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## I. Huddle Up - The Unknown Key to Effective Leadership



In my bag of tricks I have a powerful tool called the Leadership/Management Attribute Index which measures more than 80 competencies of a leader. It is a very honest assessment that zeros in on where my clients excel and where they need to tweak their thinking habits to reach their next level of influence.

Here's an unpredicted truth I've gleaned from the L/MAI Index and from the national research that supports it. (You'd never guess.) Highly successful people usually have a lower score in the test's Self-Esteem dimension.

At first I was troubled by this. It didn't make sense based on outward observation. Think of all the confident and poised business people you know. Their very presence exudes a powerful essence and strong sense of self. But I have learned to trust the tool because it has proven true.

Whenever I present a client with the results of the AI report, there is pushback until I explain. I now know that almost every successful person starts out with a drive to prove something to someone. After the client nods with a growing realization, we begin to shift that unhealthy drive to a healthy one.

What does a healthy drive for success look like? One that comes from a deep, honest sense of acceptance -- from facing who we really are: the good, the bad, and the truth.

### What Motivates You?

Acceptance. What does that have to do with leadership?

The problem with not dealing with who we are inside and truly accepting the True You is this: it is humanly impossible to accept others as they are without accepting yourself as you are. If you are constantly judging yourself, you will judge other people, even if you don't see that. In fact, that is a clue I look for. If someone is critical about others, I know there is a deep self-shame or inner disapproval. The cure is facing what is in there and being motivated by something new.

In discussions about this, panic usually sets in about now. It often sounds like this: "My gosh, if I 'accepted myself' what would I shoot for, what would drive me toward success?" Or, "I don't ever want to settle with what is," or "My dad's motto was 'In Pursuit of Excellence.'"

The real dilemma, then, is how do we accept ourselves as we are, *and* keep reaching our goals while staying ahead of the competition?

Calm down. I am not trying to make you a bunch of jelly fish accepting blobby “self” floating through the ocean! I am trying to help you bridge the gap between the real self and ideal self. You must discover what is important to you, what you are made of, the legacy you want to leave for the world, and the core values for which you stand for. Then you must learn how to set your goals around what is important to you —*not* this unknown phantom thing you’re trying to impress.

### **A Month of Acceptance**

As you enter into this holiday season identify the areas that you are critical of. First in yourself and then in others. If you find yourself thinking negative thoughts of someone, first look inside and monitor your own self-talk. If you demand perfection of yourself, try to find the unrealistic expectation you are holding yourself to.

For example, can you really work double overtime to reach your end-of-the-year goal, attend all the kids’ holiday activities, be “present” at the dinner table, and eat “good” with your regular exercise routine? Come on! Something has to give. Start by accepting the fact you cannot do everything perfectly in the month of December. Live intentionally for 30 days. Decide what is important — decide what you can say No to, what you can say Not Yet to, and what you can dismiss forever.

(If you have any problems here, then please take one of our Life 301 workshops in January. This is what people figure out here. What is it you want? What do you really want? Once you figure it out, then articulate it and build your new year around what is truly important to you and those you love.)

Before the year is over, I’ll be back to give you some good hints on planning for 2006 and your best year yet! Use this month to get The Process started by seeing yourself as a valuable person when you show up as the True You. That will enable you to give others the sweet gift of acceptance and an invitation for them to be real and show up as just as *they* are!

## **II. Pep Talk - Monthly Quotes**

*"The only person you are destined to become is the person you decide to be."* - Ralph Waldo Emerson

*"There's a very thin line between successful people and unsuccessful ones; crossing over to the successful side requires only a subtle evolution in mindset."* - Gary Gabel

*"Deep down even the most hardened criminal is starving for the same thing that motivates the innocent baby: Love and acceptance."* - Lily Fairchilde

[This is a long, but good one...](#)

*"Acceptance means you are valuable just as you are. It allows you to be the real you. You are not forced into someone else's idea of who you are. It means your ideas are taken seriously since they reflect you. You can talk about how you feel inside, why you feel that way, and someone really cares. Acceptance means you can try out your ideas without being shot down. You can even express heretical thoughts and discuss them with intelligent questioning. You feel safe. No one will pronounce judgment on you even though they don't agree with you. It doesn't mean you'll never be corrected or shown to be wrong. It simply means it's safe to be you and non one will destroy you out of prejudice."* - Gladys M. Hunt

## **III. MVP Award - Profiling Successful People Choosing a Balanced Life – Jeff and Jessica Anderson**



Congratulations to the Andersons for their fast-track and value-driven focus. I have had a blast coaching these incredible individuals and watching their personal evolution transform each other's lives. Being a loyal customer of [Issaquah Trophy](#) for years, I finally met Jeff face-to-face in April and I knew within 20 minutes this guy was an ideal client. He was successful and ready for more in every area of his life. What I didn't know was the dynamite Jessica at home who, being an opposite of Jeff in Behavior Style, was just as motivated to take her life to the next level. The commitment to their personal development and their fierce devotion first to each other and then their girls has inspired me. Interestingly, we have not had a joint session yet, but I have watched every aspect of their lives improve dramatically including an already strong marriage. Because they each took the initiative, in six months time I have witnessed that "one degree shift" that changes the destination of a lifetime. I am VERY proud to present to you this month's MVP award to Jeff and Jessica Anderson. Enjoy their story!

Here's Jessica (and Jeff) ...

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Our coaching story began about 6 months ago when Jeff met Shandel. Because of her positive demeanor and great personality, Jeff enrolled in coaching. I knew that amazing things were going to be happening in his life with her help, so I decided that I better meet with Shandel as well or Jeff was going to leave me in the dust!

Our reasons for coaching were quite different...Jeff wanted help with his small business, I wanted to feel less stressed out from my kids (I'm a stay-at-home mom). We also went on different coaching paths...Jeff met with Shandel either in person or via phone bi-monthly, and I enrolled in Life 301 (otherwise known as BE YOU). Slowly, amazing yet subtle transformations occurred in our lives. At Jeff's business, he created a number of systems that make the business run smoother. He also hired two employees, which was a large undertaking for a company of his size. On the personal side, he works less! As a small business owner, he used to be on the computer working in the evenings, always thinking about work at every moment. Now he doesn't. When he's home, he seems really present with me and the kids. Even though he doesn't want you all to know this, he seems much more sensitive and able to express his feelings better than ever.

As for me, I have a loving husband, two beautiful girls, a loving extended family, a great home, enough money, etc, but I wasn't happy. I just couldn't figure out why. I had a hard time making decisions and felt isolated and lonely. After taking the Life 301 class, I learned that my needs weren't getting met and because I wasn't taking care of myself, nothing was left to take care of my family. Now I know what my needs are, how to get them met, and what is most important to me in my life. Decision making is much easier now, and even though it's not always easy, I know how to live with integrity. I also know what it takes for me to feel successful in my life. I feel happier and more confident than ever!

Even though we've both made great strides, our journey isn't complete. I would like to enroll in the Life 401 graduate course and Jeff is planning to take the Life 301 class in the New Year. We look forward to more growth and greater happiness as we continue to run our race together!

Jeff and Jessica Anderson

## **IV. Game Schedule - Upcoming Events**



## Life 301 Workshop

*The advanced course for living a fulfilled life*

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?

Are you ready, willing, and able to do what is necessary to experience such a life? The Life 301 workshop is for those who have successfully taken on the basics in life and now seek the next level in which to excel.

If you've attained a measure of success, yet find yourself at a personal or professional plateau, Life 301 is for you. If you find that practically every minute of your life is filled, yet you lack fulfillment, this workshop is for you. Discovering and working from your personal values you'll maximize your potential to succeed in all aspects of your life.

**Learn how to maximize your potential by orienting your life around your personal values. As you identify and begin to say YES to the opportunities that can propel you forward, you will also be challenged to say NO to those things that hinder your progress.**

To Register – go to [www.truelifecoaching.com](http://www.truelifecoaching.com) and find the workshop that works best for your schedule and location. Your welcome packet with your first assignment will be emailed to you. If not know, when?

[Here is a flyer for you!](#)

[Read more about Life 301 and testimonials](#)

### **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](mailto:ss@truelifecoaching.com) with the word SUBSCRIBE.

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

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