



The Personal Coach BULLETIN

balance through partnership

111- 460 Kenaston Blvd
Winnipeg, MB R3N 1Z1

office: 204.489.9534
cell: 204.782.1362

email: james@coachladd.com
web: www.coachladd.com

January 2012

www.coachladd.com

COACHING POINT

THE PARADOXICAL WAY WE LIVE

By: JAMES LADD

Life Coach

How is it that we have bigger houses but smaller families, more conveniences, but less time. We have more degrees but less sense, more knowledge, but less judgment, more medical experts but less wellness.



We have taller buildings but shorter tempers, wider freeways but narrower viewpoints. We spend more but enjoy less.

I mean just what is it we have created here anyway! What have we been thinking or perhaps we haven't been thinking, at least not enough about what really counts, what really is important in our lives. If the paradoxes we find all around us are an indication of how effective we have become at living happy, fulfilling lives, we are in real trouble.

We drink too much, smoke too much, spend too recklessly, laugh too little, drive too fast, get too angry, stay up too late, get up too tired, read too little, watch TV too much, and pray too seldom.

We have multiplied our possessions, but reduced our values. We talk too much, love too seldom, and hate too often.

A paradox is a person, thing or situation that is strange because it has features or qualities that do not normally exist together. Or it is a statement consisting of two things that seem to mean the opposite of each other.

Dare I say that in our rush to *(pause)* 'nowhere,' we have lost sight of what is truly important, we have lost sight of who we are; perhaps have never really known who we are? Maybe that is why we surround ourselves with what in the end for the most part would be perceived as meaningless if we stopped long enough and took the time to take stock!

Is it possible that the source of happiness or the secret to living fulfilling lives actually lies in an idea so simple that at first we are likely to dismiss it as utterly inconsequential? Is it possible that what we are really trying to find in our lives is actually found when we begin to treat life as a journey and not a series of random disconnected destinations, conquests, purchases or possessions?

Well, I believe that truly is or can be the case if, yes if, we can slow down long enough to care about the quality of our lives and the lives of those who mean so much to us.

SLAY THE DRAGONS IN YOUR LIFE



One on One Coaching

One on one support to achieve balance in your life

Building Effective Teams

Working with individual team members and workshops tailored to the specific needs of teams.

Here are just a few of my offerings:

Twelve Angry Men
The Personality Workshop
Emotional Intelligence
The Johari Window
Value Cards
The Tao of Teams
What Makes an Effective Team Player?

Speaking Engagements

www.coachladd.com

If you are interested in investigating the idea of your own personal coach, contact me for a one hour exploratory session at no charge: james@coachladd.com or 489-9534

We need to begin an examination of how we got here by chronicling our journey to this place or point in time. This assists us in better understanding who we are now thus enabling us to chart a course of congruence that incorporates a balance between our; physical, intellectual, emotional and spiritual self.

A PARADOX



A small crowd: alone together

Still don't believe we have lost our way, perhaps a few more examples.....

we've learned to make a living, but not a life. We've added years to life but not life to years.

We've been all the way to the moon and back, but have trouble crossing the street to meet a new neighbour.

We conquered outer space but not inner space. We've done larger things, but not better things. We're cleaning up the air (*well sort of*), but polluting the soul.

We've conquered the atom, but not our prejudice.

We write more, but learn less. We plan more, but accomplish less.

We've learned to rush, but not to wait. We build more computers to hold more information, to produce more

copies than ever, but we communicate less and less.

These are the times of fast foods and two incomes but more divorce, fancier houses, but broken homes.

These are the days of quick trips, disposable diapers, throwaway morality, one night stands, overweight bodies, and pills that do everything from cheer, to quiet, to kill.

It is a time when there is much in the showroom window and nothing in the stockroom. It is a time when technology can bring this bulletin to you and a time when you can choose either to share this insight, or to just hit delete.

Making the effort to find out who you are once done, gives you the opportunity to create a mission statement for your life; not just your personal life but also for your professional or work life. And why create a mission statement? Well, a mission statement is your essential reason for existence, or why you are alive! And believe me when I say it has nothing at all to do with the accumulation of "stuff," material possessions sometimes misinterpreted as the trappings of success. Once you have a mission or reason for living, you have a direction for your life. I mean how profound can that be!

Now maybe you found yourself sitting on the deck at a cottage or by a camp fire this past summer and during a quiet moment found yourself reflecting

back over your life thinking about who you are, where you have come from, what you have accomplished and where you are going with the rest of your life. Perhaps you have even come to some conclusions about those very critical questions or perhaps **NOT**?

For others the cottage or camp fire may not be enough to stimulate this kind of introspection. Perhaps you have had to face some kind of traumatic event or some kind of life altering experience in your life or in the life of someone very close to you before considering these questions.



Either way, if you came away wanting to actually do something about this reflection no matter what precipitated it but were just not sure where to begin or how to approach it, well perhaps we can begin right here and right now!

Answering these questions is fundamentally an inward journey of discovery that if done correctly must be approached strategically for the full benefit that can be realized.

However, there are a couple of ground rules necessary before starting. First, one must take full responsibility for their lives. For some this means stopping the blame game;



"I am not responsible, it is beyond my control, others are to blame for my lot in life." In other words it is now on you, no more making or hiding behind excuses. Secondly, it also requires that you be absolutely honest with yourself, painfully so if necessary, telling yourself the truth when answering these questions even though some of the answers you find may be pretty scary or seemingly overwhelming or difficult to deal with at first.



Know too that conducting a strategic examination of your life is also a journey, one that takes you away from all the distractions or paradoxes that we create in our lives to keep us from facing the truth, that strip us of our very nature, our true selves.

We begin by identifying your personality style or communication type. In doing this you get a clearer picture of how you perceive the world

and everything in it as well as why you behave the way you do. With this insight among other things, you can better choose a career path congruent with your style strengths. I mean have you ever wondered why some people are unhappy in their jobs. Well, it is often associated with a poor style match.

From styles we move to core values and ask ourselves what we are prepared to stand up and fight for, not bargain away, even if necessary put our lives on the line for.....in other words the principles that guide our lives. Now understand whatever methods you use to identify values know that you cannot expect to lead a fulfilling, purposeful life if you compromise them in any way, in other words step outside of a congruence with them.



In looking at the many paradoxes mentioned here, leads us to the next step that of identifying needs. Most of the examples cited actually represent **wants** and not **needs**. The difference quite literally is that wants represent things that you absolutely do not require. Needs on the other hand, represent absolute requirements for living (i.e. food, shelter, clothing). It of course was Abraham Maslow who I

have mentioned numerous times in my bulletins who gave us the; "**Hierarchy of Needs**" and coined the phrase "**need tension.**" Unlike your personality and values, needs can change, depending upon life's circumstances. The trick or challenge is to stay consciously aware of the need tension you are experiencing at different times in your life and then work toward reducing that tension.

* * * * *

This then is just a sampling of what you can do to get closer to your authentic self and represents some of the strategic work I do with my clients. There is considerably more that is done in the areas of; **how we got here, who we are now** and **where we need to go**, and once complete, this insight into your personal and professional life enables you to bring your life into sharper focus by developing your own personal mission statement and actioning to achieve it through a process of goal setting and action planning, leading to the achievement of those goals.

Abraham Maslow is credited with saying; "what a man can be, he must be." Just remember that it is never too late to start again, particularly if you believe that life is a journey and not a destination, even if you think that you may be running out of time.

My thanks to Dr. Bob Moorhead for his examples of paradox in our lives.

Coach Ladd



SUNRISES & SUNSETS

*A Brand New Day and a
Brand New Year is
in Your Hands*

Let me start by wishing you all a very Happy New Year.

One of my fondest memories of summers at the lake was sitting on the deck at the cottage (preferably screened in) either early in the morning with a hot cup of coffee and a blanket wrapped around me watching the sun come up or late in the evening sitting with a drink and in the old days an occasional cigar, quietly watching the sun go down on another day. It was always at these times I would reflect back over days past and wonder about days to come and where my life would take me and my family.

Sunrises and sunsets, it is remarkable how much we are all drawn to their beauty and even more so to how much we all share similar experiences when we take the time to just sit and stare out contemplating our lives; where we have come from and where we are going.

It has always fascinated me how much the sun's rising and setting so conjures up beginnings and endings for all of us. Of all nature's beauty, it is arguably sunrises and sunsets that we connect with the most.

On many occasions through the years those reflective times have served to help order my life and give me purpose and direction.

Now don't misunderstand, I am not suggesting that we all go out on our decks wherever we may be this time of the year and sit watching the sun come up or go down. Gosh knows even if we could stand the cold, the sun would only be up in the sky for about 10 minutes this time of the year anyway! How much could you possibly accomplish in 10 minutes of reflection.

No, let's use the symbolism of sunrises and sunsets and holding the sun, your very life in your hands and think about what we could '**strategically**' do with our lives in this brand New Year.

RESOLUTIONS

Now of course it will not come as news to any of you that most who set New Year's Resolutions (40 to 45% of North American adults) are not successful in keeping them. Of that number the following shows how many of these resolutions are maintained as time goes on:

- Past the first week-75%
- Past two weeks-71%
- After one month- 64%
- After six months-46%



Traditionally, the Top Ten New Year's Resolutions are:

1. Take some weight off
2. Manage debt/save money
3. Get a better job
4. Spend more time with family
5. Quit Smoking
6. Eat right/get fit
7. Get a better education
8. Reduce stress
9. Going greener
10. Volunteer to help others

If you see any resolutions on this list that just happen to be yours or you have others in mind and are determined this time to make it work, than let's take a look at how you can beat the odds and accomplish what you set out to do.

First and very important;

"You must understand that sheer will power and determination alone, will seldom carry you to a point of 'no return,' to your particular negative behaviour."

Secondly, know this; the number one reason why most people are not successful in keeping resolutions is because they do not know themselves well enough nor understand why in broad terms they behave and operate in the world the way they do.



My Sunset

In other words knowing who you are at a; physical, emotional, spiritual and intellectual level, and being aware of what you value, and need (not want) creates the best possible chance of you being successful at making lasting changes to your behaviour.

Actioning New Year's Resolutions is about behavioural change and behavioural change is about attitudes. Attitudes are engrained over a lifetime and are not easily discarded, changed or modified. In other words just by saying it, will not make it so!

So just **"REALLY"** how important is it to you to resolve to discard, change or acquire a new behaviour, start or stop doing something associated with an attitude this year? I mean just where is it that your motivation is coming from anyway? If you can answer these questions to your satisfaction, than perhaps you might be willing to examine what it really takes to achieve success with change in the New Year.

Are you really willing to look at who you are, where you are in time and how you got to here, before you go about deciding where you want to go (resolution) and how you are going to get there? If your answer is yes, then remember that winning over your bad behaviours (i.e. eating too much, working too much, smoking, not exercising, procrastinating, neglecting your family, etc.) is about process not outcomes. In other words with a new found heightened awareness of who you are and why you behave the way that you do, you will be in a much better place to strategically set goals, prepare action plans and set out on a journey to new and exciting discoveries about yourself.

As if this isn't challenging enough, another key to being successful is leading what Scott Peck refers to as a "disciplined life." That is:

- accepting responsibility for your life** (owning the problem)
- always telling yourself and by extension others the truth** (seeing reality)
- delaying gratification** (i.e. scheduling the pain first in order to enhance the pleasurable feeling later), and
- balancing** (the flexibility and willingness to work to maintain balance between your emotional, physical, intellectual and spiritual self).



GOAL SETTING

Ultimately, if you are able to come successfully through the hard work of getting to know yourself; physically, emotionally, spiritually and intellectually you will be ready to complete the **last phase or step** in the process, that of goal setting.

Just stating however vaguely what it is you want to stop or start doing is not nearly enough (resolutions).

Again everything you do must be approached strategically. In setting goals you stand a much better chance of being successful if they meet the following criteria:

SPECIFIC: Instead of setting a vague goal such as lose weight, set a specific goal, such as; 'I want to lose weight and I plan to do it by swimming 3 times a week and cutting 800 calories a day from my intake.' People who set specific goals are more successful than those who don't. Make sure you write your goals down, and any smaller interim steps within your goal, as this will help you to define them.

MEASURABLE: Instead of 'I want to lose weight,' set a goal like 'I want to lose 15 kg. so I can achieve my goal of 85 kg.'



The Personal Coach BULLETIN

balance through partnership

111- 460 Kenaston Blvd
Winnipeg, MB R3N 1Z1

office: 204.489.9534
cell: 204.782.1362

email: james@coachladd.com
web: www.coachladd.com

January 2012

www.coachladd.com

COACHING POINT

ACHIEVABLE: Do you have the skills and resources needed to complete the goal? If you want to enter an organized cycle ride in the future -- do you have a bike to train for the ride? Can you ride during daylight hours? Is your goal practical? Does it fit in with your lifestyle and your family?

RELEVANT: Is your goal relevant to your bigger picture goals? Does it fit with the long term vision for your life?

TIMELY: Make sure your goal has a deadline -- and that you have set dates for individual steps within your main goal. For example, 'I'll be able to walk to the local shops and back by February.'

Finally, your life should be about a lot more than just managing to set and keep a New Year's Resolution. Your life should be about having a purpose. If you build your life around a purpose there will ultimately be no need for New Year's Resolutions. See **bulletin: [Living a Purposeful Life](#)** (June 26, 2009)

PERSONAL COACHING

Taking a strategic approach to life changes can be a daunting task if you attempt to do it all alone. It can be done if you are patient and manage the process slowly, in a step-by-step fashion. The time of year of course does not really matter. What is needed is that internal or intrinsic motivation that will sustain you through the process. **The power of 'why.'**

If you are truly motivated your best chance of success just might be having

a personal coach in your corner. In my work as a Life & Business Coach I have been very successful in helping and supporting my clients in doing just what I have written about here throughout the entire year 'directly and in person.'

The benefits to **you** of having your own personal coach are significant. It brings focus, enables you to bridge the gap between where you are now and where you'd like to be, it provides structure, confidence, support, belief, space, encouragement and motivation, and enables you to reach your goals, or accomplish your dreams/ambitions.

Additionally, you will be able to identify your life's purpose or mission, reduce the amount of stress in your life, create more time for yourself and your family, improve your communications, increase your self-confidence and self-esteem, improve your health, well-being and fitness, and bring more balance to your work/home life.

Give coaching a try. Let your first New Year's Resolution be to call me; (204) 489-9534 or email; james@coachladd.com



Coach Ladd



Living a Purposeful Life

As a personal coach I am surprised and still taken aback by how often I encounter people who regardless of their age, station in life; their position, the power they wield, influence and money they possess, are not in touch with the very essence of who they are and by extension the purpose or meaning of their lives, or to put it more succinctly the very essential reason for their existence.

Life is a continuous "construction project" and as I have stated in this bulletin before, it is about the journey (process) and not the destination (outcome). Implied here is that if we always tell ourselves the truth and take responsibility for our lives, we will value and therefore open ourselves up to life long learning and in the process a greater understanding of who we are and are becoming, and where we are intended to be in this complicated world we have created.

How we choose to learn is critical to our progression toward what Abraham Maslow called the highest order need; "self-actualization," or the meaning of one's life? We have choices here; we can just take life as it comes or make a decision to take control to the degree that the forces of nature will allow and approach it strategically, accelerating our personal growth in the process.

As a personal coach, perhaps your personal coach one day, I can support and guide you in strategically sorting through this at any stage in your life. Being able to make this statement is a bit of a leap for me, considering my early life experiences.

When I think back to my high school days I remember being just a little bit envious of the guys who knew what they wanted to be when they grew up! They seemed so sure about what came after high school; what they would take at university, what they would do after and where they would do it. Me on the other hand, I had no clue. Being a romantic and something of a dreamer, I had a lot of different ideas, thoughts and feelings banging around in my head but nothing seemed to stick!

So finally I did what I thought was the right thing and tried to become an accountant because well, my father was one and because I was sure he wanted me to be one. By the end of my first year in Registered Industrial Accounting, I believe I had the worst marks in the history of the Program. I can only imagine what my dad thought. I never asked; so much for being an accountant, the noble profession that it is!

There would be many other starts and stops along the way until I "stumbled" into the field of personnel and industrial relations as it was called back in the 70's. I had found my path!



Over the years that followed I raised my first family, studied at university in the evenings, worked in the fields of; human resource management, training and development, addictions, employee assistance, organizational development and even found time to coach football in the community.

During this time I began to experience a greater self-awareness, an increased congruence with and between those things that I was doing in my life and in the process came to understand that knowing who you are, accepting yourself and having a purpose to your life were essential ingredients to success, health and happiness over the long haul. What I sometimes like to call the symptoms of getting it right!!

My struggles in life are much the same as yours, we share this journey together. Because of what my life has presented me and because of what I strategically went after, I have come to a place of knowing and understanding who I am and am

becoming, and in particular knowing that life and my efforts have been leading me to my purpose or mission. The place I find myself today. Oh yes, there are still mistakes but fewer, still stressful days but for the most part I take them in stride understanding they will pass, still have to apologize for my behaviour sometimes, I forget more than I used to, don't hear as well either but am sometimes seen as possessing insight even wisdom, still worry about whether or not I did the right things for my kids while they were growing up and still even experience an occasional "twinge" of post-traumatic stress left over from my four year lung transplant journey but have learned to lean into the discomfort, persevere with discipline and a philosophical view of it all.

Oh, and by the way, progressing along this path, I came to realize sometime ago that I need not have been so envious of my old school buddies. They may have known what they wanted to do after high school but like me, they were no more in touch with who they were and what their life purpose was to be. That comes much later, if it comes at all.

Just remember that you can only be at your "very best" with your family, friends, employer and community by first knowing yourself and than pursuing your life's purpose.

Coach Ladd