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I. Huddle Up -- Keeping Busy to Avoid Responsibility



Keeping busy to avoid responsibility.

Isn't that a great one liner? One of my HR clients came up with that today, and I dropped my pen for a serious high five!

Yes: the universal sins of procrastination *and* martyrdom, wrapped up in one! Haven't we all been totally guilty of *being busy vs. intentional*? I find the more busy we "seem," the less responsibility we take for the results we are not achieving-be it professional or personal. As we overwork ourselves and believe we are the only ones who can do it right, inevitably we end up excusing our misbehaviors, bad attitudes, and poor choices. We have all known the victim of their own busy life who ends up less willing to take responsibility for their actions, blaming other people for not pitching in, living a poor quality of life, and consistently avoiding their key accountabilities.

Busyness ≠ Dedication

Leaders are the worst, I tell ya, as they would rather get their fingers into everyone's stuff, declare their direct reports incompetent, and take things back into their control, than fulfill their own responsibilities of *leading*!

Leadership is about setting the vision, trusting the team you have put in place, and getting out in front of the company. But how many of us are guilty of letting that incredible weight of responsibility send us running right back to hiding from our subconscious fears of failure-back to where we last succeeded. Back to the *doing* of the job. Leaders know how to delegate, and sure, the best lead by serving their people and by example. But don't confuse dedication with busyness. If your company is in a high growth mode you had better not be so busy that you don't have time to creatively think, plan, and envision where you are headed. If something is wrong, and you are known as an overly busy person, then it's likely you are failing at one or more of your responsibilities, whether personal or professional.

Acts of Avoidance

I am the first to plead guilty to this one. I will tell you I get sucked into my busyness so effortlessly that I don't even see it. It usually takes a thump on the side of the head or someone else to point out my ineffective behavior and attitude. (Thank goodness for *my coach*!)

I think I first developed this coping mechanism in college where I would clean out every drawer and organize my pens before I could write my report or study for finals. Wish I could tell you how much "better" I am now that I am a business leader, but, umm, no, my new busy signal is just answering emails or taking one more client as an act of avoidance for the big initiatives I "should" be taking.

Don't Be Fooled by Busy People

How about emotional avoidance? We evade doing the very things we need to do by keeping busy shielding ourselves with our avoidance techniques. When will we stop and take care of ourselves, and thus our responsibilities? When will we stop saying yes to things that allow us to circumvent our responsibilities because we are fearful of failure or rejection? The answer: When we choose to live a life of significance instead of avoiding the true life we were meant to live.

Don't be fooled by the busy people - they are avoiding something important in their lives and probably can't see it for what it is. People with a clear vision and mission do not shirk from responsibility but lead confidently forward. They are driven, dedicated, and focused but from a value-driven, purposeful mentality.

Be different; be responsible. Think about it. Do you admire, respect, and want to follow a leader who is running around with their hair on fire all the time? How much better to be aligned with a leader who is confident in who they are, where they are at, and what path they are leading down! Which do you want to be known for? Busy or intentional?

If not today, when?

Your coach,

Shandel

II. Pep Talk -- Monthly Quotes

"Nothing strengthens the judgment and quickens the conscience like individual responsibility." - Elizabeth Cady Stanton

"Committed people rule out excuses." - John E. Newman

"I hate the pace of my life. I don't live. I get things done." - John Eldredge

"Man must cease attributing his problems to his environment, and learn again to exercise his will - his personal responsibility." - Albert Einstein

"The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant." - Max Depree

"The greatest gifts you can give your children are the roots of responsibility and the wings of independence." - Denis Waitley

III. MVP Award -- Successful People Living with Intention: Jodie Lee



This month's MVP is Jodie Lee, who is following her heart back to the Midwest farmland. I have so enjoyed watching this young woman - who BNSF has labeled a "high-potential" - take strong, deliberate steps to leave her comfort zone for the great unknown of her dream. She has been with the railroad for close to 15 years, and has been on an upward-moving track her entire career. After careful planning and intentional steps, she put her values, purpose, and personal desires ahead of her opportunities for advancement, the glory of the next promotion, and the security of a safe life on the line. The cool thing that I wish every person would realize is that when you plan well and then risk it all to follow your dream, all sorts of doors open you did not know even existed. Jodie packs up next month to begin her new life on a new track leading to a new horizon. It has been a rush to watch it all unfold. Can we all give her cyber-

snaps? And may she encourage us all to pursue what matters!

Here's Jodie...

Growing up on a small dairy and crop farm in Minnesota during the farm crisis of the 1980s, it was often a financial struggle, especially when my brother, sister, and I were all in college at the same time. But working together as a family, we somehow made ends meet. In college I earned a degree in mechanical engineering, and while I no longer practice the skills at work, I continue to exhibit many of the expected engineering talents, such as strong analytical skills and following directions well. Professionally, these traits helped me to learn and grow from the challenging work assignments I've been given. As a result, I now enjoy the financial security and freedom that has been so important to me ever since I was a young girl.

But something was missing. I still wanted more-and not more of the same. Something different. Five years ago I asked Shandel to help me figure it out. Over time I realized that my career success could mostly be attributed to the decisions I've made using my analytical skills: my brain. But what about the desires of my heart-the ones that didn't make "sense," that I couldn't analyze and figure out? I now know that for a long time I neglected this essential part of who I am-who I was created to be-because I didn't know what to do about it. I wasn't seeing the success I longed for in my personal life because I hadn't made many investments in that area.

With Shandel's support, I cautiously began to explore this aspect of who I am. With great patience, Shandel is helping me develop the skills and find the resources that I need to be more confident in this area of my life. With a lot of encouragement, for the first time in my life, I recently decided to prioritize my personal life ahead of my professional life.

Last month I took an important step to make that happen. Later this summer, I will be relocating back home to Minnesota to begin a new career challenge, and more importantly, to start working towards achieving the personal goals that have been on my heart for so many years.

In closing, I want to thank Shandel for her years of patience, persistence, engagement, and encouragement. I view her presence in my life as a gift from God, and feel that it has made all the difference as I intentionally work to achieve my personal goals.

Jodie Lee

IV. Game Schedule - Options for Summer



"ASK SHANDEL" Have you subscribed to Shandel's blog? www.shandel.com and get regular updates from her radio show "Ask Shandel" and other stuff. This month we are doing "The Perfect Day" Exercise. I also love it when you leave your comments on this newsletter as well.

Summer time is here! - Relax, restore, and regain perspective on your values. It's a perfect time to get clear on your vision. If you are not clear on where you are going, what you are here for, or how you are going to handle change in your life - then take time this Summer to invest in you. You can hire a coach and define what's really important to you. Or you can start clearing space to think by making a list of what is standing in your way and join a [FALL Life 301](#) class. If you join a class now, you can get started on the homework right away. Make room in your life for what the next season holds for you. And as always.. BE the Best You can BE Today!

For Your Company: Building The Extraordinary Team Workshop - Are you being the best leader you can be when it comes to your people? Is your team as efficient and functional as you desire? Are you certain your team has clear communication & priorities? Are you maximizing each person's time, talent, and energy? [Brief overview here.](#) Contact [Jenny](#) for more information to bring this workshop to your team.

For You: Know Yourself; Understand Others Self Study Course - Want to maximize your understanding of your

communication and behavior style as well as what motivates and drives you? This course helps take you to the next level of your self-discovery process. For more information check out our product page at www.truelifecoaching.com

[Testimonials and more details on Life 301](#)

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!