



The Coach's Time Out

with Shandel Slaten

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I. Huddle Up - Do as I say...or is it what I do?



"You will do as I say, Not as I do!" This would vibrate down the hall with a follow up, "Did you hear me, Shandel?" Mom and I still laugh at that naïve statement she uttered because by the time my brother came along, she was very careful to exemplify the life she wanted us kids to live. She realized that we heard very little, but we observed and modeled everything.

The same thing is true in corporations. Employees have their eye on their boss and will DO what they see them doing far more often than leaders realize. We naively think that once we say something and see heads nod in compliance that we have communicated, got buy in, and can take our managing hat off and live as we please. We may preach about the great benefit of company profit sharing and tell our people we expect them to cut spending, but then write off our golf games and expensive wine (with a legitimate reason). Oblivious to the contrary message broadcasted to our profit sharing staff, we are truly baffled when spending goes up and not down. Yet we all imitate what we see more easily than we follow orders. For example, in an aerobics class the instructor will clearly say, "LEFT leg" and lift his left leg up and down effortlessly. In the beginning everyone uses their left leg as well, but by the second song – we are doing the exact opposite of what he has requested we do – we are using our RIGHT leg. We mirror what the instructor does and ignore what he says because it is difficult to follow verbal instructions that differ from what we see.

There are serious bottom line implications here. Nearly every week, one of the biggest obstacles I hear from employees is that the **priorities** of this company are not clear. When I deliver that message to the CEO they are shocked and frustrated because they believe they are extremely clear and have communicated, if not

over-communicated, them to all. It's not until I paint the picture of how their urgent, non-verbal behavior is what the company is playing to, not their previously communicated quarterly goals or strategic plans, that they understand the boss' agenda rules the day. Actions speak, and if yours are not consistent with your values and goals, you should not be surprised when they are not followed or achieved by others. Your behavior is what people will tend to follow. So start taking steps today to better align your actions with your values and words. You'll be amazed at the results!

II. Pep Talk - Monthly Quotes

"Set priorities for your goals. A major part of successful living lies in the ability to put first things first. Indeed, the reason most major goals are not achieved is that we spend our time doing second things first." - Robert J. McKain

"Relationships are a prerequisite for producing results beyond ourselves. They expand our imaginations to infinite possibilities that cannot exist in a life of isolation." - Brian Koslow

"My goal in sailing isn't to be brilliant or flashy in individual races, just to be consistent over the long run." - Dennis Conner

"Freedom to be your best means nothing unless you're willing to do your best." - Colin Powell

"We act, behave and feel according to what we consider our self-image to be and we do not deviate from this pattern." - Dr. Maxwell Maltz

III. MVP Award - Profiling successful people choosing balanced - Carmen McCartney



Carmen McCartney is this month's glowing MVP. I have know Carmen for over seven years and my admiration and respect for her grows each and every year. She's a success story from the inside out as a winner and a survivor. Carmen has weathered storms and trials that any one of them would blow most of us over. Instead, she just comes through them stronger, full of character, and able to help others along the way. Her profession is attorney at law, but her life is one of balance and knowing her values and living by them while being a great wife and step-mom to the McCartney men. Keep sailing the adventurous seas Carmen - you're charting the course!

Here's Carmen...

After graduating from Law School, I hired Shandel as I began to prepare to take the Bar Exam. Prior to our coaching, I had experienced two of the most devastating losses in my life, the death of my father and the decision by my then fiancé to call off our upcoming wedding. Stress consumed me as I was filled with self-doubt, fear, and anxiety facing what would be the toughest exam of my life. Not only was I was afraid of failing the test, I was even more fearful of failing to meet and exceed the expectations of my family and friends. By allowing my life to be affected by other people's expectations, I based my self worth on the approval and acceptance of those around me.

As we began the coaching process, one of the first things I did was define a mission statement for my life. With Shandel's help I identified *my* goals, defined *my* values, and outlined *my* vision instead of allowing ot her people's expectations dictate my direction. I developed a game plan

to prepare for the exam, but even more importantly, we developed a game plan for living an authentic life.

After discovering and addressing the “tolerations” in my life, those things that were holding me back from living life to the fullest, I was able to move beyond past hurts and rejection. No longer defining myself by other’s expectations gave me the freedom to live an intentional life according to my values, faith, and goals. I now have deep and meaningful relationships with my family and friends because I set healthy boundaries and communicate my needs. I am content with who I am and the direction in which my life is going.

Passing the Bar Exam on my first attempt was a gratifying accomplishment, however nothing compares to the daily fulfillment I feel from living a healthy and balanced life.

IV. Game Schedule - Current News and Upcoming Events

Start 2005 off right - sign-up now for the Januray BE YOU series!

Our Fall classes are in full swing and people are taking control and taking steps toward what they really want even as you read this! When is it your turn? If not now...when?

- Do you find yours elf overinvolved and underfulfilled?
- Would your relationships, your business, and your interests be better if YOU were better?
- Do you say No to things that aren't in alignment with your values, and Yes to the opportunities that propel you forward?
- Do you hope 2005 might finally bring the New Years' Resolutions you'll keep?

BE YOU is an intensive class that will push you to make changes with lasting, positive results. Over the course of BE YOU, we will discover the obstacles that stand in the way of a more productive, m eaningful life. We will learn important life skills that give you the power to live with integrity.

As part of BE YOU, participants will:

1. Take a "Personal Fitness Assessment" to identify areas that compromise integrity, drain energy, and impede success.
2. Identify and study personal needs and values, and understand how these impact our goals.
3. Receive tools to build and nourish your most important relationships.
4. Create lifetime habits that will improve your life, your career, and your relationships.

BE YOU is a team of approximately 8 -10 people and lead by an experienced Personal Certified Coach. We will meet for six1-hour classes, bi-weekly. Participants will have the opportunity to work on daily and weekly personal goals and participate in periodic email challenges. Private coaching sessions are also available on a discounted basis for participants.

Remember the requirement is t hat you are ready, willing, and able to change. This is not group therapy, so don't bring your complaints, but do bring your desire to grow and to be challenged. This could help change your life if you let it.

DATES: Your pick Tuesday or Wednesday Night. Phone or Live!

Sign up today and receive your welcome packet by emailing: beyou@truelifecoaching.com

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For more info go to www.truelifecoaching.com and then click on **classes**.

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 click on "update your profile" below or send an email to ss@truelifecoaching.com with the word SUBSCRIBE.

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

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