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## I. Huddle Up -- The Power Of Acceptance



In January 1991, my father became the fifth person at UC Davis Medical Center to receive a pancreas-kidney transplant. Sixteen miraculous years later, he is alive and well—but captive to his daily anti-rejection medication. We regularly scrutinize his lab results for any early signs of organ rejection; his numbers are the focus of every doctor visit. Avoid rejection at all costs is the motto.

I love my dad's great sense of humor. Whenever I need to apologize to him he jokes, "It's okay, I took my anti-rejection meds." We laugh but it gets me thinking—I need some! Emotional rejection is at the root of nearly every issue in my life, and in the lives of most of the successful clients I serve. Is there an anti-rejection prescription out there for us?

### **SHIELDED FROM THE PAIN**

First we need to better understand rejection. Every person longs to be accepted just as they are, without fear of losing love because they are not "good enough." However, people disappoint and wound us because they fail our expectations to love us unconditionally. Our greatest wounds are inflicted by the ones who were supposed to be the safest and yet caused us the greatest pain, intentional or not. Experiencing rejection, real or perceived, is a rite of passage, be it as a child, in junior high, as a broken relationship, or at work.

Okay, this isn't therapy, it's business coaching. But I am telling you, most leaders are not aware of the way rejection affects their behavior and character. It may look like they have taken a heavy dose of anti-rejection medicine, because they come across so confident. However, many times that confidence is their mask, not their character.

You see, the problem lies in our defense mechanisms in coping with and guarding ourselves against rejection. Many of us, way back when we were young, figured out a way of behaving that shielded us from the pain of not being accepted. It plays out in a myriad of ways. Since most of you are business owners and entrepreneurs, I'll focus on the employer side.

### **WHAT'S EATING THE BOSS?**

Nearly all successful people have something driving them. In most it is low self-esteem, rooted in rejection. There is an unconscious need to prove something—to someone. That's okay if, once there is awareness of what got you to the top, you can through coaching redirect your energy to operate from a healthier source.

In business, such a drive shows up in a variety of ways. I will outline the most common one I see. As employers or managers, we have big goals. We may drive our employees at an unrealistic rate, thinking that they should be doing more or that they are trying to take advantage of us by not performing at higher levels. We also put more goals and ambitions on our own plate, driven by the adrenaline of "we can do this"; then we turn to our people, who haven't even accomplished the first set of goals, to get cracking on this new set of initiatives.

In reality, we don't accept ourselves and our own limits. We have to do more and more, as what we do is never quite enough. If we could accomplish this one more thing or make just this much more money, *then* ..... **Then what?** Fear of rejection keeps high-level business people and employers from looking at themselves to ask, why am I driving this so hard? What am I trying to prove and who am I trying to prove it to ?

Now, I am all for entrepreneurialism and hard work. But we can get on a hamster wheel that our people start falling off of—and it is rooted in this lack of true acceptance.

## SYMPTOMS AMONG EMPLOYEES

The flip side is the employee who feels this pressure to meet the demands of the manager who works 12-hour days and creates volumes of work requiring them to work 12 hours a day to keep up. However, what they do is never good enough or the accomplishment is never celebrated. The bar is simply set higher and the constant drive toward more is relentless.

What are employees looking for? Simply put, a good opportunity for fulfilling work that affords them to get ahead, while maintaining a balanced life. For the most part, they want to work hard for fair pay so that they can have a personal life, live their purpose, and be the mom or dad they desire to be for their kids. Fear of rejection keeps them from standing up for themselves and saying, "Hey, this project deadline is not realistic with all the other goals we have for the year."

Fear of losing their job—because they sense the instability of the emotional leader—keeps them silently stewing as they put in their 12-hour day. But time always wins out. Your top employees either burn out or refuse to play the game and quit. Or they realize they are working so hard for nothing they go start their own gig.

Then you are left with an unmotivated staff that has been flying below the radar because you, out of fear of rejection, were afraid to confront their lack of performance. Instead you simply kept putting more and more on your top performers, and now they are gone. The problem of fear of rejection is it just keeps coming up, with different ugly symptoms.

## YOUR ANTI-REJECTION DRUG

At least my dad has tests and doctors to determine if he is rejecting or not. On a daily basis he must acknowledge the threat of rejection, by taking his pills. And at the first sign his body is in rejection mode he takes action.

To truly be the leader we long to be, we need to take the same drastic measures. We need to go under the microscope and see where rejection is deterring our greatest leadership potential. We must humbly acknowledge we struggle with rejection issues, and then take proactive action to remove the threat from our lives so we can live and lead the way we long to do so—from acceptance and appreciation of one's true self.

So what's your anti-rejection drug? Self-acceptance. Swallow it completely, and regularly! Your greatest legacy is to accept yourself so that in turn you can accept others. In celebrating their uniqueness you are celebrating your own!

BEGIN IT NOW!

*Shandel*

## II. Pep Talk -- Monthly Quotes

'The acceptance of oneself is the essence of the moral problem and the epitome of a whole outlook on life.' - Carl Jung

"A good coach will make his players see what they can be rather than what they are." - Ara Parashegian

"Everything works out in the end. If it hasn't worked out, it's not the end." - Unknown

"No pressure, no diamonds." - Mary Case

"Excuses give us a reason to explain to other people why we are too weak to deal with a particular problem." - Kyle Maynard

"You can preach a better sermon with your life than with your lips." - Oliver Goldsmith

## III. MVP Award -- Successful People Living with Intention - Cindy Kosanke



Nothing is more fun than supporting an A client to an A+. Cindy Kosanke of Chicago Title was performing well. Her manager identified such great potential in Cindy that she wanted to invest in her development. We met for four months and she not only totally improved in the top three areas she identified, she multiplied her enjoyment at home and in her personal life at the same time. Her shift was so dramatic that her senior manager has called me twice to give me specific examples of how thrilled she is with Cindy's success. What I love about Cindy is her clear vision on who she is and what is most important to her—her family. With that self-awareness, she sets great boundaries and is one of the best managers of people I have ever coached. Congratulations Cindy—may more of you arise!!!

### Here's Cindy:

Meeting with Shandel and going through her Next Level Discovery Process really helped lay out the strengths and weaknesses in my daily work environment. One that needed modifications right away was how my approach and desire to be a team player, to overlap and to help my staff led me to continuously taking on the problem or need, working or resolving it and handing it back after full completion. This not only took away opportunities for individual growth, development and advancement for my staff but also became a detriment to my role and function as their manager. I personally, was creating anxiety daily on a whole and it seemed that my door was revolving the minute I came to work. My first priority was to set new standards for myself that my staff would become familiar with and confident in. I'm a believer in being in the office early, so the perfect opportunity for me was to take the first hour in my office with my door closed to

review items that specifically required my attention and completion that day. Secondly, making it a point to go through the office and speak directly with staff members to take interest and personalize our conversations, check on their day, issues and gain advance heads up on specific needs. The last half hour of the day was set aside to advise and direct staff on specific coverage issues they were being assigned to the following day or week. Also included were reminders of specifics as to my day regarding meetings and availability.

I have started on one dynamic of many to work on, but initiating what I have has made a huge difference in the branch and what I can expect through the day. Staff members now have clear understanding of direction and expectation. They are discussing needs with one another to learn and feel confident in their task completion. There is a greater calm within and I love it!

—Cindy Kosanke

#### IV. Game Schedule -- What's ahead



## This is the year for ... **Intentional Living**

Winter classes are in full swing and Spring classes are being scheduled. Email us today and receive a \$50 coupon off your Life 301 or 101 class starting in April.

*"Most people are too busy living life to ever put life in their living..." - Doug Firebaugh*

**Life 101 Workshop** - Prepare for the Grand Adventure you are ready to embark on!

Life 101 is a workshop designed to give you the opportunity to anchor yourself in your own sense of purpose and find ways to be fully engaged in executing your career path. Each part of the program identifies the foundations to make optimal choices and gain clarity in the next steps of your personal and professional development. The process will provide the tools for analyzing how you grow and change as well as techniques for prioritizing what you want from work and life. [Life 101 Flyer](#)

**Life 301 Workshop** - Define the steps to propel yourself forward to your next level.

If you've attained a measure of success, yet find yourself at a personal or professional plateau, Life 301 is for you. Discovering and working from your personal values you'll maximize your potential to succeed in all aspects of your life. So we ask you...How would you like a life that is more fulfilling than you ever imagined? In which you have laser-like focus for your goals, plans and dreams for the future? With more time, energy and determination to accomplish the important things in life? If you find that practically every minute of your life is filled, yet you lack definition and fulfillment, this workshop is for you. [Life 301 Flyer](#)

### **If not now...when?**

New Classes begin in April - hold your spot today!

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[Descriptions here](#)

#### 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](mailto: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!

*Shandel Slaten*

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