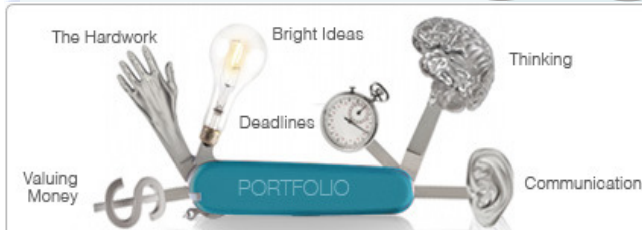




Coaches **Mojo**



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

Be True to Who You Are

“it is easy to squander passion”. Don’t do it. Taking passion for granted, losing your grip on its importance, falling short of embracing it for all its worth has its consequences” ~ Dan Heath

In life and in business, we cannot be all things to all people. We cannot please or appeal to everyone. We have to decide who we are, what we stand for and accept that what we do and say may not please everyone – as the saying goes “attracting everyone is attracting no one”.

When we stay true to who we are, all the gray is taken out - It’s black and white. We put a stake in the ground and stand firm in the knowledge of what we do really well, and what we refuse to do. It becomes so easy to connect with those that have the same beliefs. And we rest easy in those relationships because of the trust that is shared.

Starting a business and building something from nothing needs more than a few ideas and a little courage it’s quite a journey. Like most endeavors that require a wholehearted commitment - marriage, parenthood, etc. - we can’t really predict what will happen.

When we have a passion for what we do. It shows in the enthusiasm, energy and caring we bring to our business. It carries us over the tough days when the paperwork’s due or the deal falls through. It keeps us and those we work with motivated.

Passion is the thing that carries us away. Experiences that we get lost in. Things we’re willing to sacrifice for, and personally invest in. They’re irrational, not reasoned. As one of my favorite writers, Kahlil Gibran wrote, “ Reason is the rudder of our seafaring soul, but it is Passion that puts wind in our sails”.

Contents

1. Be true to who you are
2. Stop Doing Lists
3. Wherever you go there you are
4. Find Your Passion (Guest post)
5. Passionate Commitment
6. Apache Indian Saying
7. Must Haves – Books to read
8. On the Board – Websites to check out
9. Look Inside
10. Values in Action – Strengths Assessment

Want to get get Wisdom – check out my site at <http://www.mindtram.com> and subscribe to **Reflections on Wisdom Notes** (or send me an email for a sample)

“Colin, I just finished reading your sample Wisdom Note – had I not already subscribed to your service, I would do so immediately. I can only thank you for such a good summary as well as your commentary. Good job!”

*Welyne M. Thomas, Ph.D.
Business Psychologist*



Stop Doing Lists

“The first step in a growth policy is not to decide where and how to grow. It is to decide what to abandon. In order to grow, a business must have a systematic policy to get rid of the outgrown, the absolute, the unproductive.” Peter Drucker

Peter Drucker preached “purposeful abandonment.” He felt the best way for a company to grow is to first stop doing what’s not working. That is, abandon projects that fail to deliver results. Abandon products that fail to increase profit. And abandon people that fail to make worthwhile contributions to the company.

Drucker’s “purposeful abandonment” is very similar to Jim Collins’ “Stop Doing List” concept.

In *Good to Great*, Collins brought renewed relevance to “purposeful abandonment” by giving it a catchy name a “Stop Doing List”. Collins writes, “Take a look at your desk. If you’re like most hard-charging leaders, you’ve got a well-articulated to-do list. Now take another look: Where’s your stop-doing list?”

Collins added “Those who built the good-to-great companies, however, made as much use of ‘stop doing’ lists as ‘to do’ lists. They displayed a remarkable discipline to unplug all sorts of extraneous junk.”

For sound advice on what to include in a “Stop Doing” list, we look to Peter Drucker. In *Management Challenges for the 21st Century*, Drucker said, “If what looks like an opportunity does not advance the strategic goal of the institution, it is not an opportunity. It is a distraction.” Both Drucker and Collins agree, distractions must be avoided.

Marshall Goldsmith in his book *What got you here won’t get you there*, takes the concept a step further when it comes to personal development – he says “we need to learn what habits to stop doing”. At the top of Goldsmiths’ Stop Doing List he writes - “stop being a jerk.” I personally think about that every day!

Coaches Mojo

Wherever You Go, There You Are

Wherever you go there you are is the title of a book by Jon Kabat-Zinn. As the title suggests, wherever you go, you take yourself with you.

When Coaching I use this book to help clients understand the significance of this statement to stop wishing they were somewhere else.

Often we tend to believe that if we were somewhere else - on vacation, with another partner, in a different career, a different home, a different circumstance - somehow we would be happier and more content – you know like the grass is always greener on the other side!

Something wonderful begins to happen with the simple realization that life, like a car, is driven from the inside out, not the other way around. As you focus more on becoming more peaceful with where you are, rather than focusing on where you would rather be, you begin to find peace right now, in the present. Then, as you move around, try new things, and meet new people, you carry that sense of inner peace.

Along the same road I encourage clients to beware of the temptation to focus on wanting major changes overnight in their life circumstances to enhance their perceived happiness.

Typically, changing circumstances requires a heavy investment of resources with no guarantee of success. Instead, I like to help clients focus on small, everyday activities in their pursuit of happiness.

Psychologists Ken Sheldon and Sonja Lyubomirsky suggest that everyday activities, those behaviors we have direct personal control over, are the best place to begin when thinking about happiness by accepting our present circumstances. Bz simple modifications to our daily routines, small changes, such as parking in a new garage, shopping in a different food store and walking to work by a different route, can add a subtle touch of novelty to our day, and help break us out of the behavioral ruts we commonly carve for ourselves.

What do you think?

*“This above all: to thine own self be true,
And it must follow, as the night the day,
Thou canst not then be false to any man.”*

William Shakespeare

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

Coaches Mojo



Bengt Wendel

Bengt is a professional coach that loves to help people recognize and unlock their potential. Personal development, others as well as his own, is a key interest. He lives in Helsingborg, Sweden.

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Find Your Passion

Coaching is about change. It can be finding a new career, creating better balance in life or adding a new activity in order to “spice up” life. In these contexts we often talk about trying to find ones passion and to follow ones passion. But finding ones passion is sometimes easier said than done, we either make it too complicated or think (hope) that it will be obvious and just pop up. It is said that “*Find Your Passion; the Money Will Follow*” or “*Do what you love and money will follow*”. Money is not guaranteed but finding and following your passion will for sure make life better. Your passion might be in a tiny market which means you can not make a living from that alone.

If you don't know what your passion is, you are not alone. At INeedMotivation it says that *According to a recent survey, about 75% of the population do not know what their true passion is.*

Where to start?

Finding your passion is not just about work, it's about your whole life. If we have activities off work that we are passionate about our life will improve. It's also a way of testing if our passions can be transferred into a job or a business. Skellie writes that *Your hidden talents are the things you could do that would make you happy.* My view is that among your hidden talents is your passion.

Your hidden talents will always fit your personality or interests in some way. Instead of being hidden and random - things to be

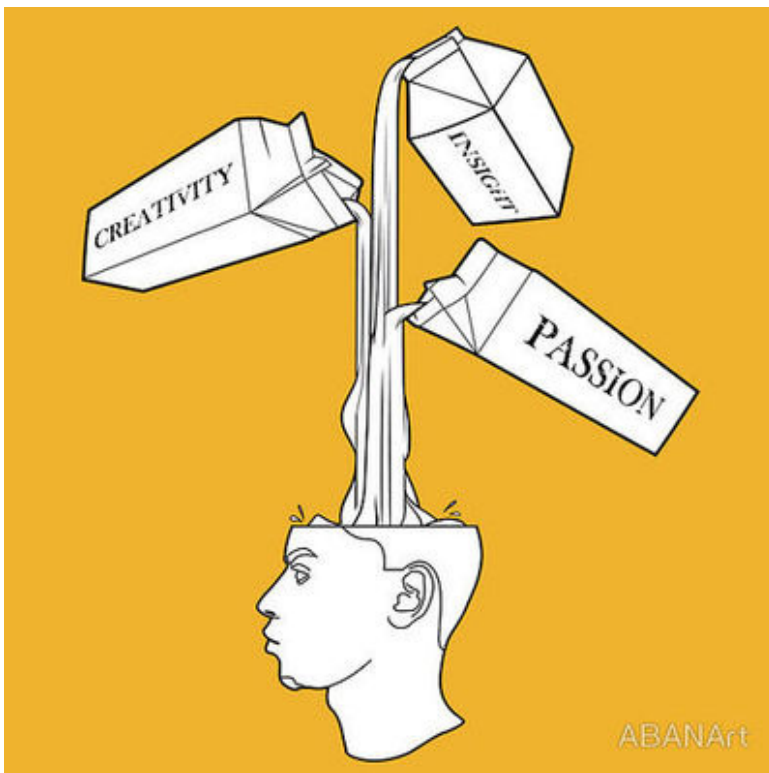
discovered by accident - the things you love doing actually make a lot of sense.

Life Script says it well, *A passion in life isn't something you're born with. It's cultivated by your interests, what stimulates you and what you are genuinely excited about.*

At Lifehack it says *If there's already something you love doing, you're ahead of the game. Now you just need to research the possibilities of making money from it.* They offer some questions that will help you in the search for your passion. Mike over at ZenDonut writes in *3 Steps To Develop Your Passion ... Not Just "Find" It .*

My concept is that a passion is not just floating around waiting to bump you in the head (i.e. “to be found”), but rather, by taking an active approach, you can develop your passionate interests proactively.

I share that view, we have work to do in order to figure out what our (more or less) hidden talents are. Then we have to find out if we can make money from it and how. *(Continued...)*



Find Your Passion (Continued)

How did I find my current passion?

I had been working with IT and computers for a long time. That was and still is a fast changing area which made my work my passion, learning and doing new things at a pace that kept me on my toes. Off work I have always been doing other things, being active in organizations and learning new things - more or less related to what I worked with. Personal development, my own and others, has been a running thread in my life.

As often happens, eventually my passion for IT and computers started to fade. I wanted to do something else but could not figure out what. Like Mike says above, I could not describe my passion yet I knew it was hidden somewhere within reach. That was rather frustrating but I started putting the pieces together. I described my own personal profile, in terms of knowledge - experience - interests etc, using mind mapping and other techniques to connect the dots. One thing I focused on was analyzing situations that made me really feel alive, what was the key and was there any common factors.

After spending time at connecting the dots I realized that many of my different interests overlapped to some extent. That made me curious and I focused on that common ground, the core area that united things. I started to describe that core area in more detail and then realized that I had found my passion: I want to help people be the best they can be.

I had been coaching friends and workmates for years but I decided to take a coaching course that made me a professional coach. I love working as a coach and I learn something from each client session.

Are we resisting it?

Jonathan Mead asks *if we know what makes us feel alive, why do we resist it? Why do we avoid doing what we love to do?* and lists four reasons. One of them is that we have turned our passion into work. *"Anytime you feel that you must do something, you lose inspiration."* Once we have made a passion our work we do need to keep the fire burning, to re-ignite our passion.

You can find this article at <http://fortyplustwo.com/?p=950> where there are links to the referenced sources and additional reading. **Bengt Wendel**

Passionate Commitment

In 1921, history was made at Kane Summit Hospital in Pennsylvania. Veteran surgeon Dr. Evan O'Neill Kane performed an appendectomy using local anesthesia for the first time. Dr. Kane had been a crusader contending that local anesthesia was far safer than the conventional method of using general anesthesia. Not many of his colleagues believed his theory and were reluctant to test it on their patients. They needed proof.

Dr. Kane's patients were not excited about being a part of a laboratory study, either. After several weeks of searching for a volunteer to prove his theory, the surgeon finally found a candidate who was willing to test the theory while undergoing an appendectomy. When it was time for the surgery, the patient was prepped and wheeled into the surgical suite. Dr. Kane then took the scalpel and performed the surgery. The procedure went as planned and the patient complained only of minor discomfort.

Two days after the procedure, the patient was dismissed from the hospital ward. Thanks to the brave volunteer, Dr. Kane demonstrated that local anesthesia was not only a viable alternative to general anesthesia but also, even preferable.

Who was the courageous volunteer for Dr. Kane's experimental surgery? Dr. Kane, himself—he performed the first surgery using local anesthesia on himself. He was so committed to his belief that he was willing to become a patient in order to convince other patients to trust their doctor.

Apache Indian Saying

"A fight is going on inside me," said an old man to his grandson. "It is a terrible fight between two wolves. One wolf is evil. He is anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

The other wolf is good. he is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion, and faith. The same fight is going on inside you."

The grandson thought about it for a minute and then asked, "Which wolf will win?"

The old man replied simply, "The one you feed"

"Men go abroad to wonder at the heights of mountains, at the huge waves of the sea, at the long courses of the rivers, at the vast compass of the ocean, at the circular motions of the stars, and they pass by themselves without wondering."

Saint Augustine

Coaches Mojo



Must haves

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.mindtram.com>

THE INNER GAME OF WORK - Timothy Gallwey. This is the book that started coaching in the workplace and a must read for all Coaches.



On the Board

Useful Web Sites

I find the articles on this blog highly relevant and engaging for entrepreneurs.

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

At first glance many of the articles can seem long when we have so much content to read. But I have picked up some useful snippets of information & I highly recommend checking it out.

Look Inside

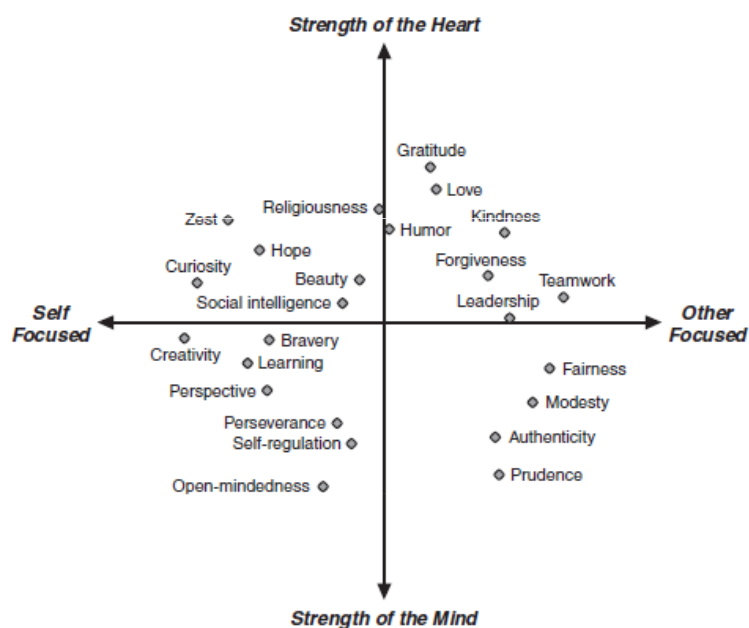
A Tibetan proverb that states, "Once you have conquered the enemy within, no external force can harm you."

When you suspect the presence of a thief in your house, you have to inspect every room, every corner, every potential hiding place, just to make sure there's really no one there. Only then can you rest easy. Same it is with ourselves. We need introspective searching to find out what's hiding behind the illusion that we think defines our being.

Values in Action – Strengths Assessment

One of the most substantive contributions of positive psychology to date has been the development of a validated and systematic assessment of character strengths. The Values in Action Inventory of Strengths (VIA-IS) available at www.viastrengths.org is one I recommend to all clients.

VIA are widely valued across people, cultures, and religions. Without exception these strengths are positive, appealing, and exceedingly relevant to coaching. The researchers (Martin Seligman & Chris Peterson) scoured religious tomes, ancient texts, philosophical treatises, modern novels, self-help books, and even—believe it or not—the Klingon Code from *Star Trek* in arriving at the list of character strengths. In the end, Peterson and Seligman found that they had a list of 24 character strengths (see opposite) that existed and were valued in cultures around the globe. These strengths, according to their understanding, comprised the short list of the most widely accepted and acknowledged human virtues.



There is a free assessment (240 questions) available at www.viastrengths.org and for a fee of \$40 a 16 page report available (I also have a Wisdom Note on Character Strengths at <http://www.mindtram.com>)

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