

# PowerChoices ©

PURPOSE, POTENTIAL & PERFORMANCE

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

*"If you run into a wall,  
don't turn around and  
give up. Figure out how  
to climb it, go through it,  
or work around it."*

Michael Jordan

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The Theme for 2011's Power  
Choice© is CREATE  
CHANGE ~May = Exhibit

### **Turnaround May 2011**

*How can we turn-a-round our work, our lives, our  
relationships, our world?*

In this month's issue, we intend to provide you with some tips and tools that can help you to turn around some of thoughts and actions that have been holding you back from achieving extraordinary and meaningful work, life, relationships and success.

**Definitions of *Turn Around* from Cambridge Advanced Learner's Dictionary:**

- *when a business, plan or system suddenly becomes successful"*
- *any change from one thing to its opposite*

*"There are so many people out there who will tell you that you can't.*

*What you've got to do is turn around and say,*

*"I can, watch me."*

Layne Beachley

*"A man must know his destiny...if he does not recognize it, then he is lost.  
By this I mean once, twice, or at the very most, three times, fate will reach out and  
tap a man on his shoulder... if he has the imagination,*

*he will turn around and fate will point out to him what fork in the road  
he should take, if he has the guts, he will take it.*

General George Paton

***Turn-a-round Your Thoughts and Actions  
to CREATE CHANGE***



## *Turn Around The Downward Spiral*

Laura Novakowski

**"When life gets overwhelming and you feel totally block, turn around and find new approaches, new ideas, and new endeavors. Life will reward you tenfold."  
Laura Novakowski**

Everyday we are faced with the downward spiral. Money, relationships, even the hours in a day are rapid spinning away from us, at what appears to be warp speed.

**What causes this down spiral?** In 1989, William Weitzel and Ellen Jonsson from the University of Oklahoma published research identifying the following five stages of a declining company.

- *Stage 1 - The organization is blind to the early stages of decline*
- *Stage 2 - The organization recognizes there is a need for changes but takes no action*
- *Stage 3 - The organization takes action, but it is the wrong action*
- *Stage 4 - The organization reaches a crisis stage.*
- *Stage 5 - The organization is forced to dissolve.*

These stages I believe also apply to relationships and life. One can never start too early to address the downward spiral or decline of their business. Whether your business is a start up or has been around for 100 years, it is important to treat every opportunity as an opportunity to turn around your business rather than be totally shocked by failure and ultimate closure.

So, how can we be proactive to ensure that even when there dips in business or life there are not dives to the bottom?

### **5 Turn Around Steps**

**Step 1 - Be aware.** Be aware of your vision, mission and values for your business and life. If you have vision, mission and core values written down, review them to ensure that you are on the path that you intended and that all of your business and life actions direct you towards success in service and in return on your investment. If they are not written down, now is the time to write a clear strategic plan for your business and life so that you can continually monitor where you are.

**Step 2 - Be critical.** Seek input from your customers, vendors, partners and friends. Ask them what they would tell someone (or not) about your service or business. Seeking honest feedback can be painful, but nothing is more painful than failure in a business or relationship. Don't wait for people to offer you input because that so rarely happens. If you are getting a lot of negative feedback track it and look for trends. Seek an outside observer or auditor to help you identify the "pressure and pain" points in your business.

**Step 3 - Be cause and effect oriented.** What I mean by that is that we need to be aware of what are the causes (the thoughts and actions) that are taking us down the wrong path (to the wrong outcome or effect). Turn around your thinking and create clear goals and action plans that are aligned with our vision, mission and values will save us time, money and relationships. So many companies are investing tons of money in customer service at the back end, meaning, they are spending big bucks and tons of time to repair strained or broken relationships instead of being proactive and preventing little problems from escalating into major ones.

**Step 4 - Be calm.** You may have overlooked clear direction for your life or your business, you may have failed to seek or to listen to advice or feedback, your goals and plans may have been fragmented at best, now is the time to deep breath and go back to the drawing board. I'm not saying go on vacation or take a nap, I am saying, or better yet as Henry David Thoreau would say, "**Simplify, simplify, simplify.**" Get back to basics and your core values and business. Let everything extraneous and nonessential fall away.

**Step 5 - Be turned around.** At this point, your business, life and relationship have morphed into something totally different. Something that is positive, productive and positively powerful. Even if you are closing the door on one business venture or relationship, use this opportunity to turn your life, your work and your world around. No more spinning out of control.

Try these 5 steps to turn around your downward spiral.

Laura R. Novakowski, RN, MBA, President  
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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."*

# Turnarounds in Time

Leanne Hoagland-Smith

Over fifty years ago there was a song entitled “*Turn Around.*” The lyrics wove a story about age and how quickly we turn around to find time passing us by. This song focused on a young lady going from a baby to young wife with babies of her own.

Researchers state that we face more change or turnarounds in one year than our grandparents experienced during their entire life times. From their perspective, we must be turning around like a top spinning almost out of control.



Since the changing of time is inevitable, then adapting to all the turnarounds in time makes far more sense. Of course, this leads to this one question: *How?*

One turnaround strategy is to have a plan that is solid enough from which to build, but flexible enough to work with the turnarounds. Plans conserve resources and help individuals stay focused as they work through the turnarounds.

Another strategy is to think about change from a positive perspective. Being resistant to change, to turning, drains your limited resources of time, energy, money and emotions. Learning to embrace the turnarounds of time helps you to maintain an attitude of abundance instead of scarcity.

A third strategy is to invest some time into reflection and dreaming. Sometimes we fail to see the opportunities hidden within the turnaround of times. By writing down those dreams and reflections provides a catalyst to again work with change.

Turnarounds in time are part of life. Working with them allows you to be the victor instead of the victim. Understanding this Power Choice can only help you live the life that you want and more importantly desire.

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

***ADVANCED SYSTEMS***

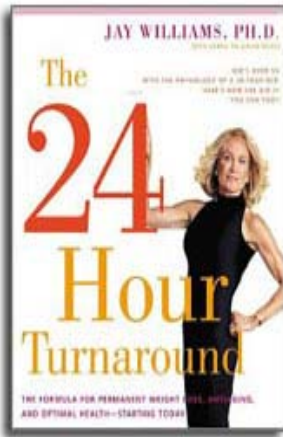
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## Book Review by Judy Rienzi



### *The 24 Hour Turnaround* by Jay Williams, Ph.D

*The 24 Hour Turnaround* is not a diet, it's a comprehensive lifestyle plan that combines proven information that works for total life change. Jay Williams takes you through the crucial steps necessary to regain control of the way you take care of yourself. Her program "gives you the benefits of antiaging, permanent weight loss, and total fitness and that starts to work immediately".

The personalized *turnaround* program begins with eight *Total Life Changes or TLCs*.

- "TLC 1: Master your mood and motivation". Raising your awareness about how mood, motivation, and beliefs get in the way of achieving optimal health.
- "TLC 2: Become your own personal trainer with the H.E.A.R.T. (*Heart-rate-specific Exercise with Aerobic Resistance Training*) workout." Exercising at the wrong intensity ages your body. The HEART method promotes weight loss without overstressing your body.
- "TLC 3: Learn the ABCs of the Definition Diet". Learn the correct foods that nourish your whole body and provide optimal nutrition.
- "TLC 4: Quench your body's thirst with healing hydration". Drinking water will help stop the negative effects of aging by hydrating our cells.
- "TLC 5: Learn about the myth of alcohol moderation". Here you will evaluate the effect of alcohol on weight loss, aging, health, and sleep.
- "TLC 6: Extend your life with antiaging sleep". Healing sleep can extend your life, boost your immune system, prevent aging, and help in weight loss.
- "TLC 7: Balance your hormones-naturally". Hormone balancers include food, cellular hydration, exercise and natural remedies.
- "TLC 8: De-stress and halt aging with mind-body techniques". Chronic stress increases the aging process by increasing weight gain, unresolved muscle tension, increased blood pressure, rapid heartbeat, and eventually poor self care habits resulting in disease.

According to the author, within 24 hours of starting this program you will enhance your body's ability to heal itself. The mind-body approach, and the diet and exercise techniques used will promote emotional and mental well-being, lower blood pressure, decrease stress, increase fat-burning enzymes, increase blood flow, change your blood chemistry, increase energy and vitality, and promote youthfulness at a psychological level.

We all have a choice-to take control and turnaround our health. This book makes it easy to do that. It organizes the necessary action steps nicely in one place and everything can be done in your home. Jay delves deeply into the eight TLCs with plenty of scientific evidence to support her claims. This is not a fad book, but rather a practical, long term, health and lifestyle makeover. I highly recommend this book if you are looking for a health turnaround and don't know where or how to begin.

**Judy Rienzi, RN, MS**

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## *Turn Around and Face Your Fears*

by Laura Canter

*What a curious phenomenon it is that you can get men to die for the liberty of the world, who will not make the little sacrifice that is needed to free themselves from their own individual bondage.*

Bruce Barton

It's time for you to take the preverbal *bull* by the preverbal *horns*, look it in the eye and take back your power. So often I speak to people who feel completely out of control in their lives. Whether it is an Executive Coaching (outplacement) client, looking for new employment or a Health Coaching client feeling that are losing the battle with the bulge, or a Professional Athlete feeling they are no longer playing "their game" - we all sometimes feel like our life is out of our control.

It's hard to feel like we are not obtaining life balance when we feel that we are powerless to influence our own destiny. But there is good news - we actually have much more control over our own life balance, positive emotions, happiness and life success than we may think.

Understanding our emotions are key 1st steps into helping us overcome life's trials and tribulations. Now, I know it sounds simple - but focusing on those things which we have control over seems easy. However, this is the most common issue people face when trying to elicit their own change or deal with change that has been forced upon them. People who are more resilient, mentally tough and are able to combat life's daily frustrations a bit better than the rest of the population have 3 main coping mechanisms which help them respond to psychological and physiological stress more productively. We typically call these people *Hardy Personalities*. Hardy Individuals show:

- » **Commitment** - they are willing to put up with adversity to keep pushing towards their desired goals (keep in mind this is not fruitless pursuit of a frivolous dream)
- » **Challenge** - new responsibilities as a challenge, rather than a stress. New situations become opportunities for growth, rather than chances for failure.
- » **Control** - focus on what you have control over! Be Proactive vs. Reactive; Rather than just giving up - find a way to gain control over the things they have control over

Remember - our reactions to stress depends on our appraisal of both the event and the subsequent psychological & physiological response...

So, the only thing which we truly have control over in our life are our Thoughts, Feelings and Behaviors. What is your Explanatory Style for events? How do you explain these stressful life events? Do you blame yourself? Do you blame others? Are your

explanations general or are they permanent. Are there temporary factors that may have influenced the outcome – which was out of your control?

People who tend to be optimists and happy or are also found to be:

- » More creative
- » More successful
- » Make more money
- » Less risk of illness and disease (controlling for all known risk factors)

Positive emotions generate a more expansive and inclusive range of behaviors in individuals. We actually solve problems from a win/win bias. We are actually biologically hard-wired to want to work with others and cooperate. Happy people are generally found to be more social, flexible, and creative and are able to combat life's daily frustrations more easily than unhappy people. Optimistic people see people's positive qualities in proper balance with the negative ones- including their own positive and negative qualities. Psychologist Jonathan Haidt (University of Virginia) noted, *If we're happier in a (group) situation, we're motivated to repeat it...the brain's reward system has an evolutionary purpose - it encourages us to cooperate with one another.*

So why not make Happiness Your Intention! Now, yes I do cringe when I use the word happy or happiness, but a better definition or meaning would be = *Emotional Wellness, Joy, Fulfillment, or Contentment.* I don't necessarily mean the fleeting emotion that is happy. However, just being happy in the moment can lead us to more life fulfilling opportunities in the future.

Research shows us that we can stretch to the upper end of our personal set range of happiness. Now, can Oscar the Grouch become Pollyanna – maybe not...but Oscar the Grouch can certainly reach his personal happiness set range by engaging in intentional activities which can elicit joy, fulfillment, and happiness.

So, what are intentional activities? Do you Exercise, Meditate, use Relaxation Breathing, practice Positive Thinking, or engage in activities/hobbies which you enjoy? These ARE all intentional activities. Do you volunteer? Engage in activities of life balance? Once again – doing intentional activities can help us turn the corner from defeat to success! It's up to you to take back your power!

**Laura Canter**

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