

DR. LOIS FRANKEL

Get and keep the job you want.

*Before getting to this month's tips I'd like to share with you a potential travel opportunity. Last year I explored the Alaska Wilderness on a wonderful cruise. When I returned, I spoke with my colleagues at KNX 1070 radio and asked if they could put together a "career cruise." They've arranged a terrific one week cruise on the 6 star, all suites, Radisson Seven Seas Mariner, sailing Southbound from Whittier to Vancouver. The ship is intimate (only 700 guests) and the perfect way to experience the wildlife and glaciers up close and in an upscale but not uptight atmosphere. While at sea, I'll be offering workshops and coaching to help you **get and keep the job you want**. Prices start at \$3,746 per person and include free airfare, complimentary wine and soft drinks with dinner, complimentary in-suite bar and all gratuities. At this point, we're trying to get a sense of how many people would be interested in joining us for a September 6th sailing. E-mail Jessica@corporatecoachingintl.com to let us know if you're interested and we'll get back to you with more details so that you can make a decision.*

This month's coaching tips come from the newest member of the CCI coaching team, Dr. Pam Brill. She's the author of **The Winner's Way: A Proven Method for Achieving Your Personal Best in Any Situation** (McGraw-Hill, 2004). Pam reports that we're approaching the time of year when people get discouraged about not meeting their New Year's Resolutions and quit trying all together. Here are 8 strategies she suggests for coaching yourself to recycle those resolutions:

- 1. Be here now—craft process goals that turn vision into reality.** A goal without a plan is a dream. You want a game plan. Try a concept from sports science that works in business and life. Use process goals to turn your vision from a dream to reality. A process goal focuses you on being in the now rather than worrying about the end line—and that's how you will get to the goal post.
- 2. Don't use *don't*.** Neuroscience supports what we suspect—the brain may not process the word "don't." Instead we picture whatever follows it. If your goal is to lose twenty pounds, you might start with the process goal of sitting down at the table to eat dinner and what will be on the table to eat. (Notice I did not have a list of what I *won't* do—I picture what I *will* do.)
- 3. Get "SMART."** Turn each long-range goal into a series of stair step process goals. Make each one: **S**pecific; **M**easurable and **M**eaningful; **A**ccessible (though still a reach). **R**ecognize, **R**ecord and **R**eward when you reach each one as well as significant milestones. And make each goal **T**imely and **T**ime-bound.
- 4. Revisit and revise the goals instead of retreating to old ways.** Not reaching a goal does not mean it's time to throw the baby (the goal, vision, or strategy) out with the bathwater. It may mean that it's time to revisit the goals and how they were constructed. Were they SMART enough? Or were the goals unrealistic – so high that the goals themselves discouraged the heart rather than encouraged and engaged it?
- 5. Give yourself a break—**smoking 17 cigarettes today is an improvement if you have smoked 20 a day for several years! Make sure you evaluate the goals and not yourself for adequacy if you want to keep striding toward your winning vision. Revise, regroup and make a run for the goal again.

6. Replace mustery with mastery. Hafta, should, need to, gotta, must—this is the language of *mustery*. "I have to go to the gym to work out." That phrase makes you feel pressured. Turn your language around with the dialect of *mastery* — that is, with what you *want to* do. "I want to get healthy this year by eating right and exercising."

7. Tie your goals to your vision and mission to create the 'why' for change. Inject action words to get moving. "I want to leap from underneath the covers and go jump on my stationary metal stairclimber and listen to great music to build my bones, create new connections between my brain cells, and strengthen my heart so I can go hiking in the Alps with my grandchildren!" That's what gets me up and moving each morning—and I don't even have grandchildren—it's part of my long-range vision.

8. Really Do It! It takes resolve to turn resolutions into actions that make them real. While it's more complex than 'just do it', you can coach yourself to Really Do It! Create your vision, get smart with process goals, articulate your mission, and use the language of mastery and action to engage all four chambers of your heart, both sides of your brain, and your energy to get yourself up and going. Then watch how your new year's resolutions become fresh and new!

If you have a sticky workplace situation you'd like one of our coaches to address in a future tips mailing, let us know! Until next month, be well.

Best regards,

Lois P. Frankel, Ph.D.