

PowerUp



Welcome to the first issue of PowerUp

Welcome to the first issue of **Progressions** newsletter **PowerUp**. I hope you find it informative and inspiring.

PowerUp will be produced monthly and aims to provide a selection of thought provoking information, ideas to inspire and to lift you in your personal, business or employment performance, and the sunshine of a good chuckle from time-to-time!

Each issue will have a brief article to get you thinking; some new information or insight from current research and writings that may be relevant to professional, personal or business development; comment

on a book, website or resource that you might find useful; a question of the month from client files — protecting confidentiality of course — providing examples of issues we all share; and a sprinkling of quotes and/or jokes to uplift you.

Your input is very welcome and I value feedback on the newsletter. It is intended to be brief enough for you to find time to read and interesting enough for you to want to read!

Please feel free to pass this on to family, friends and colleagues. If you have received this newsletter via someone else then feel free to visit

Progressions website www.progressions.co.nz to subscribe for yourself.

No doubt by now you are all back at work and already beginning to feel the pressure. This month's client question covers the pressure that setting goals can bring—some of you will have set goals in your New Year resolutions and others will have resolutely refused to make resolutions and avoid setting goals. We also cover the use of intuition, some interesting research on this and a good book to read about it. And we look at research on motivation.

I hope you find something of interest here.

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Quotes of the month:

"Men (sic) do not stumble over mountains but over molehills." Confucius.

"What a wonderful life I've had, I only wish I had realized it sooner!" Collette.

"Isn't it true that the most important experience in your life is how you feel?" Michael Rowland.

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Drowning? All at sea? Finding it hard to keep your head above water?

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To discuss personal mentoring

Intuition—new age rubbish or valid reasoning?

The intuitive mind is a sacred gift and the rational mind is a faithful servant. We have created a society that honors the servant and has forgotten the gift. (Einstein).

Interestingly, research suggests that there is a positive correlation between education level and belief in ESP or intuition i.e. the higher the

level of education the more likely you will be to believe in the power of intuition.

Dr. John Mihalasky, author of the book *Executive ESP*, has shown that success rates for executives were proportional to their ESP ability lending credence to the idea that intuition is a large factor in business success. It may be

worth developing and using our intuition more fully if we want to become successful in our endeavours.

If you find this interesting read: *Blink: The Power of Thinking Without Thinking. Malcolm Gladwell. Little Brown & Co. 2005.* This is a scientific examination of intuition, when to use it and when to ignore it!



Member of the International Coach Federation (ICF).

Member of New Zealand Association for Training and Development (NZATD).

“You cannot fail when you choose to BE something rather than to HAVE something”



“To laugh, to play, to dance, to sing, to run, to climb a tree, to live our lives in love and joy is how we're meant to be”.

A Question of Motivation

For over 20 years David McClelland and his associates at Harvard University have studied what motivates people to achieve. He has reached two important conclusions. 1. The drive to achieve (or succeed) is a distinct need that some people appear to have. 2. People can be taught or trained to develop this drive.

People who possess the drive to achieve show several characteristics. 1. They set goals that are difficult but achievable i.e. goals that challenge them but that they know they can achieve with effort, this means they also like to take moderate levels of risk. 2. They are motivated only when they feel that they can influence the outcome. 3. They get a bigger kick out of actually winning or achieving the goal than out of external rewards. They do not reject external reward (money, status, promotion) but they see these as *measures* of their progress or success rather than the actual

goal. This means that achievement driven people like to have tangible measures of their progress.

McClelland also concludes that achievement driven people are this way because they habitually spend their time thinking about doing things better i.e. they think in terms of improving things — for themselves and for others.

Of course these findings have many implications. If we apply them to business and to the role of achievement oriented people then we might conclude that they are important in an organization as they get outcomes, they produce tangible results. However they may also be less effective as managers as their results rely largely on their own efforts i.e. they may find leading a team challenging unless they have developed human relationship skills that include motivating others and seeing the team

Client's Dilemma

Recently a woman told me that many years ago she and her partner had set themselves a big goal. They had worked very hard for this and achieved their dream only to lose everything in a stroke of bad luck. Since then she had sworn never to set another goal.

Of course the dilemma for this woman is that without setting clear directions for herself she is like a ship without a rudder — if you don't know where you are going then you will never know where you end up or when you have arrived! At the same time her fear of achieving a goal only to have it snatched away is getting in

the way of her ever stating a desire to get anywhere or have anything.

There are two parts to this dilemma. The first is getting past the fear of “failing”, of being hurt again. When I asked her if she and her partner had survived the loss, she replied that of course they had. I asked if they were still together, and she said they were. Where they happy now? “Yes,” she said. “So”, I pointed out, “despite the pain you know that if ever that happened again you would continue to live and eventually be happy!” In other words, when we are afraid of being hurt because of a past experience

as a resource to achieve their own goals.

When applied to the issue of personal motivation however we can see that by cultivating certain attitudes and behaviors we can increase our motivation to succeed in all areas of our lives.

First — we *can* learn and train ourselves to be motivated to achieve.

Second — we need to have clear goals that challenge or stretch us enough i.e. are bold enough, and that we can see are achievable with effort i.e. are realistic.

Third — we need to find tangible measures around monetary and personal rewards and see these as measures of our progress and success rather than the goals.

Finally — we need to see our goals in terms of what we contribute to improving our own lives and those of others.

we need only reflect on the fact that we got over it to know it is OK to try again.

Second, we can put too much emphasis on the notion of a goal — of having something. Why not instead think in terms of BEING. How about decided that you will BE healthy rather than you will HAVE good health. When we focus on BEING rather than HAVING we cannot fail and we cannot lose because we cannot cease to BE so long as we are alive! What are you choosing to BE in 2008?