

The Secret to Personal Development and Growth

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Personal Development-Self Awareness-Growth Tips & Tools (1 Post and 13 Great Links)

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Helping smart people and organizations communicate and lead forward smarter, faster and happier is what I do best



We all start our day with the best of intentions and yet our days can end up with conflict, chaos and strife that leave us feeling angry, disappointed or frustrated.

How can we use our creative energy, our personal power to really live with happiness? How can we move forward and start and finish a day with a sense of purpose, passion and satisfaction? How can we to the root, the heart of personal development and growth?

The secret to personal development means getting to the heart of the solution by addressing the root of the problem and not the effect. It is all about getting real with our own personal truth. So often we are faced with a dilemma and we grasp at anything that we can see as the solution and then build assumptions around the problem to justify our solution. Moving forward and creating self talk or mental models around a problem to justify what we have determined to be a cause is

the wrong way to go because it does not speak to our personal truth or power. We need to embrace our truth by getting to the root of the problem.

Happiness is not the root of anything. Anger is not the root of anything either; they are both effects. We must acknowledge that the root of all human emotion is one of two things: love or fear. When you are happy it is because you feel love. When you have negative emotions the root of them is always fear. The only way to conquer fear is to apply love. Start by looking at your problems with love, with recognizing that in each problem there is the effect and the root.

In each dilemma there is a source of fear that can be addressed and a path to love that can be realized. Finding new ways, better ways to get naked with our truth, move through and past our fears is critical. We do not need to fight the fear, rather we need to get to the bottom of the fear that holds us back for optimizing our best self. Doing so requires courage, and it also means developing greater self awareness and self love.

More on Personal Development, Self Awareness and Growth? YOU Betcha!

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

From Victim to Victor

The Empowerment Compendium

Life and Career Audit/Self Test

Five Ways to Take Control of Your Potential

Five Ways to Lead Forward by Championing the Challenge

Five Ways to Communicate and Lead Forward

Self Talk-7 Powerful Tips

Ten Steps to a Happier More Successful You

The Happiness Compendium

**Two Minute Tune Up for Under and Over Achievers
Constructive Discontent-Building a Critical Life and
Leadership Skill
The Pause-A Simple, Powerful, Transformative 3 Minute Exercise**

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Five Steps to Successful Career Transition

Five Steps to Successful Career Transition

One Post, 8 bonus links, including video and self quiz

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Successful career transition is an art and a balancing act that can open the door to new opportunities. Nothing is static. Some of the techniques and strategies that helped my clients succeed two years ago are irrelevant and ineffective today. Learn what you need to know and do NOW to position yourself for success through every hill and valley of career transition.

Developing your personal brand is important, but it is no longer enough. Develop a personal brand AND a toolkit of communication skills and strategies that make YOU shine in the eyes of constituents and prospective employers. Tools, skills and strategies that get YOU, through the slush pile, through the interviews to your current desired career destination. Most people have greater and faster success finding help to guide them through career transition. Find the best help you can to move forward faster.

Five Steps to Successful Career Transition

Step #1 Redirect your focus. Focus forward. Understand where you want to go and how to best get there. Take the time to think about your end game. What do you want from your career? What is really important to you? What makes work meaningful for you? What type of environment do you need to function at maximum potential? What makes you happy, purposeful at work? Know yourself, then get to know your marketing channels and your buyer profile (organizations you want to work for and individuals who will be interviewing you). Before you can market yourself effectively, you need to have clarity around your long term and short term career goals. You need to market yourself effectively to yourself, before you can market effectively to your target audience.

Step #2 Empower: Retrain your brain to focus on your

achievements, the unique value you add and bring to the plate. Find your happy spot, give your mind a spa vacation by going to a happy place at least a couple of times a day. Build a template, a document/chart that will refocus you on key achievements and strengths. Develop a new focus and self talk that keeps you centered and empowered as you go through the innately challenging and often stressful process of career transition. Develop strategies and techniques that help you deal effectively with stress and inherent volatility of career change so that you avoid getting stuck in a rut or being in a constant state of overdrive. Remember, what you focus on grows. When you have hit a wall, take time to regroup, refocus and move forward. Developing new ways of thinking, doing and communicating that will help you focus forward and lead forward in the face of challenges is critical to living, leading and succeeding at the speed of change.

Step #3 Actualize: Define, align, execute. Understanding your skills, your unique value, your personal brand is critical, but it is no longer enough. We can talk about the war for talent in certain areas, but in many sectors increased competition is real, and can be daunting. Develop a career transition campaign, a marketing plan or have someone help you develop one. Get a new resume that opens doors, or regig what you have for improved traction and results. **Create a road map you can use, a career campaign that will help you define, align and execute.**

Define-Build brand equity with every interaction. You are the brand. Make sure your marketing collaterals are effective. Keywords, personal branding, having a style/format

that gives the reader a 7 second snapshot of the value you bring to the table is critical. Make sure that your resume, executive bio, cover letter-written communication that is formatted and positioned in a way that takes you forward faster and better. Your reputation, your personal brand and

the connections you make are all important. Optimize them, track them use them to move forward.

Align: Know the new rules of the game. What are your best marketing channels? How can you best negotiate career change from a personal and a career management perspective? What are the rules of the game in terms of successfully moving ahead through every step of the interview process? What are the most effective ways to deal with recruiters, job applications, HR managers as well as friends and colleagues who want to help?

Effective execution and follow up: Career transition is innately stressful; it may be one of the most challenging things any of us goes through. YOU must have personal tools to keep your focus, your confidence and resiliency primed as well as a roadmap/ strategy to execute, follow-up/review, re-gig (if necessary) and move forward. Defining, aligning and executing your plan are a must, and finding an accountability partner who will also champion your spirit and focus when you hit a bump in the road is critical.

Step #4 Communicate effectively for maximum rapport.

Effective communication is not about more words it is about talking in a language and style that opens the ears of your audience. It is about developing rapport, trust, congruency. You need to build rapport to attract the right employer to YOU. You may be in love with the organization or position, but you need to learn to how to make the right impression through every cycle of career transition because the way you will position yourself needs to be adjusted to your audience through every stage of the process. Treat every first meeting, first communication point as a first date. Your value, your integrity and authenticity are paramount, so is the way you communicate forward. A small change in a marketing collateral (resume, bio, cover email-letter), a small change in your words, tone or the body language you use can mean the difference between success and failure. Your

language, the words you use in every resume, executive bio, email and verbal conversation count. Remember less is more. Fewer words, with greater punch. Use personal mantras and self talk that keep focused forward. Develop connection points that build rapport.

Step #5 Harvest: You need to invest your courage, strength and stamina to execute forward through a career transition. Get doing. Get going. Develop agility and focus. Get a plan and develop the tools and career transition skills that will take you forward. Think of this process as the beginning of a new and better story. Learn to tell your story in a way that drives reach, resonance and results. Tell your story in a way that helps you build a strong network for NOW and the future. Use the challenges you face along the way to develop your power to adapt and relearn new skills, develop new ways of focusing and transforming challenges into strategies and solutions that drive results.

More on Career Transition Tips and Tools? YOU Betcha

Self Quiz: The Quality of Your Life and Career

The Ten Irrefutable Laws of Successful Job Interviewing

The 3 R's of Great Resume Writing

Winning Resume Tips

Understanding and Acing the Behavioral Interview

Ten Tips on Acing Your Next Telephone Interview

Video Successful Career Transition and YOUR Marketing Channels

Career Transition Toolkit Program (Customized programs for individual clients, groups and managers who want to help their people with career transition)

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Five Ways to LEAD Forward by

Championing the Challenge

Five Ways to Lead Forward by Championing the Challenge

Those who champion challenges will lead forward

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Let's face it, the going is tough, and it will get tougher. We are living and working in a whole new world, workplace and marketplace where the challenges, changes and opportunities before us are unprecedented. Our individual and collective ability to learn and re-learn new ways of thinking, doing and communicating that will draw upon our individual and collective abilities to develop solutions is critical. And, our ability to enable solutions is a collaborative effort that will require leaders to build Communities of Purpose, constituencies of colleagues, employees, constituents and social networks that will learn to work together towards shared goals, values and objectives.

Science tells us that our brains are neuroplastic (the nerves and/or brain are changeable in structure- we have the potential to retrain our brains) **AND human beings are the only creatures who are recursive thinkers** (recursive thought: the ability to think about our thoughts and thoughts of others)

Recursive thought, neuroplasticity, and our ability to learn to pause and deflect the primal fight or flight response can help us lead forward faster and better. Learning, re-learning habits of thought, action and communication are critical, using the power of recursive thought to do so is powerful. Take the time you need to refocus and recenter by distracting your brain from the challenge at hand. Even moving your toes rapidly will distract your brain. Start with the toes, then move forward with a powerful pause. Pause-Take at least three minutes to let the automatic fight or flight response pass. Put your brain into an alpha state for several minutes, a state where you will be able to tap into creativity. *(click on the blue link for a simple exercise)*

Step One: Redirect your thoughts. Optimize the power of your thoughts by championing the challenge. Reflect and refocus only what you need to accomplish, rather than how you or someone else may have screwed up. Focus on the objective and it will lead you to the solution. De-personalize; refocus on what you can do now, on the collaboration you need to engage to lead forward. Take action now to learn and relearn personal strategies that will help you focus on what counts, relearn and learn faster. Enabling the power to focus, refocus, learn, relearn and lead forward.

Step Two: Empower: Empower yourself in the face of a challenge. Champion the challenge as a way to help you lead forward. Take a break, even a 15 minute hiatus from any type of worry or stress. Focus on your inner strength, draw upon memories of other times you have faced the fire and won. Remember mirror neurons will transmit your feelings to others by what seems like osmosis. Use them. Put your head and heart in a state where you are empowered, so that you can empower the best in yourself and in others. Roll up your sleeves. Retrain your brain to see strengths and failures with

new eyes that build solutions, collaboration and results by focusing on your objective and your power to achieve it.

Step Three: Actualize: Give yourself and your people the help they need to solve the problem. Embrace your ability to learn and re-learn. Find the information, the collateral help you need to optimize your potential. Get coached, find an advisor who can help you see challenges with new eyes, develop new learning, new strategies and transform the learning into doing. We are living in a whole new world where the imperative to learn and re-learn habits of thinking, doing and communicating is critical. Get the help you need to optimize your potential, then...Learn-DO-Teach others to fail forward faster and better. Use challenges to become relentlessly solution focused.

Step Four: Communicate A leader shows/models what can be done. Share your thoughts in a way, a language that brings others to the table. Make your end game a WE game by focusing on shared values, goals and objectives. Less is often more. Use fewer words with great punch. Focus on the why, the common denominator, the call to action. Get centered and united on the common goal, the shared values that will move you forward in a language, in word message that others will embrace.

Step Five: Harvest. Harvest collaboration, harvest results. United you will stand, divided you will fall. Build actual and virtual teams. Develop communities of purpose within your organization, within your social networks. Become a ME to WE leader. Share the glory by celebrating even the small wins of others. Each positive step forward is an important step that can drive ideation, strategic thought, communication, collaboration, action-ability and results. Root out constituents, frenemy employees, colleagues and stakeholders who will never embrace a shared agenda of values and objectives. Know who they are and remember that they will never help you lead forward. Deal with them in ways that help

you build a strong community of purpose.

R-E-A-C-H forward. Reset default patterns of thinking, doing and communicating that no longer work. Champion the challenge. Our definitions of success will change because everything is changing before us. The tempest will continue as we enter a new era where purpose=profit. Those who survive will be pioneers and champions who can see the forest for the trees, and are willing to learn and re-learn ways to think, do and communicate that will optimize their potential and the potential of others. Leadership is a ME-WE equation, a litmus test of actualizing the best in yourself and others. **Those who champion challenges, those who master their ability to learn/relearn, communicate and collaborate will lead forward.**

More on Leading Forward When the Going Gets Tough? YOU betcha

Five Ways to Take Control of YOUR Potential

Five Ways to Communicate and Lead Forward

Seven Ways to Turn Conflict or Communication Problems Around

Building Constructive Discontent

Agile Management and Leadership Toolkit

The 18 Word Success Formula

Extraordinary Woman Interview on Leading in the Face of Life and Business Challenges

The Secret to Peace and Prosperity: A Very Short, Inspiring Allegory

What is a Community of Purpose and Why Do YOU Need One?

Leadership Means Building a Community of Purpose

Against All Odds

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and harvest YOUR potential to lead forward? Get Executive Coaching, Training that Sticks? Enjoy an insightful and inspiring keynote? Just Coach It for reach, resonance, results. Executive Coaching, Consulting, Keynotes and Workshops with as 3Q Edge™



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