



CULTIVATING THE SEEDS OF CHANGE ©
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The Year of Celebration

Where Do I Go From Here?

On May 1st, 1884, labor unions across the U.S. organized workers to strike, demanding their hours be reduced to an 8 hour work day. These brave men and women stood up to the strength of Corporate America, jeopardizing their jobs and the futures of their families. Two years later, on May 1, 1886, the 8 hour work day went into effect. “May Day” significantly altered work conditions and changed the landscape for the American Workforce. How did these brave souls and others throughout history get past their fears, beliefs and assumptions to stand up for themselves and a better life?

I believe they developed a new mindset: a mindset that allowed them the freedom to question what was once an acceptable practice and demand something different; a mindset that required them to look at the current situation as it related to their past experiences and contrast that with their quality of life. They were no longer comfortable with life the way employers were defining it for them. Necessity overcame fear and gave them strength to move forward.

We don't have to face such horrible conditions in order to improve the quality of our lives. We can question assumptions we have made or test what we believe. We can choose to face our fears and decide to conquer them, one at a time. The decision to be made is whether it is more important for you to stay in that “comfortable” space or to seek out a space with more freedom or opportunity.

For those of you that sometimes feel “unsettled” or not quite satisfied with how your life is at the moment, you are on the verge of a new adventure! If you experience repeated “failures” but keep struggling to get it right, you are ready to break away from past experiences! These are signs that you are ready to embark on creating a new mindset.

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GROWTH ACTION PLAN FOR MAY 2007 ©

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Creating a new mindset is really quite simple. The amount of resistance you feel will determine how difficult or easy it will be for you to make the adjustments necessary to embrace change.

A new mindset starts with a resistance point- something that you are “fighting” or “struggling” against. For instance, Monday mornings bring a sense of dread for you. Maybe you like your boss but hate the actual work you do. You may love the duties and responsibilities you perform but find it increasingly difficult to work within the nebulous guidelines set forth by the company. Understanding what it is that has you in a state of unease provides you with a reference point from which to start a change in your mindset.

Next, determine what fears you have about changing the current situation. Are you worried that if you suggest protocol changes, your boss will immediately ridicule you-or worse-fire you? Maybe you are concerned that you will be given more (or less) responsibility. You may also face the fear that if you actually set about making things better, you will no longer be satisfied with your current job or employer. Then, a whole new layer of fears may come in to play: Where will I work? What if no one hires me?

As you discover what you are afraid of, you will likely bump up against some strongly held beliefs (I’ll never get paid this much again). You may believe that your current position is yours only because you worked your way up the ladder instead of believing you are qualified to hold that position. You will likely face some assumptions you have made (A change in jobs won’t look good on my resume! I am too old, young, inexperienced to find a new job.) Decide whether or not these beliefs and assumptions encourage and support your growth or hold you back.

Now that you have identified one belief, assumption or fear that has held you back, it is time to adopt a new behavior to support moving forward. One behavior you might need to adjust is the way you talk to yourself. We all “say” things in our head throughout the day as things arise. Studies show that much of what we say is negative: “I know this meeting won’t go well”. As you become aware of how your internal conversations take shape, replay the conversation with a more positive approach: “I am well prepared for this meeting. I look forward to a positive outcome.” Practicing this step often enables you to short-circuit the negative self talk.

Next month’s newsletter will address how to evaluate past experiences in the face of new ones, our self definition and how to determine whether or not our sense of reality is distorted.

For things to be different you have to cultivate change. If you are ready to take action to create and live an extraordinary life, contact Renée for a coaching consultation at Renée@landofpossibility.com or call 866-337-2728. All rights reserved. This may be reproduced with copyright statement and credits intact.