



CULTIVATING THE SEEDS OF CHANGE ©
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The Year of Celebration

The Next Step

Last month I introduce strategies to begin creating a new mindset. Creating a new mindset begins with seeing a new situation in relation to our past experiences and contrasting that view with the current quality of life we experience. Where we see gaps between the past and the present helps identify resistance points; where we are experiencing resistance toward changing something with which we are comfortable but that no longer brings the results we desire (and maybe never did).

As we reach a new understanding about these gaps, we also realize that we have fears surrounding each gap. We have believed or assumed something to be true and now find that those beliefs and assumptions must be challenged. How do you go about challenging what you have held on to for so long?

Begin by identifying one belief or assumption you are making about your current situation. For example, Jacob is a successful manager in a large corporation. He has always excelled and is seen as a leader. Jacob has been offered a position running a brand new division. Although he is very excited, he is petrified that he will fail. He has always built his successes around the lower standards of others. He isn't convinced that he can begin with setting new standards and achieve the same level of success.

Marguerite is a middle manager in an accounting firm. She has eagerly taken on assignments that no one else wants. She works hard and is always productive, despite an increasing workload. She has poured much of herself into her job. She is worn out and is eager for a change. She dreams of starting her own business and knows her business sense will come in handy. She worries that she will not have enough financial security to support her family. She now dreads going to work every day.

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What beliefs or assumptions are holding Jacob and Marguerite back from realizing their potential?

Jacob may believe or assume:

- Failure is to be avoided at all costs. It is not an option.
- He is expected to perform flawlessly.
- He has no confidence he can take on something new; he only knows how to make current situations better.

Or fear:

- He has no skills that will translate to this new position.
- He is afraid to discover who he really is.

Marguerite may have these challenges:

- She believes she has to be the only “caretaker” at home and at work.
- People view her as a hard worker, not a business owner.
- She will have to count on herself as well as others.
- She will have to learn to delegate and give up some control.
- She assumes her family cannot get along without her at the helm.
- She doesn't see that putting herself first benefits the whole family.
- She is afraid of what she may actually be cable of.

Both Jacob and Marguerite are seeing things based on prior experiences which may or may not be similar to their current situation. Many times we experience something earlier in life and hold on to that experience as a reference when the same feelings come up again. Jacob finds it easy to analyze a situation and see beneficial changes. He has never experienced that same feeling when he tried something brand new. He therefore assumes he can't succeed at creating something new. Marguerite has always received immense pleasure out of helping others achieve their own success. She sees potential in every one around her and finds herself measuring her success according to what others accomplish.

Jacob and Marguerite are like many of us. We feel we are best at what we are comfortable doing. When faced with a new choice, we automatically compare what we assume the new experience will be to prior experiences. If we can learn to then ask the question, “*How do you know this is true?*” we begin to increase our awareness about how we are making decisions. Awareness then provides the opportunity to see where the resistance is coming from and to take a more informed approach. Past experiences can be a valuable tool in decision making as long as the variables are the same.

For things to be different you have to cultivate change. Take action ! Contact Renée for a coaching consultation at Renee@landofpossibility.com or call (301) 279-2363. Learn how to qualify for summer coaching rates., including High School and College students. All rights reserved. This may be reproduced with copyright statement and credits intact.