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Howdy!

A quick heads-up that the article below is twice the usual length as I believe the content is very important for leadership. I welcome your comments and feedback www.shandel.com - come visit the blog with your comments.

Your Coach,
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I. Huddle Up -- A New Heart for Giving



My friend Turner needs a heart transplant. It has gotten me thinking about leadership and influence.

You know that in this world there are givers and takers, right? Well, Turner is a giver. I have always thought, allegorically, that he needs a new heart because he gave so much from old his heart that he wore it out. In my younger days I directed children's musicals, and Turner was always there, with his girls - quiet but present, available, ready to serve. From his very self he gave his time, energy, love, and encouragement, to anyone who would receive it.

Of course, his situation isn't allegorical; it's real and very serious, but I believe he needs a new heart to keep up with all the giving he still has left to do. (And he's been on the list way too long. He has blood type O, which you probably know means he is a universal donor to any blood type; he's a giver, remember? However, he himself can only receive a type O heart, which limits his options.)

How Do You Give?

So what about you? What's the condition of your heart? Are you a universal giver, or a taker? If there was a line in the middle of a continuum, on which side would you stand? The giver side, or the taker side?

What I want this month's challenge to be about is giving from the heart, from the essence of who you are. Not your money, time, or talent, but giving from deep within the *who* of you.

I want you to honestly evaluate where you are on the giver-taker continuum. Then ask those closest to you the same question, and see how they match your self-evaluation - or make a different one.

Next question: In what ways do you give? Do you give the way *you* want to, or the way the *recipient* needs you to give? In other words, do you believe you are giving (helping, contributing), but in reality you are actually taking (taking from others their control, opinion, self-worth - or even the change to help you back)?

Let me share this insight, even if it sounds crazy. The people with the worst reputations for control, manipulation, and arrogance actually believe they are being helpful. Deep inside you will find a true desire to help and give of themselves. However, they miss it completely because they give via their heads, not their hearts. (And as a result, they feel grossly misunderstood, which produces a deep-seated anger leading to self-protection and isolation. I bet we all know one of these people - or are one!)

Before I was a coach, I irritated my family and friends by continually offering free advice, action steps, and improvement plans. I believed I was giving them exactly what they needed. Ugh! In hindsight, I can see what a pain I was (and maybe still am!). My true desire to help was there. But I needed to learn the key, which my coach training provided. It's a way better model than the one I was using, and it would have kept me from hurting some innocent bodies along the way.

So here's another good insight from coaching: When people want your help they will pay you for it, or they will ask and/or give you permission to speak.

Outside Our Need to Give

The adage, "It is better to give than to receive," comes into play here. I call it the natural law of giving: The giver feels more satisfaction than the receiver. That is the joy of giving. It is nature's way of rewarding and reinforcing the helpfulness and giving to others. True beauty happens when the giver hits the mark in meeting the true need of the receiver. We have all experienced it, giving the perfect gift and watching the sheer delight and gratitude on the face of the receiver, meeting that desire within them be it emotional, spiritual, physical, material so exactly. As overwhelmed with happiness the receiver may be, the giver exponentially receives more satisfaction.

But there's an art to giving that must be mastered. We need to get outside of our own need *to give*, and be mindful of the true needs around us, and then give sacrificially from our heart to meet that need.

It is there you will find your purpose. That is why the happiest people in the world are not the rich, famous, and powerful (unless they have learned this secret). It is not *what* you give - it is *how* you give - from your heart, to meet the need of others and in turn then learning also to receive (vs. take).

No False Giving

The problem is we settle for a counterfeit. The law of giving works even in an unhealthy, destructive way.

The truth is when you believe you are "giving," it feels great - especially when it comes to giving your advice and your quick solution. I am not saying that the receiver will not also benefit, but not as much as you will in giving it.

Leaders, if we are not careful, we will get a "high" off of "giving" quick solutions "to save others from themselves." Chances are the receiver will politely thank us, but I can almost guarantee they don't feel as great as you do in that moment. The tragedy is that this creates a false sense of purpose - to have all the answers and be the go-to smart guy who thinks you have the best solution. Sure, people will think you're smart, but you are taking something valuable from them. So, I guess if that is what you want to be known for, then by all means remain a taker, keep people at an arms length and remain the expert.

But I would like to invite you into my personal journey toward giving from the heart - a person's true essence. That is where relationships, giving, and purpose will bring you everything you are searching for. And when you get there, you will discover you need others, you need something bigger than yourself. It is there that you will allow someone else a true joy, a true moment of greatness for them as they are able to help you. They are able to give to *you*, and when they are able to help you they will experience a sense of love and purpose which will draw people to you not push them away.

Hope out of Hurting

My friend Turner sits patiently and vulnerably waiting for the death of another person to make sense. This is another truth for us. We can help all sorts of people in life, but true vulnerability comes when we must receive - and sometimes that requires an emotional death to our old selves, the person we believed for 50 years we should be. This takes courage.

My dad is a transplant receiver. In 1991, he was in the same place Turner is except he needed a kidney and a pancreas. One night a precious young man lost his life in a tragic motorcycle accident. Two calls were made, one to tell that young man's family of their loss, and another to tell our family of the hope. I would do anything to save that family the grief of losing their son. Yet out of the hurt of that death came the hope of life. Here is where the law of giving may break down, for I cannot imagine the gratefulness I have experienced to have my dad for the last 17 years could ever be greater than another's joy of giving.

Turner told me he is trusting in God's timing, and meanwhile he just keeps giving the rest of us the encouragement that his time will come. Even in his need to receive, he is giving to all of us in this deep-seated lesson of life. Keep the faith, Turner. We are all giving you our best today!

And you? Do you need a "change of heart" to be a true giver? It starts with one simple choice. If not today, when?

Your Coach,
Shandel

p.s. You can learn more about organ donation and register to be a donor in 5 short minutes, by going to www.livinglegacyregistry.org

II. Pep Talk -- Monthly Quotes

"Almost all our sorrows can be traced to relationships with the wrong people, and our joys to relationships with the right people." - John C. Maxwell

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."
- John Quincy Adams

"Giving frees us from the familiar territory of our own needs by opening our mind to the unexplained worlds occupied by the needs of others." - Barbara Bush

"We make a living by what we get, but we make a life by what we give." - Winston Churchill

"I have found that among its other benefits, giving liberates the soul of the giver." - Maya Angelou

"The great use of life is to spend it for something that will outlast it." - William James

III. MVP Award -- Finding Her Voice: Anita Palmer



Some people grab you from hello, and this month's MVP did just that. I met Anita at a party in Phoenix. When we shared what we did for a living I knew I needed her on my team. We decided to barter services for a start. She would edit my newsletters and I would coach her. Wow did I win. In fact, since then have hired her to edit my book, write for the website, help with the blog, and whip up bios and flyers as needed. She has an amazing talent of keeping my voice and my intent yet communicate clearly in the written word. Thus the name of her company, [The Strong Word](#).

She has taught me that I don't have to be a great editor to be a great writer, and that has freed me to, well, be the best me and let her work in her strengths and be the best her. What she needed was her voice in the business world. Her talents were so strong in her writing, she simply needed to believe in herself, her unique talent, and her own ability to earn what she was worth, doing work she was passionate about. I am so proud of this single mom braving the life of a freelancer and arriving at a place where she is not

only pursuing her purpose but giving of herself to help others communicate the same. I am so proud of this lady, and am privileged to call her my friend.

Here's Anita...

When I met Shandel Slaten I was a newly established freelance editor and writer with 30 years of experience and no distinct vision for what to do with it. As a newspaper journalist you learn to tackle new things on the spur of the moment, and make things work just to meet the next deadline. That's not the wisest business model!

Shandel goaded me, I mean, strongly guided me, into deciding just what I wanted to do with The Strong Word Communication Services. Her personality and ability tests revealed strengths and weaknesses I never knew I had.

In addition, I was confident in my ability to write and edit just about anything, but I wasn't sure of my self-presentation. Actually, I came across pretty wimpy. What, ask for how much per hour because I'm worth that? Yikes! Negotiate on my own with a CEO for a retainer fee? Turn down work if it's outside my stated vision? Eek! Double eek!

But Shandel came alongside, and encouraged and assured and kicked my bottom into gear. She never let go of the premise that we all have been gifted with specific skills and passions, and are called to use them. I just returned from providing writing and journalistic services for a major client -- for 10 days in Jamaica. I even had the courage to negotiate into the deal the opportunity to bring my teenage son who also had an amazing experience. Pretty cool! Thanks, Shandel!

- Anita Palmer

IV. Game Schedule -- Are you being G.R.E.A.T. and Leading Well?



What will be different in your life this time next month? Next year? Here are tools, tools, tools for you. I am keeping the G.R.E.A.T. theme in front of you because I want you to experience a taste of greatness and it is so close to you. So know you are loved and just one step, one little step that is intentional and toward what you truly want to be is greatness.

Click on the titles below for more information!

Shandel.com - Have you checked out the blog? I look forward to reading your comments and would appreciate any feedback. There is a "subscribe" option if you'd like to be notified on new postings and again would love your comments. I have been looking forward to the opportunity to have dialogue on the Huddle Up articles and so check out the follow up on www.shandel.com.

"ASK SHANDEL" - I am having a blast with the **"Ask Shandel"** radio segment which launched last month on [Alice 96.5](http://Alice96.5.com). The show airs at 8am on the 1st and 3rd Tuesdays. If you are not in the Reno Tahoe area we post the show on the blog so you can listen and do the coaching challenges along with us. Just leave a comment on how you are doing on the challenge so I know you are with us.

Life 301 Fall classes are on the web - join us - they rock!

Be G.R.E.A.T in 2008 - You have 7 months left in your year - are you living by the values and intentions you set? Do you remember what G.R.E.A.T. stands for? It is not too late to turn this year into one you will never regret. Come on - remember you are committed to your greatness and we are for you.

L.O.V.E. (Lead Others, Value Excellence) Project - Okay leaders, are you following through on putting your human skills to work and inspiring those around you? Please leave a comment and let me know how many people you have complimented and/or do it right there online and tell the world. Have you made a special effort to express your thoughts of gratitude toward someone today? Remember, it's not about you, it's about others! This is about life and commitment not

good ideas and thoughts and no action.

That's it with what's up.

V. On 3 - Ready...1,2,3 - BREAK

Thank you for taking the time to read this month's edition of *The Coach's Time Out*. I truly appreciate you forwarding this newsletter to those whom may find it beneficial. If you desire to subscribe, please visit the front page of our website or send an email to ss@truelifecoaching.com with the word SUBSCRIBE.

If you would be so kind to forward this to a friend - see below for an easy click to help you pass it on.

Life's a blast - go for the 2 EXTRA points!

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Be You. Be Real. Be the Best You can Be...Today!