



Inspired Success
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Principles For Inspired Success Ezine

"Tips, Tools, & Resources for People-Whispering"

Need More Time? Find It with Flow!

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Issue #29, February 2011

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People-Whispering Tip:

Earlier this month, I had the opportunity to go on a Caribbean cruise with Hay House where I participated in a "Writer's Workshop." My wonderful first coach, Cheryl Richardson, was one of the presenters and it was great to see and learn from her again. I have posted our photo on my Facebook page. Check out Cheryl's work at www.cherylrichardson.com.

As I reentered my "normal" life at home, I began reflecting on the nature of time and how it can be hard to get back into the swing of things upon returning from a vacation.

In my work as an executive coach, I see that many people walk through their days unaware and out of touch with their emotional lives in the workplace as well as at home. This inattention can cause people to flip back and forth into two extremes: during much of the day, people live their lives filled with the anxiety and the pressures of work and "making a living" kinds of obligations, while during their leisure time, they tend to live in a state akin to passive boredom "vegging" out in front of the TV or internet.

The real key to getting things done with a high degree of satisfaction and even joy is challenging ourselves with tasks that actually require a high degree of skill and commitment. Psychologist and author Mihaly Csikszentmihalyi (pronounced "chick-SENT-me-high") wrote the best-selling book Flow on this topic and offered compelling research to show that we actually desire the joy of complete engagement and don't want to just "do nothing."

Instead, we want to do what we do with a transformational approach. It is not so much **what we do** as **how we approach what we do**.

Sure, it is easy to say that being on a cruise in the Caribbean is more fun than compiling your information for your taxes or paying your bills both of which I had to complete upon returning home. That said, I bet you know people who can't seem to relax even while on vacation such that they must always be doing something or checking their Blackberry or iPhone.

I must admit it took me a few days to drop some of my worldly concerns and projects enough to let the rhythm of the sea enfold me. And I had to chuckle at the sign in the photo at the beginning of this article (it shows up better on the blog) in Half Moon Cay whose caption reads "I Wish I Could Stay Here Forever." This is my writing friend Lucy and me on our last day with the ship in the background. I suspect the "here" in this message refers not just to this beautiful island in the Bahamas, but to the state of mind we all long to live in daily.

The good news is, this state of mind can be taught and self-taught and I have included some of my tips in the "Transformational Coaching Tip" section below so be sure to scroll down!

Over the years, I have learned to train myself and my clients to be more consistently in the flow. Living in the flow means living fully in the present. It means not hanging out in the past rehashing old issues or previous conversations. It also means not hanging out in the future trying to second-guess how things will turn out.

Instead, it means focusing all of our attention on each interaction, whether it is washing a dish, attending a meeting, doing your laundry, or listening to a loved one or colleague. Whenever we are fully engaged in whatever we are doing, time seems resonant and full. Many call this practice mindfulness and there are great books out there about it.

It also means knowing yourself well so that you can be aware of where you are now and where you want to go. Even more fundamental than that, you must also know **who you are** and **how you help or hinder yourself**.

As a coach, I loved the movie "The King's Speech" as it exemplifies the ways and whys we struggle when we could be in the ease and joy of flow. Aside from superb acting, it is an uplifting triumph of awareness. The main character becomes more aware of the beliefs about himself that drive his behavior and learned some tools and techniques to deal with his stuttering. But it wasn't until he reframed his identity and completed a successful public address, that he knew he could stop being derailed by powerful emotions and unknown drives.

Once you become aware of how you think, act, and feel and understand what you believe at work and at home; you can begin to accept where you are now with all of your strengths and limitations and **become a leader in your own life**. Then you can begin to consciously mold your own destiny and express yourself with authenticity and real power.

I wish you success on your journey! I coach leaders to become more self-aware and emotionally intelligent so that their success is inspired with ease and flow. This can be done one-on-one and with teams and groups in training sessions or keynote speeches.

For the appropriate balance of challenge and support in becoming a better leader of your life and the lives of your direct reports and colleagues and associates, feel free to call us at 404-327-6330 or email me at Laura@lauraadavis.com.

DiSC® Assessment Application (s):

1) The Time Mastery Profile and Facilitator Kit

Sometimes it is important to get tactical about managing our time and yet effective time management still begins with self-awareness. [The Time Mastery Profile and Facilitation Kit](#) is a unique tool that provides you and your staff with a complete understanding of where they are now and where they need to take action to improve their time-management effectiveness.

Setting priorities and managing time are vital to enhancing individual and organizational performance. If you could reduce your staff's wasted time by just 5 minutes every hour; productivity would jump 8.3%!

This profile helps people explore time-related behavior in 12 categories: *Attitudes, Goals, Priorities, Analyzing, Planning, Scheduling, Interruptions, Meetings, Written Communications, Delegation, Procrastination, and Team Time*.

The 32 page [EPIC Time Mastery Profile](#) is more robust and includes the Skills Gap Analysis. This feature shows how respondents rate their skill in each category as well as **its importance to their jobs. This data helps a "leader as coach" to determine where to assist someone in focusing their time-management efforts for greater personal and professional success.**

There is also a [Facilitator Kit](#) with fully scripted training and coaching exercises for use with both the paper and online Time Mastery Profile. The online assessment is only 10 EPIC credits or \$32.00.

For more information on how these training and coaching tools can support your business, please call us at 404-327-6330 or email me at Laura@lauraadavis.com.

2) Virtual Educational Webinars - Limited, Time-Sensitive Seating Available

Enhance your internal management, sales, and employee training programs with The Everything DiSC Application Library product line.

One of the biggest benefits of having your team take any of these profiles is the ability to run Comparison Reports on any two individuals for free. This is excellent information for coaching for performance or for conflict resolution, etc.

If you or your internal training staff is interested in learning more, join me for the upcoming webinars led by the experts at Inscape Publishing.

You will experience the profile of your choice (Everything DiSC Sales, Everything DiSC Management, or Everything DiSC Workplace) as pre-work, and then participate in an interactive, 90-minute webinar from the comfort of your office.

SPACE IS VERY LIMITED SO CALL OR EMAIL ME ASAP IF YOU ARE INTERESTED IN ATTENDING ANY OF THESE EVENTS!

February 22, 2011: Everything DiSC Application Library from 11 AM to 12:30 PM Eastern.

This webinar provides you with an overview of all of the assessments and training programs in the suite including Management, Sales, and 363 for Leaders.

March 2, 2011: Everything DiSC 363 for Leaders from 12:30 PM to 2 PM Eastern

363 for Leaders is meant for anyone who wants to use 360 degree feedback for leadership development; whether they are an emerging high-potential leader or an experienced executive. In addition to the free profile with a retail value of a very cost-effectively priced \$155, you can purchase an invaluable **Coaching Supplement Report to create an action plan for development.**

March 14, 2011: Everything DiSC Application Library from 4:30 PM to 6 PM Eastern

This webinar provides you with an overview of all of the assessments and training programs in the suite including Management, Sales, and 363 for Leaders.

TO REQUEST A SAMPLE REPORT AND/OR PARTICIPATE IN THIS FREE OFFER, send your name, company name, approximate number of supervisors/managers, your title, phone number, city/state to Laura@lauraadavis.com. The relevant information will be sent to you electronically.

INTERESTED IN A TEST RUN CONVERSATION WITH ME PERSONALLY?

Schedule a DiSC Strategy Session with me. During this 45 minute complimentary discussion, we'll discuss your business objectives and challenges, talk about your organization's leadership capabilities, and see what assessment and coaching/training tools would best benefit you and your team/organization's needs. You are under no obligation to make a purchase and there is no pressure, just a process of education about your options.

Call us at 404-327-6330 and/or email me to have a conversation about how these tools can help your organization start on the path towards more effective talent development today!

Transformational Coaching Tip:

"We are shaped and guided by what we love."

Coaches and leaders who are coaches have learned to ask themselves and others questions that create value and new ways of thinking and being. These questions can help to guide us in discovering what we love. Here are a few for you on your journey into flow:

1. What is your natural pattern for getting things done?

If you are not a morning person, don't fight it. Schedule your important activities and meetings for the time you are naturally in "the zone." I resist any "one size fits all" advice as it just doesn't work that way in my experience.

2. What are your natural talents and defining strengths?

Skills are things that you can do while talents reveal how often and how well you do it. Talents are instinctive, naturally recurring patterns of thinking, feeling and behaving that can be enhanced by new knowledge, skills, and experience. Identify yours and leverage them!

3. What are the activities and tasks that I can get so absorbed in that I lose track of time?

There are clues in your life that can help you determine your career path and perfect creative self-expression. For example, I love to speak, coach, write, and help people with personal and professional growth. It took me awhile to realize I could make a living at it. Make sure your career is aligned with your passions and you can't help but succeed.

4. How can I keep developing hidden talents into new strengths?

Commit to a life of continuous learning and growth. That's where the fun is!

5. How did I take on new challenges this week or how did I face old challenges in new ways?

Exercise your reframing muscle and remember the power of a positive attitude in getting things done under even the most challenging of circumstances.

As stated earlier, the best of life comes from a willingness to stretch beyond your current capabilities and explore, test, and reflect on expanding in new and exciting ways. Enjoy the process and find the flow without effort!

Of course, it is easier to stay focused in an empowering direction with the assistance of a trained coach. For assistance in operationalizing any of these best practices into your workplace for more powerful, effective results, feel free to call us at (404) 327-6330 or email me at Laura@lauraadavis.com

To your inspired success!