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PURPOSE, POTENTIAL & PERFORMANCE

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

Change
July 2011

*"The key to change... is
to let go of fear."*
Rosanne Cash

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The Theme for August 2011's
Power Choice© is **Health**

*How will we change our thoughts, attitudes, and
behaviors to build extraordinary work, relationships,
or worlds?*

In this month's issue, we intend to provide you with
some tips and tools that can help you to change your
thinking, attitudes and actions to support achieving
positive, productive and purposeful results.

Definitions of *Change* from
Merriam Webster Dictionary

1. *a: to make different in some particular : alter,
transform*
b: to give a different position, course, or direction
2. *a : to replace with another*
b : to make a shift from one to another : switch
c : to undergo a modification of

"When you are finished changing, you are finished."
Benjamin Franklin

"All great changes are preceded by chaos."
Deepak Chopra

*"You cannot control what happens to you, but you can control your attitude
toward what happens to you, and in that, you will be mastering change rather
than allowing it to master you."*
Sri Ram

**Change Your Thoughts and Actions
to CREATE Extraordinary CHANGE**



Be Willing to Ignite the World - Change

Laura Novakowski

**"You must be the change you wish to see in the world."
Mahatma Gandhi**

Change can be frightening. Change can be fierce. Change can be painful. And yes, change can be exciting, exhilarating and energizing. Once again, it's all about the choices in thoughts and actions that we need and want to make and take in our lives, our businesses and our worlds.

Change can be frightening. I am not writing about those things that go bump in the night. Instead, change that is frightening comes up when markets shift, economies implode, and relationships drift apart. This type of change contributes to hours of sleepless tossing and turning, loss of focus, and cold sweats. I once had a coach that gave me great advice, "Laura, no one should ever be surprised or frightened by change if they read the Wall Street Journal. Most disruptive and disastrous situations are covered daily, if we read we can anticipate what might happen in our world and be able to make the necessary changes." That advice has stayed with me for more than a decade. Staying current with news and trends will help minimize the fear of change and help us to anticipate our reactions.

Change can be fierce. Earthquakes, tsunamis, and critical life events can tear our worlds apart. Less easy to plan for, but still have to be dealt with none the less. I had a wonderful aunt who had lost one child at aged 3 to cancer and later in life she was diagnosed with cancer herself. Knowing she was terminal, she said, "We can choose to live with the grief of the loss, or we can chose to live with the joy of moments we had – I choose the joy and that helps me to live every day." Learning to deal with traumatic change starts with a courageous mindset. Although I miss my aunt, I am much better able to deal with the crises that have occurred in my life by focusing on the joy of life rather than the grief of loss.

Change can be painful. There is often extensive pain as we grow. Athletes can experience pain as they re-build muscle and yet they know that are building strength at the same time. Coasting along at a certain speed in business may have caused us to slip into a comfortable patterns and practices, but the signs ahead indicate change is imperative or we will DIE. Pain is a very helpful symptom, not to be overlooked but to help us raise our thinking and actions to a new level.

Change is exciting, exhilarating and energizing. How boring it is to think that we have to follow the same path everyday in work or life. It certainly is easier, but following the same old, same old causes guess what the same old, same old. If we change our mindset to see change as something new and different, something challenging and stimulating, then we will use our energy to change and ignite at least one world – our own.

John Kotter, professor at the Harvard School of Business and renowned expert in change, has written extensively on the topic of change. In the forward to the book **The Heart of Change Field Guild** authored by Dan S. Cohen, Kotter shares a powerful eight-step process for leading successful change.

The first three steps help get the change off the ground...

1. **Increase urgency** – build the energy, the passion, the motivation and the inspiration to change. This sense of urgency will help overcome the fear and immobilization that so often hold us back. Appreciating that death will happen in one way shape or form if the change does not occur is imperative.
2. **Building Guiding Teams.** There is no need to go it alone. Find the right mentors, coaches and support systems are essential for success.
3. **Get the vision right.** Paint a clear, powerful picture of what the change can and will be.

The next three steps are central to the success in change...

4. **Communicate for Buy-in.** Share the change with others. Communicating the importance to us and to them a very compelling vision is crucial to achieving positive change.
5. **Enable action.** Proactively identify obstacles and barriers and establish goals to overcome those challenges to ensure that the desired outcome is achieved.
6. **Create Short-Term Wins.** Setting short term goals, some may be as practical and painful as daily goals helps to stay the course and not revert back to our old comfort zone.

The final two steps for sustaining lasting change...

7. **Don't Let up.** Persistence can and will pay off. Stay with it, no matter how much it seems that no progress is being made.
8. **Make it stick.** Take time to celebrate the change and then take it to the next level and teach someone else.

If you willing to make the change, you can ignite that one world, yours and who knows where that will lead you.

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The ACTS® Approach is a proven technique that Positive Power Strategies, Inc. uses to help individuals, organizations and communities to find ways to “Navigate their way with strategies, resources and actions that lead to extraordinary health and wealth.”

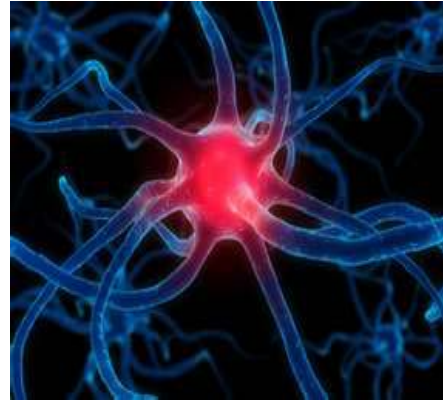
What Is Change?

Leanne Hoagland-Smitj

Much is written about this simple one syllable word – Change. *Yet what is change?*

For some, change are those big, enormous leaps such as moving from the East Coast to the Midwest, finding new employment, having a baby or executing a new business strategy.

Others may view change as “What should I wear today?”



Each micro second the cells in our body are changing by exchanging chemicals allowing us to take that next breath, walk that next step or think that next thought. We are in a continually state of change and we readily accept that change because it is part of whom we are, unnoticeable and usually no big deal. Of course, it may become a big deal when walking up a flight of stairs and those last few steps we finding ourselves huffing and puffing because through change we are out of shape.

The essence of change is the value we place in this word and the impact change has to our daily activities. Maybe this is why we hear this statement “Change is good, you go first.”

Even though our bodies are continually changing, the brain accepts those micro changes and plans accordingly. Yet the brain is prewired from thousands of years ago to be ready for those fight or flight moments of change. It continues to store extra energy for those unexpected changes. This creates mental conditioning that translates into automatic pilot and may even conflict with positive new changes.

And hence the quandary or challenge about embracing change because we end up fighting ourselves, our own conditioning more than actually fighting the change. To be the change, we may wish to consider asking ourselves this question:

***What is keeping me from changing
since I am changing every moment of every day?***

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

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Making Change Happen by Judy Rienzi

I've wanted to be a vegetarian for years but for some reason never got around to it. As with all things, habit took over. However it was something that was always in the back of my mind. What kept bothering me was not being true to my beliefs. I believe what we eat affects our health, and I believe in a vegetarian lifestyle, so why wasn't I making the change? A few years ago, I dragged my husband to a lecture given by a physician about nutrition and health. At the time his advice seemed more radical than I envisioned for myself. A high nutrient rich *vegan* diet was not in my plan. As we listened though, it all made sense. We left there thinking he does have the answer, but can we do it? Little did I know this was the start of a change process that would affect my life forever.

The book *Changing for Good: A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your life Positively Forward*; by James Prochaska, PH.D, John Norcross, PH.D, Carlo Diclemente, PH.D., takes us through a process of change we can make of our behaviors, thoughts, and feelings. Their scientific approach to self change requires you to follow a predictable and controllable set of stages, and to know what stage you are in for the appropriate use of coping skills. People who are not ready to act can still set the change process in motion.

There are six well defined stages of change. Simply put, they are;

- **Precontemplation** - Precontemplators usually resist change. Thinking back, I remember talking myself out of becoming a vegetarian many times.
- **Contemplation** - Contemplators begin to recognize the problem, see its course, and wonder about its solution. However, they may be far from making a commitment. I have been in this stage since the first time I heard that doctor speak. During these few years, I researched and read everything I could find about this style of eating. I became a member of his website and talked with other like minded people to gain insight into their success. I knew it was a matter of time before I became a convert. The question became *how much time?*
- **Preparation** - Most people in this stage are preparing to take action within a month or so and are making final preparations. A few months before I actually started my lifestyle change, I found a nutritionist who followed this style of eating. I made a commitment and scheduled time to work with her. I had a month before we were to actually meet.

- **Action** - On January 12 of this year, I started my journey of change. I worked with a nutritionist for three months. During this time, I ate most of my meals at home, unsure of how I would navigate restaurants. I wanted to build a strong foundation, to be truly committed to making the changes I wanted.
- **Maintenance** - It is at this time you must work to consolidate the gains you have made during the other stages. This is actually a critical stage. It is here you will struggle not to relapse. Without a strong commitment to maintenance, a relapse will surely happen.
I have been a successful, high nutrient dense vegan for five months now. I have committed to this lifestyle, but I am far from a convert. I still have a lot to learn. Social events are a struggle at times. But I keep my vision and beliefs in front of me and move forward.
- **Termination** - This is the ultimate goal for all self-changers. Your former problem or behavior no longer presents a problem or threat. I have not reached this stage. I am still tempted by many foods. Perhaps in time I will allow the occasional deviation on holidays and special events. But first, I need to get more comfortable in this new lifestyle.

Change is possible when your commitment is strongly aligned with your vision and beliefs, when you take the time to prepare, and when you ignore other people's opinions and stay focused. Changing behaviors brings other benefits along with it too, such as a sense of accomplishment and pride. Change is a struggle, but well worth it once you commit to it.

In case you're wondering, my husband did not make this change. Although he believed in what that doctor said, he decided he couldn't make those changes for himself. He does incorporate some elements of this diet into his lifestyle.



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Change Your Intentions

by Laura Canter

*Life is a 10-speed bicycle;
most of us have gears we never
use.
- Charles Schultz*

Here we are – midway through 2011! Can you believe it? This year is going fast! I’m still getting over being cold from this winter. Mid Year is a great time to review where you’ve been, where you’re going, but more importantly – where are you now? So often we lose sight of our goals because we are stuck on the past or too focused on what might be in the future. Yet, we can only create change in the here and now.

Today is the perfect day to ask yourself – **What is it that I really want?** If you don’t know what you want – then STOP what you are doing! This is now your #1 priority and focus. There is no sense moving forward until you figure out the answer to this question. Remember from previous newsletters – work smarter, not necessarily harder.



If you know what you want ...*congratulations...* but are you still on the right track? All too often we figure out what we want, we set-up a plan to execute that goal and then it falls away to the waste-side because we get busy with life. But, you need to ask yourself... **What is the intention of my goal?**

Most of us want to change something about our lives because we want to make our lives better. We don’t want to be stuck in an unrewarding job/career or an unfaithful/unrequited marriage/relationship. We want to be happy in our lives and a big part of being happy is feeling like our lives matter. We want the job that needs us, as much as we need them – doing work that feeds our soul. We want a relationship that bears witness to our existence, but also gives us the companionship we seek in another human being.

We want the right to be happy: **The Right to Happiness**

“I believe that the very purpose of our life is to seek happiness. That is clear. Whether one believes in religion or not, whether one believes in this religion or that religion, we are all seeking something better in life. So, I think, the very motion of our life is towards happiness...”- Dalai Lama

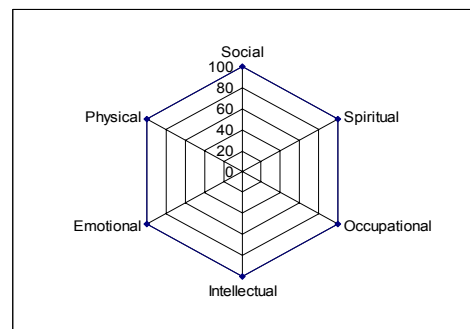
So, in order for our goals to be successful, and move forward towards happiness, we need to make happiness our intention. Happiness, I know it’s a fleeting thought or emotion, but what I mean by “happy or happiness” is the greater sense of the word: to be fulfilled, content, or satisfied.

The best place to start is by reviewing the 6 Dimensions of Wellness (remember from last year?). Are you feeling “happy”, fulfilled, satisfied with all the areas of your life’s wellness?

Let’s write it down – **INK IT, DON’T THINK IT!!** We set ourselves up for success if we actually write our goals down (then put them where you see them every day). Do the exercise below and see how you are traveling on your path to change:

Review - 6 Dimensions of Wellness:

Look at the Balance Plot ...it’s the one that looks like a giant Spider’s Web to the left. Within the outer circle of the web you see listed the 6 Dimensions of Wellness. Now rate yourself from 1-100 on each of these skills by colouring up to the corresponding number on each category of the pie. 1 = worst/needs improving to 100 = best/does not need improving.



Ask yourself this simple question – Am I (*insert dimension of wellness*) well? (E.g., Am I *Spiritually* Well? Am I *Physically* Well?...etc.)

Now, Plot your percentages in the spaces below.....

Social/Family/Community or Environmental Wellness = _____/100

Spiritual Wellness = _____/100

Occupational Wellness = _____/100

Intellectual Wellness = _____/100

Emotional Wellness = _____/100

Physical Wellness = _____/100

Review the percentages and review the shading on the balance plot diagram, which area(s) of wellness need improving? You may be surprised that the area you are most concerned about, isn't always the area which has the lowest percentage.

Often times – 9.99% out of 10 clients, I find that my client's feel that one particular dimension of wellness is suffering the most, so this is where the attention and focus needs to be. For example, my Executive Coaching clients going through career transition. You would think that occupational wellness would be the least well dimension. Usually, I find it's the emotional, social, physical or even spiritual wellness which is suffering more.

With my Professional Athlete's I've found the same to be true – we often jump to the conclusion that it's their physical wellness which is out of sync, but come to find out their social, intellectual, or spiritual wellness has the lowest percentage.

As we go through out change process, there are a few things we need to keep in mind to help us succeed:

1. **What do we want?** – If you are unsure of what you want to change, then no sense setting goals. You are not ready – so wait a while, exercise, meditate, clear your mind until you hear the inner whisper telling you want it is that you want.
2. **What is my intention for wanting this change?**
3. **How am I going to change (my goals, steps towards change)?** – This is where the questions become powerful – Am I physically well? Yes/No, well what does physical wellness mean to me? And am I meeting those standards?
4. **How do I make sure I am staying on task (measuring/re-evaluating change)?** – How are you going to keep evaluating your progress? Re-doing this balance plot every 8-10 weeks is a good idea. Even though it is subjective data, we can still learn a lot about our day-to-day, week-to-week life by seeing if we are on task for success.
5. **Am I on the right path for success?** – Do your goals align with your ethical, moral, spiritual values? Do your goals align with your dimensions of wellness? If so, then you are on the right path – just keep checking in from time to time to see how you are traveling. Always be evaluating your progress. Don't let "life" get in your way of succeeding. Remember the change is what you want your everyday life to become, so figure out a way to incorporate those goals into your day to day activities. And don't lose sight of your end result.

**For more information
on Individual Coaching, Team/Group Coaching,
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Values in Action Character Strengths Assessment
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