

Newsletter: Bringing the Inside Out

April 2005

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Coaching 101: Basic Techniques Used in Coaching:

Coaches put their focus on their clients. The lead in the relationship is always taken by the client, the coach just supports their client to express his or her thoughts and bring the client's own solution from the inside out. The tools and techniques used to produce this powerful synergy are:

- **Active Listening on multiple levels:** your coach will be listening for what is spoken, what is not spoken, the energy and tone in which words are spoken; in order to read the spirit behind your words to hear exactly what you are saying. It is fulfilling and empowering to be fully heard and understood.
- **Asking powerful questions:** your coach has been trained to ask powerful and direct questions in order to continuously learn more about you, where you want to go and how you can get there.
- **Imagining the Possibilities:** sometimes individuals get stuck and cannot imagine their way out of a challenge or problem. Your coach will support you in possibility thinking and you will access the solution to your problem or challenges as you always hold the key.
- **Assisting in goal setting and planning:** Through using active listening and asking powerful questions, your coach will support you in setting goals and planning how to achieve them. These goals will be your goals as they will come from you and the timing and planning will all come from you as well.
- **Staying on track:** one of the most powerful benefits of having a coach is that each week, she will ask you how your plans and goals are coming along. This helps you stay on track and get results.

Following Your True Colors to the Work You Love

In 1988, Carolyn Kalil discovered the "True Colors Personality System" and began to use it in Career Counselling. True Colors is a personality assessment

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that is fun and useful to group individuals into four types based on colors: Blue, Orange, Green and Gold.

Classifying individuals into personality types has been happening since human behaviour was first studied in ancient times. Hippocrates, 400 years before Christ was born, typed people into four dispositions, choleric, phlegmatic, melancholic and sanguine. People have used horoscopes, the Native Americans used the medicine wheel into four spirit keepers and the Hindu philosophy has four central desires to motivate people. In more modern times, Carl Jung used the ancient belief in fixed patterns to establish the theory that each of us is born with a particular basic personality and our goal is to become our “best self”. Using Jung’s studies, the mother daughter team of Katharine Briggs and Isabel Myers developed Myers-Briggs Type Indicator which is still commonly used today. Working with the Myers-Briggs, in the 1960s, David Kiersey developed the Kiersey Personality Sorter and from this sorter, Don Lowry simplified the personality types into colors.

The true colors personality tests have simplified the science of temperament types making it easily understood and accessible to everyone. There are four personality types: Blue, Green, Gold and Orange. Blue reflects calm, inclusion, peace, harmony, contentment, empathy and belonging. Gold symbolizes security, duty, organization, responsibility, work and loyalty. Green embodies creativity, problem solving, knowledge, complexity, power and ideas. Orange epitomizes vibrancy, persuasion, motivation, energy, action, attention and freedom.

True Colors assessments can help identify a person’s values and interests, assisting in finding a career that fits with their personality. In Carolyn Kalil’s book, “Follow Your True Colors to the Work You Love”, she identifies the values each color holds highest and careers that match those values. Working with a career coach to assess an individual’s color and assist them identifying which values they hold and which careers would fit can be deeply rewarding and lead you to the career you love.

Take a minute and do this assessment: www.truecolorscareer.com/quiz.asp to identify your true color.

Reduce Your Stress – 10 Tips:

Here is a list of stress relievers. Try these as they do really make a difference.

1. **Laugh at Life:** It takes more muscles to smile than to frown and usually it is contagious. You can spread joy around by smiling at others. And laughter actually lowers your blood pressure!

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2. **Go Outside:** Get some fresh air, and look at great outdoors. Even if you don't have time for a walk, step outside and just breathe.
3. **Reach Out and Call Someone:** Share your troubles with others if you have troubles. If not, just call your friends and don't forget to laugh!
4. **Don't forget to Breathe:** Breathing from your belly adds oxygen to your blood which relaxes you. Shallow chest breathing can make your heart beat faster and your muscles to tense up.
5. **Exercise:** Go for a walk, dance, or stretch. Moving your body increased endorphins which reduce stress. Take a couple of minutes and move every hour.
6. **Just Say No:** Trying to be everything to everyone is a one-way ticket to the loony bin. Say "no" to some things and let someone else do them.
7. **Water - the Fountain of Youth:** Drink lots of water, play in water, soak in water – water is an inexpensive remedy to stress.
8. **Listen to Music:** Music is good for the soul...listen to whatever genre you love.
9. **Get Enough Sleep:** It is particularly important to get enough sleep. If you do not get enough sleep, your enjoyment of life and your ability to deal with and reduce stress may be seriously affected.
10. **Pet an Animal:** Research has shown that those who owned a pet had lower blood pressure than those who didn't. If you don't have a pet of your own, visit a friend's or the local animal shelter. Just petting an animal for a few minutes helps relieve stress.

Quotes to Live By:

“the master in the art of living makes little distinction between his work and his play, his labour and his leisure, his mind and his body, his information and his recreation, his love and his religion. He hardly knows which is which. He simply pursues his vision of excellence at whatever he does, leaving others to decide whether his working or playing. To him he's always doing both.” James Mitchener

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