done. But, if we are trying to showcase our confidence levels are we being genuine?

Confidence is not just the simple definition of: *the belief that you can successfully perform a desired behavior.* If that is all it took to be confident, everyone would be most of the time. Confidence is more about:

- » Confidence about one's ability to execute physical skills
- » Confidence about one's ability to use psychological skills
- » Confidence about one's ability to use perceptual skills
- » Confidence in one's level of physical fitness and training status
- » Confidence in one's learning potential or ability to improve on skill

In order for this thing we call confidence to be truly genuine within us we have to have true belief and trust in: our potential, our capacity to overcome obstacles and achieve our goals; confidence in our preparation and readiness; focus, confidence in our choices/decision making skills; confidence that we are following the meaningful pursuit of our mission/core values; and finally have confidence in those with whom you work or *play*.



If we are missing any one of these elements of confidence – we can lose all hope for success. That is why it can be so hard to obtain optimal self-confidence when are not being our genuine selves. We will never be able to achieve optimal self-confidence without being honest, humble or modest within ourselves.

The Values in Action Character Strengths Assessment defines Honesty as being: *an honest person, not only by speaking the truth but by living your life in a genuine and authentic way. You are down to earth and without pretense; you are a "real" person.* I love the character strength of Honesty. Frankly, it's one of those strengths that we all say – “Duh, of course I'd rather surround myself with honest individuals, rather than be surrounded by dishonest individuals.” But honesty or being genuine is more than just speaking truths.

Being genuine has an element of modesty and humility to it as well. Being humble and modest means, *not seeking the spotlight, preferring to let your accomplishments speak for themselves. You do not regard yourself as special, and others recognize and value your modesty* (per the VIA Character Strength Survey). Research has shown us, truly modest and humble people are actually very self-confident individuals. They have a great sense of purpose and self. They are aware of who they are and what they want from life. The only difference – they don't feel the need to brag or boast about their achievements. They see their strengths and weaknesses in equal proportion and focus on what they have control over.

Being yourself increases your chance of success tenfold – because it sets you up to go down the road which will bring you the most change for success. Often we are following a career path or life path because we feel that it is the path we should be on – not the path we want to be on. Be honest with yourself about what you truly want in life – this is how we begin to have true trust and potential in ourselves. This is how we are genuine.

Believe in yourself! Have faith in your abilities! Without a humble but reasonable confidence in your own powers you cannot be successful or happy.

~ Norman Vincent Peale (clergyman & author: *The Power of Positive Thinking*)

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