



Passion for Life Coaching, LLC

Making Deliberate Choices for a Fulfilling Life

Newsletter by Suzette Langley, Certified Life Coach and MSW

7 Ways to Grow and Develop

April 2009

Last month, I discussed entelechy- taking a potential and making it reality. Of course to do this, change is often required. To assist in making changes, I reviewed Neil Rackham's ,steps to adopting new behaviors. These four steps were **practice one behavior at a time, try the behavior at least three times, quantity over quality, and practice new behaviors in safe situations**

Despite these four steps, you may still feel resistance to change. Resistance is very normal! Change involves transforming our mental models of how the world works. Mental models are our interpretation of situations that translate into our normal responses to those situations. Our mental models serve as our life guide, saving us time because we do not need to think about how to brush our teeth, drive a car, or run a meeting.

Sometimes, we hit a wall and our mental model is rendered ineffective. Albert Einstein said, "We cannot solve problems using the same thinking that created them." So, changing to achieve our potential relies on learning new mental models and unlearning old ones. Abandoning old models and behaviors can cause feelings of loss, incompetency, awkwardness, uncertainty, and frustration without a familiar pattern. It's little wonder that the discomfort of the experience makes us run away from change and back to comfortable behaviors.

How do we get past the discomfort and proceed with growth and development? Here are seven tips to make the process easier.

1. Be aware that you will experience uncomfortable feelings. Normalize these feelings and give yourself some encouragement by saying, "It's ok for me to feel this way."
2. Spend time envisioning your new behavior and the positive result you will achieve.
3. Connect your new behavior to your values and beliefs. For example, if you say, "As a leader, I value inspiration and coaching as methods to motivate employee performance," then how does your new behavior support your value?
4. Talk it out. Talking clarifies thoughts, helping you to understand them better. Also, you can anticipate actual changes in behavior as well as possible reactions from others. Talking reprograms our mental models, increases our comfort with change, and opens up possibilities.
5. Identify a role model and study his or her actions before you try it on your own. Seeing a new behavior in action can increase confidence and make it seem achievable.
6. Experiment! Role play your new behaviors with friends, family, a mentor, or coach. Be curious about the results and get their feedback.
7. Now, in coming full circle with last month, start practicing and keep at it. When the feelings of discomfort arise, return to step one.

Undoubtedly, changing our behavior requires commitment, conscious thought, and practice. It also takes courage, risk taking, and energy. The benefits we reap from the growth and development are well worth the investment.

Upcoming Events at Big Vanilla Arnold

WOMEN ROCK – Friday, April 17th AND May 15th- 7:30-9:30pm

This 2-hour program will help you tap into your mental and physical strengths as you discover how the rock wall is a metaphor for life and life's challenges. Feedback from this program is **phenomenal!** The women who have participated have learned about their strengths, expanded their comfort zones, understood how they face challenges, and discovered new ways to overcome obstacles. Join us for a ROCKIN' night and walk away feeling empowered!

Fee: \$25 members/ \$35 non-members

4 women MUST BE pre-registered to hold this program.

Women Rock will be held at Big Vanilla Athletic Club, 1209 Ritchie Highway, Arnold, MD. Register online at: <http://www.bigvanilla.com/arnold/adultclasses.html> or call 410-544-2525 to register.

Do have a group of 4 or more friends who like to do fun activities that go beyond dinner, the movies, and drinks at the bar? If so, this event is perfect for you and your group! Contact us about your interest.

Additionally, we can accommodate groups interested in making this a team building activity for work.

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