

Success At The Speed Of Change-Essential Strengths

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(Including 15 Bonus Links-Practical Tips, 3 Videos & More)

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Dateline 2013. Best practices will be created in the now. Workplaces that are mired in a post industrial mindset of playing to strengths and developing rigid silos of talent and expertise will flounder and fall. C Suites that lack gender and ethnic diversity will not take us forward.

Purpose equals profit. Organizations that do not create value for ALL internal/external constituents (employees, clients and community) will wither and die.

Developing environments where meaningful work and engagement thrive has become critical on a multiplicity of levels that impact the business bottom line. Developing learning, living, healthy collaborative, creative work environments (workplace, from multi-locations and virtually) must be reflected in new ways of coaching, training, mentoring that take us forward, faster, smarter and happier. New ways of championing, enabling and actualizing our potential at the speed of change, in the face of challenges, opportunities and crises that will continue to abound.

Social media, transparency, a very informed consumer population, global marketplace, and a new age of information and innovation have changed what it takes to achieve and sustain success. And, as we move into the age of innovation our own definitions of success will also change, because meaning, purpose and the ability to contribute to goals and objectives that fill both our pocketbooks and our souls will become increasingly important.

Employee engagement, customer engagement and the development of relationships that build a bridge of trust and value are the new building blocks of business success. Business is a human equation, and our ability to optimize and catalyze human potential starts with building strong communities of purpose (actual, digital, social).

Stop. Reflect. How often do you read or say that change is hard? How do you feel frustrated, challenged or stressed by what is? How often do you feel truly engaged, purposeful and inspired by your work?

Stop. Reflect. What would happen if you could reset the internal GPS by enabling your ability to not simply play to strengths, but to use changes, challenges, stressors even failures as a positive lever for your potential and the potential of others?

Stop. Reflect. Do you want to build a workplace environment where human purpose, potential, creativity, communication, collaboration and success thrive? Is it time to champion the potential of human being better, not simply working faster than ever before?

Stop. Reflect. Will you embrace your ability to adapt while championing the values and integrity that can help you LEAD forward? Is it time to move from overdrive, stasis or complacency by developing the mind-set, skill set and heart set that can take you and those you lead forward?

Our ability to adapt, our potential to engage strengths and transform changes and challenges into a lever for our greatest potential is real. Is it time to adapt, lead and evolve forward? Are you ready to reset the individual and organizational GPS by using not only strengths but changes and challenges to REACH? Is it time to go from NOW to HOW?

Redirect focus

Empower confidence and engagement

Actualize leadership potential

Communicate effectively (socially, digitally, cross-generationally)

Harvest results

Build Your 3Q Edge: Reset the GPS by USING strengths AND changes, challenges, stressors, even failures to build your greatest potential: Q1: Enhanced focus, ideation, ability to learn-relearn Q2: Emotional Intelligence-Resiliency-Communication Q3: Integrity, Values, Purpose. Our ability to use what is to create what can be is real AND critical.

Here are some practical insights and tips to help!

3Q Leadership Development

- Ten Practical Ways To Build Essential Leadership and Success Skills In The Face Of Change, Challenges and Complexity
- The Real Deal: 7 Powerful Results
- 10 Steps To Building The 3Q Leadership Skills You Need Now
- Ten Ways To Lead Forward In Times Of Complexity And Change
- Women And Leadership-Ten Powerful Steps Forward For Women And Men
- Constructive Discontent: Building a critical leadership and life 3Q skill
- Why Smart And Fast Are Not Enough: The Need For Higher EQ/EI

3Q Organizational Development:

- The Thriving Organization-Ten Power Steps Out of Jurassic Park
- The Individual and Organizational Imperative for 3Q Leadership
- The Leadership Compendium
- Leadership Means Developing a Community of Purpose
- Ten Steps to Employee Engagement

3Q Personal Development

- Breaking Through A Performance Plateau
- Five Ways to Take Control of Your Potential
- From Victim to Victor

- The Empowerment Compendium
- The Happiness Compendium

Videos:

- Extraordinary Woman Interview
- Successful Career Transition Interview
- Developing Reach | Leadership Training for PMP's

More? You Betcha

- Collection of 3Q Leadership and Leadership Articles
- Collection of Great Read Books
- Collection of Career-HR-Workplace Articles
- Collection of Life-Success-Happiness Articles

AND

- Collection of Inspiring Posters and Quotes because getting re-inspired is critical to our individual and organizational health, success and well-being!

Are you ready to go from Now to HOW?

Click for a list of 2013 Programs, Services, Professional Fees

**I welcome the opportunity to discuss how I can be of service
to you/your team!**

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Why Honesty Is The Secret To A More Profitable Business

**Honesty: The Secret to a More
Profitable Business
by Halley Bock President and CEO of**

Fierce Inc.

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Honesty is the best policy, plain and simple. But in business, it's more than just good ethics—it's good for your bottom line. In fact, a 2010 study by the Corporate Executive Board that found companies encouraging honest feedback were not only “happier” workplaces, but also more profitable.

The CEB study found that firms with cultures of open communication outperformed peers by impressive margins: companies who regularly practiced candor delivered a ten-year shareholder return that was 270% greater than their peers.

Honesty, it would seem, is extremely important to an organization's long-term success. Fierce performed its own investigation this year, surveying 1,400 executives and employees, reinforcing the findings of the CEB study. In Fierce's survey, 70 percent of respondents believed a lack of candor impacted their organization's ability to perform at its best. But more interesting perhaps was that 37 percent of their companies suffered from false professionalism, or “terminal niceness.”

Being polite and being honest are vastly different beasts, but a culture of honesty doesn't just happen organically, so how can organizations create an atmosphere where candor is highly valued? Here are a few tactics you can employ at your company.

Be Honest, But Brief

Don't avoid issues until pressure builds to a breaking point, effectively "dumping" a long list of complaints on an employee's head. Address issues as they arise, clearly and calmly stating the issue and how you think it should best be fixed.

Don't Skirt the Issue

Don't complicate a problem by preceding the issue with compliments and small talk. Tell your colleagues what is at stake, and outline steps they (and you) need to take in order to address the issue.

For instance, instead of saying something like, "We're concerned about your attendance rate, so please try to remedy it," put it more directly, and say: *"Our records indicate that you've been absent five times in the past two months. That exceeds the three personal days we allow employees. Any additional days you take will be docked from your salary. If you exceed eight days, we'll have to let you go. Please tell us if there's a personal or medical issue, and we will do what we can to address it."*

Don't Mix Good and Bad Feedback

When supervisors try to cushion "bad" feedback by sandwiching it between two positives, it's a sure-fire way to confuse employees and muddy your attempts at clear communication. Not only will employees always be wary when you pay them a compliment, they might not know how best to remedy the unfavorable actions you've cited.

Instead, focus only on positive accomplishments—when warranted—thereby giving staff members the opportunity to enjoy the compliments they receive. Recipients will hear and appreciate it. On the other hand, when you need to face a negative issue, focus on the problem and potential

resolutions. Don't muddle it with "a compliment sandwich."

Join the Candor Club

These tips might not be easy to implement, but they're well worth it. In the end, nurturing a workplace culture of honesty and open communication will not only increase the level of happiness your employees experience in the workplace—it may also increase your revenue. And what business wouldn't want that?



This guest post was contributed by Erin Osterhaus, a Managing Editor at Software Advice—a company and online resource for HR professionals seeking to buy software. Erin writes for The New Talent Times, a Software Advice blog offering tips on talent management, leadership skills to those in the HR space. To read Halley Bock's original article, [click here](#).

More on Organizational Culture, Ethics and Success? YOU Betcha

The Thriving Organization-Ten Power Steps Out of Jurassic Park
Mission Critical: Championing, Empowering and Enabling Our Ability To WIN

Corporethics: The Implementation Process by P Fernandez and Dr. Y Yamashita

The Individual and Organizational Imperative For 3Q Leadership
Leadership Means Doing Good In The World

What Does Leadership REALLY Mean?

Managing With A Conscience by Frank Sonnenberg (Great Read Excerpt & Review)

Are you ready to go from Now to HOW? Champion, Empower, Enable Your Greatest Potential? I welcome the opportunity to discuss how I can be of service face to face, by tel, skype or video.

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100 Stress-busters

100 Stress-Busters, Ten Bonus Links and 1 Important Infographic (#18)

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The World Health Organization forecasts that **STRESS** will be the leading cause of physical disability in the world by 2020.

My take on stress management is somewhat counter-intuitive in that I do not believe we can simply manage stress. The reality of a marketplace, workplace and personal environments/situations that will change and continue to change faster than ever before is real. Learning to not only play to our strengths, but use changes, challenges, stressors and failures to optimize our individual and organizational potential is critical. Impossible? Think again, because that is what 3Q Personal Development, Leadership Development and Organizational Development are all about!

While you are thinking about the benefits of changing your relationship with strengths and challenges and using it to optimize YOUR greatest 3Q potential (Q1: IQ Enhanced focus, ideation and ability to learn/relearn Q2: EQ Emotional Intelligence-Self Management-Relationship Management and Q3: SQ Purpose, Integrity, Courage) **here are some quick stress-busters you can start using today!**

1. Forgive yourself for every mistake you have ever made.
2. Forgive others for their offenses against you.
3. Do not obsess over things you can't control.

4. Take breaks often to clear you mind.
5. Focus on one thing at a time.
6. Stop over analyzing and start doing what is really important.
7. Stop judging what others do or don't do.
8. Learn to say no and really mean it.
9. Only add to your "to do" list after crossing 2 things off.
10. When you buy something new, get rid of something old.
11. Give yourself an old fashioned pat on the back. Self approval is important
12. Stop being a perfectionist it is a recipe for heartache and stress. Be the best you can be in the moment!
13. Let go of trying to control everything, it does not and will never work
14. Don't get emotionally invested in every little thing; pick your battles wisely
15. Quit agonizing over decisions you have made. Focus on what you can do now.
16. Remember that almost everything is temporary.
17. Ask yourself: Will it matter in 3 years? If not, let it go.
18. Find reasons to laugh out loud several times a day. Take fun breaks because they not only give your brain a mini aerobic workout~they are good for your heart and soul! (CLICK for INFOGRAPHIC)
19. Stop taking things personally, because most of the time other people are reflecting their stuff, their issues and not yours.
20. Remember your brain and all our brains are set to automatic negative, start retraining your brain to be more positive.
21. Don't compare yourself to others, measure yourself by the values you cherish and your alignment t these values. If you are out of whack, re-adjust!
22. Smile often, it is an automatic mood elevator and also gives the brain an aerobic workout
23. Start every conversation with a positive thought.

24. Don't worry about things that haven't happened yet-Stay in the present moment!
25. Don't catastrophize because not everything is an emergency
26. Exercise your head, heart, soul and body every day!
27. Don't trade sleep for work.
28. Eat for nourishment not for comfort.
29. Express gratitude for the small things you appreciate, they are important!
- 30..Choose walking over driving whenever possible, and take quick walks to diffuse negative energy, stress!
31. Do things that connect you with the earth and nature they will feed your soul.
32. Take a musical or poetic moment every day. Music and poetry are great for our heads, hearts and souls!
33. Don't watch TV when you are eating. Enjoy your meals, savor each bite.
34. Develop positive habits that promote mindfulness. No time to meditate? No problem, start by doing a 2 min Pause. It works!
35. Take blank time breaks every 90 minutes at work, to recharge your brain and spirit.
36. Establish a positive routine before bed and when you get up in the morning.
37. Go to the beach or river and soak up the negative ions.
38. Do something nice just for you every single day.
39. Do something nice for someone else every single day.
40. Tell the people you love how you feel daily.
41. Keep a gratitude journal. Write in it daily before bed.
42. Eliminate unnecessary commitments because time is our most important declining asset.
43. Don't allow others to make you feel pressured.
44. Remove toxic people and extraneous drama from your life.
45. Take 5 slow, deep breaths every hour on the hour.
46. Help others whenever it is within your power to do so.
47. Consciously relax every muscle in your body at bed time.
48. Turn off the "problem solver" 2 hours before bed time.
49. As soon as you wake up, do something that energizes you

and puts you in a positive mood.|

50. Rekindle your inner child every day.

51. Laugh at yourself.

52. Be a bit early for everything so you don't feel rushed.

53. Make peace of mind a high priority in your life.

54. Find ways to express your creativity regularly.

55. Do morning, mid day and before bed brain dump for 30 seconds. Let it all go.

56. Surround yourself with positive people and images.

57. Never complain. If something bothers you take action.

58. Use words that empower you because our words make our world.

59. Wiggle your toes! Go ahead. Impossible to feel stressed when wiggling toes!

60. Maintain you energy levels and you will stress less.

61. Reduce spending and debt loads

62. Lighten your material load. More stuff = more stress!

63. Practice unplugging from the electronic world once a day.

64. Read for pleasure and relaxation.

65. Remember that laughter; funny movies boost the immune system! Enjoy them.

66. Inhale calm, exhale tension.

67. Identify and eliminate energy drains.

68. Build relationships with people who energize and inspire you.

69. Actively interact with positive people as much as you can.

70. If it's not your problem get out of the way (like tailgaters).

71. Get a hobby that completely captures your focus.

72. Never respond to or repeat gossip, it will backfire.

73. Only project positive thoughts into your future.

74. Be realistic with the demands you put on yourself.

75. Take care of your health and remember that 90% of illness is stress related.

76. Set your intention every day. Decide, choose what kind of day you will have!

77. Set three major goals for yourself each day and keep

them!

78. Don't sweat the small stuff.

79. Be reasonable about scheduling your time.

80. Accept that everything takes longer than you think.

81. Spend one hour a week to strategize your week. Make it your power hour.

82. Stop trying to do everything yourself. Get help where you can.

83. Never argue with ignorance it will only frustrate you.

84. Adopt a stress free attitude because it's all perception.

85. Embrace your ability to fail forward! Change your attitude about failure and use it to empower you!

86. Counter stress with positive words, affirmations and actions.|

87. When you're feeling down take time to help other people.

88. Get rid of things/people that make you miserable.

89. Learn to really listen to yourself and know what you really want.

90. Do something silly every day, and enjoy it.

91. Don't stress out trying to get everyone to agree with you.

92. Minimize negativity in terms of what you read, music you listen to, people you socialize with.

93. Seize every opportunity to encourage yourself and others!

94. Live in the present.

95. Let go of stressors that are not really important.

96. Embrace your formidable ability to learn, relearn and grow!

97. Believe in yourself because YOU are awesome.

98. Learn to recognize and silence your inner critic.

99. Don't dumb down your emotions, learn to feel them but not be held hostage by them. Build constructive discontent.

100. Remember each day is a unique gift that we can spend or use! Carpe diem.

More on Life, Happiness and Personal Development? YOU Betcha!

Turn Negativity Around: 3 Powerful, Practical Ways to Reset the Internal GPS

From Victim or Victor | New Edition
The Empowerment Compendium
The Happiness Compendium
The Secret to Personal Development and Growth
True Happiness
Motivations for the Self Starter by William A. Butler
Failing Forward: Developing a Critical Life and Leadership Skill
Building Constructive Discontent: A Critical Life and Leadership Skill
Remove the Wall to Your Greatest Potential with R-E-A-C-H

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