FEATURE ARTICLE

Wellness - Where does it fit in a Leader’s Priorities?
by Malcolm Nicholson (UK)

Is Stress Killing You Slowly?
by Ken Keis (Canada)

The Importance of Taking One’s Own Medicine
by Dawn Ann Campbell (France)

Why Self-Compassion Should Be in Every Coach’s Toolbox
by Ronita Neal

Application of Mindfulness in Holistic Life Coaching
by Sandeep Kulshrestha, PhD (India)

SPANISH SECTION

¡Comunícate con todas las partes!
by Maru Dávila (Spain)
Welcome to yet another exciting edition of the International Coaching News (iCN) online magazine! For our 13th edition our theme is Wellness & Holistic Coaching. This edition is loaded with content on a variety of relevant topics on the issues that come with creating the health, vitality and energy we all deserve, and mastering our inner balance.

The ICN is proud to have collaborated with several renowned international columnists, expert coaches and best-selling authors to provide insights on Wellness & Holistic Coaching. In this edition look out for our feature article from a regular contributor turned iCN journalist, Malcolm Nicholson from the United Kingdom, ‘Wellness – Where does it fit in a Leader’s Priorities?’. Malcolm discusses the global trends in wellness and how it impacts an organisation. He goes onto explore that Holism and interconnectedness are essential elements of effective coaching, whether it is done by external executive managers or by leaders who adopt a true leadership coaching style. Another noteworthy article ‘Why Self-Compassion Should Be in Every Coach’s Toolbox’ by one of our newest iCN journalists from the USA, Julia Miles, explains that a self-compassion approach builds resiliency over time and creates a more positive climate that energises and helps motivate us to try again. ‘Is Stress Killing You Slowly?’ by one of our regular contributors, Ken Keis of Canada, emphasizes the importance of having healthy choices for both family and work. ‘The Importance of Taking One’s Own Medicine’ by Dawn Ann Campbell from France, shares strategies in self-care and encourages us to listen to our bodies. Each of our columnists, too numerous to mention, has taken some really interesting perspectives, and I would encourage a thorough read-through of this edition.

Just like all our other editions, this edition is not just an interesting read, but it provides you with helpful coaching tools, personal development ideas and professional development techniques to grow your business.

We appreciate your support and look forward to your feedback!

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66 Noble Manhattan Coaching Ltd P.O Box 2142 Weymouth Dorset DT3 5YS Phone 0044 (0) 1305 769411 Fax 0044 (0) 870 312017
While editing the second in the Dial A Guru series of personal, professional and business self-help co-authored books, aptly called Get Out of Your Own Way, how to overcome self-sabotaging habits at home and in the workplace, I suffered with a bad back. It started with sciatica. I can tell you that the pain starts in the buttocks and goes down the leg meaning you can’t sit, or lie down. Imagine not being able to go to bed to sleep for days. Sleep deprivation is an effective form of torture for a very good reason, you slowly go insane. And as anyone who’s had sciatica will tell you (and I’ve since met plenty who have), it’s pure agony; you don’t know what to do, or where to put yourself.

I also experienced such excruciating lumbar pain that one evening (as I was on all fours having my back rubbed), I actually considered the wild possibility that my back pain could be labour pains. Similarly, I suffered thoracic and cervical pain so it hurt to even lift my shoulder, or turn my head (making driving dangerously difficult). The whole thing lasted for about two long agonising months. The only thing that gave me any relief was shuffling around and I have seen 80 year olds enjoy more mobility than I had at that time.

So why am I telling you this? Because despite being a well-qualified, experienced holistic health practitioner, I failed to listen to what my body had been trying to tell me for months. Of course, hindsight’s called a wonderful thing for a good reason. If I had listened to my body, I could possibly have prevented things escalating to the point where I was being well and truly punished for my crimes.

What were these crimes?
1. Sitting for way too many hours without taking proper breaks.
2. Poor posture.

"Many people spend their health gaining wealth and then have to spend their wealth to regain their health."
- AJ Materis

"Time and health are two precious assets that we don’t recognize and appreciate until they have been depleted."
- Denis Waitley
So I had a lot of time to ponder the questions: did I get sciatica because I did not listen to my body telling me I’d been sitting for way too many hours, for way too many months? After all, humans evolved to move all day, not sit endlessly stooped over a computer. Or was sciatica simply the universes way of telling me to stop pushing so hard; slow down and put into practice the mindful and healthy messages I teach? Or was there some unresolved mental issue that had finally manifested itself into a physical symptom, because we know just how powerful the mind body connection is.

Intuitively, of course I know the answer; it’s a combination of all of the above and more. Being an all or nothing kinda gal means I just can’t help myself when I’m involved in a good book (once a book worm, always a bookworm). Now I have no choice. I simply have to become more disciplined in my self-care hereon in; I cannot afford to go through another summer like that. It was painful which is debilitating, I simply have to become more disciplined in my self-care hereon in; I cannot afford to go through another summer like that. It was painful which is debilitating, aging and makes you feel vulnerable. Pain creates stress and so it becomes a vicious circle.

For two weeks I made myself rest, mostly in bed, doing nothing. I had to keep reminding myself of my wonderful teacher Thich Nhat Hanh’s words “doing nothing is doing something”. Lying there I was finally letting my body, and my mind too, detox and heal. So I’ve created strategies around improved back care that start with:

• Morning and night time stretching.
• At work I have an alarm that prompts me to sit, stand, sit, and stand several times an hour. It’s tedious, especially when I’m in the zone and involved in something (it’s amazing how fast time flies when you break it down like this), but for me it’s a must do. In fact, just the act of getting up and down several times an hour has recently been reported to improve our general health and well-being as well as improve our chances of longevity.

So now may be a good time for you to stop, listen to your body and consider what you need to do to Get Out of Your Own Way and practice more self-care in order to remain productive and achieve your goals for 2016.

Good luck and remember:

“To keep the body in good health is a duty... Otherwise we shall not be able to keep our mind strong and clear.”

- Buddha
Mindfulness Meditation has of late generated a lot of interest. Originally inspired by the Buddhist way of life and its spiritual undertones, mindfulness is gaining momentum and is being increasingly used in the coaching practices of Life Coaches as well as Positive Psychology coaches. Before considering its impact, let us understand what mindfulness is. The very concept of meditation has been eastern, where the effective way of meditating had everything to do with “moments where one empties her mind and get connected to a divine consciousness”. The philosophy of Mindfulness, on the other hand, is all about being fully aware of the current moment, where your mind is still “full” and not “emptied”. Hence, mindfulness is all about focusing on the present moment, with the mind fully aware of what is happening.

For example’s sake, we can compare mindfulness to a ritual of having a glass of wine. In normal parlance, you would smell the aroma, swirl the glass a little and take the first sip! This is what you are “tuned” to do and so you do it. Now, bring the concept of awareness with it. Take the glass of wine and while smelling the aroma, make yourself realise that what you are inhaling is one of the best grapes from a beautiful vineyard, in an idyllic setting on countryside. Then you hold the glass firmly; feel the texture of the glass and then take the first sip, letting it felt by your tongue, your throat and finally be aware of how it went down, within you. So, this is a perfect example of mindfulness and in this process, you were aware of where you were but still you could meditate!

According to James Baraz, the international fame meditation teacher, “Mindfulness is simply being aware of what is happening right now without wishing it were different; enjoying the pleasant without holding on when it changes (which it will); being with the unpleasant without fearing it will always be this way (which it won’t).”

There are various techniques of mindfulness, which are available as per the suitability of a client. From breathing exercises to chanting of “mantras”, the list is endless. It all depends upon the comfort level of your client.

So, Mindfulness is the practice of purposefully and actively focusing your attention on the present moment—and accepting it without any judgmental bias. Mindfulness is now being examined scientifically and has been found to be a key element in happiness.

For a prospective client, the coach can advise the client with some simple mindfulness techniques and work together with the client to make her comfortable with it, with active involvement. Some information on Mindfulness research can be found at this link http://www.apa.org/monitor/2012/07-08/cc-corner.aspx.

Coaching profession is actively influenced by the Positive Psychology movement, where “Learned Optimism” as a concept is quite relevant. Optimism makes a person look forward to current and future benefits, with a positive bent of mind. So the modern psychologists are repeatedly saying that optimism can also be learnt and mindfulness works as an active ingredient in reinforcing the belief in optimism. Once the levels of stress, anxiety and some small hiccups are reduced, inducing Optimism is the next logical step for a coach.

Considering the benefits as mentioned above, the practitioner should first get a grip on Mindfulness and apply it to the clients, as per Unique Client need (UCN) which should come out of discussions, observations and course of the engagement. Mindfulness, in its entirety is an extensive yet a practical concept, which would surely work well for coaches who are interested in “Holistic Coaching” which would transform a client’s life and move her towards heightened levels of optimism with a new found interest in seeking happiness.

Application of Mindfulness in Holistic Life Coaching
by Sandeep Kulshrestha, PhD (India)

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There are various techniques of mindfulness, which are available as per the suitability of a client. From breathing exercises to chanting of “mantras”, the list is endless. It all depends upon the comfort level of your client.

As a coach, professionals can use mindfulness if their coaching mandate is about an extensive and holistic life coaching, which includes bringing a client “back on track” and making sure that there is progress in all dimensions of life, including emotional, physical, spiritual, mental etc. Mindfulness would help a prospective client in the following ways:

- Help reduce anxiety and stress:
  - The impact of mindfulness is really profound and people start focusing better, let go of abusive habits like drug addiction, violent behaviour, etc. In Positive Psychology, the benchmark of a happy, thriving and a “good life” is a balance in the following factors – Positive Emotions, Engagement, Relationships, Meaning and Accomplishment (PERMA) and mindfulness is the key as it makes a person “aware” of her being and makes a person look towards seeking a flourishing and a thriving life.
  - Considering the benefits as mentioned above, the practitioner should first get a grip on Mindfulness and apply it to the clients, as per Unique Client need (UCN) which should come out of discussions, observations and course of the engagement. Mindfulness, in its entirety is an extensive yet a practical concept, which would surely work well for coaches who are interested in “Holistic Coaching” which would transform a client’s life and move her towards heightened levels of optimism with a new found interest in seeking happiness.

- Increased Optimism:
  - Coaching profession is actively influenced by the Positive Psychology movement, where “Learned Optimism” as a concept is quite relevant. Optimism makes a person look forward to current and future benefits, with a positive bent of mind. So the modern psychologists are repeatedly saying that optimism can also be learnt and mindfulness works as an active ingredient in reinforcing the belief in optimism. Once the levels of stress, anxiety and some small hiccups are reduced, inducing Optimism is the next logical step for a coach.

- Creation of Good Life:
  - The impact of mindfulness is really profound and people start focusing better, let go of abusive habits like drug addiction, violent behaviour, etc. In Positive Psychology, the benchmark of a happy, thriving and a “good life” is a balance in the following factors – Positive Emotions, Engagement, Relationships, Meaning and Accomplishment (PERMA) and mindfulness is the key as it makes a person “aware” of her being and makes a person look towards seeking a flourishing and a thriving life.
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ABOUT SANDEEP KULSHRESTHA

Sandeep is a Human Resources and Talent Development Leader, a thinker and an executor who believes in facilitating “execution intelligence”.

He is a certified Professional Coach and a certified positive psychology coach. He works with corporate leaders in world class technology companies, supporting them in their goals and leadership challenges, through Positive Psychology models and constructive mentorship. Engaged as an Executive & Leadership Coach with an International community of coaches Silicon Valley Change Executive Coaching.
Holistic Coaching is about being aware of the client’s whole being. As a spiritual coach this means being aware of the client’s whole life as well as their mind, their body, and their spirit.

The word holistic comes from the word holism which in turn comes from the word holos meaning entire and complete. Although the word holistic may have a different meaning for everyone, the underlying meaning will always remain as ‘complete’ or ‘whole’.

Coaches naturally focus on the whole of the client. Generally a coaching relationship will start with the Wheel of Life. The Wheel of Life exercise allows the client and the coach to truly understand exactly where the client is in their life today. The Wheel of Life looks at not only the client, but also those people who impact the client’s life – parents, significant other, children, grandchildren, siblings, cousins, friends, colleagues and acquaintances. By allowing the client to truly understand where they are in their own and whole life, gives the client the time and opportunity to connect and become self-aware of their inner-self.

It’s very easy as a coach to work with the client and focus on just one element of their life – their current goal; but as a Holistic Coach you know that the client is not just one element. They do not live a parent life, a work life, a family life, a healthy life, or even a wealthy life – they live LIFE!

If you are working with the client on their single goal, how do you as a Holistic Coach, work with the client’s whole life?

Initially, it is straightforward as you work with the client to understand where they are in their life today. You use the Wheel of Life and identify the areas of their life that are important to them. You work with them to understand the balance of their life at that moment. You understand what they want to focus on to change their life – their dream, their aspiration, their goal. This is often in only one area of their life. You then start to work with them to achieve their goal. It’s here that it becomes very easy to focus on only one area of the client’s life and to stop thinking about and understanding the impact or changes happening in other areas of the client’s life.

Each one of us is distracted by everyday living! We all live a busy lifestyle and often trying to bring change into that busy life is not always easy; and bringing in that change may add to the stress that the client is feeling, at least initially.

Clients come to a coach to gain support to make a change that often they have already been trying to implement without success. They need someone who is able to support them in everything that they want to do, without judgement. They want someone who will encourage and motivate them. They also want someone who will help them reduce the stress they often feel, allow them to feel that they have some freedom and are not living that busy, no time available lifestyle. Coaches provide a safe-haven for clients and in doing so give the client the opportunities that their life today is not giving them.

Clients who want to change a major element of their life – career, personal situation, responsibilities to others – often feel trapped by the expectations that they and others put on them.

Selecting to work as a Coach gives you the opportunity to help your client make the changes or changes they want to make, but working as a Holistic Coach gives you the opportunity to provide your client with additional support. You are the one person that they can share everything with, so you are the one person who can ask the difficult questions about how the change they are implementing is impacting their whole, balanced, and holistic life.

Holistic living isn’t easy. Every day throws more challenges which makes Holistic Coaching important.

Holistic Coaching helps the client move from where they are today to living a well and balanced life that includes the changes or changes they want to implement. By taking time to help the client understand the changes that the client makes through every coaching session and how these changes impact the rest of their life, is one step at a time towards helping the client live a well and balanced life.

Be Brave! Help your client to select the life that they have imagined that they could live. Help them live holistically!

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Life is not a problem to be solved, but a reality to be experienced.
— Soren Kierkegaard

You have Imagined!

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ABOUT BARBARA J. CORMACK:
Barbara J. Cormack MNMC, CIAC, AFC, AFM is your leading Spiritual Coach, Mentor and Trainer; published in six co-authoring books, and author of two of her own. Barbara is an advocate of achieving in every arena of life. Her clients hold her in high esteem as her style of working makes the knowledge of your future, clear, inviting, and achievable; while her style of coaching or mentoring makes the possibility of sustainable change compelling, exciting, and achievable. She combines her extensive background and experience with a keen insight into the demands of balancing the personal with the professional.
What are you Feeding yourself & does it Nourish you?
by Taryn Harris (South Africa)

We are realising (and science is proving) that we are WHOLE and that our mind, emotions and physiology are inextricably linked. The health of the one affects the other. Our mental, emotional and physical health all need to be nourished to ensure overall health and well-being. (a.k.a. A BEING that is WELL!) Our level of health affects the way we deal with daily challenges and opportunities. It affects our thinking, resilience, relationships, performance and enjoyment of life.

I love the word “nourish”. It feels wholesome, nurturing and healthy. And so it got me thinking about how we feed ourselves every day and in every moment. So my invitation to you is to do an audit and start noticing…

What are you feeding your mind? How are you nourishing your body? In what ways do you sustain your relationships and community? What conversations and activities fill you up with nutrients? How can you make healthier choices for mind, body and spirit?

It does not serve you to work 15 hour days 7 days a week – you might win the pitch, get the business… but then you spend the money you make on therapy, chiropractors, alcohol, television, **insert infinity of possible “fixers” or addictions here** to try restore the rest of you (and your relationships and goals) back to health or escape the “illness”. How can you find a way to feed all parts of you so that it is sustainable and yummy?

I am not saying therapy, chiros and even the odd glass of wine does not have its place. Do they form part of how you nourish yourself – how you stay healthy? Or only to treat the symptoms of an “unhealthy” lifestyle resulting in unhealthy choices which leads to a “not so fun” experience of life?

And the term “health” is relative. Some people are vegan and some people don’t do takeaways during the week. Some people cut out sugar. Some people run marathons, some people stretch, some meditate or play golf. Some people do book club. We all have different ideas of what health means and what makes us feel good, body, mind, emotions and spirit…

I wish you a delicious meal – FEED YOURSELF and others with NOURISHING words, food, activities and interactions!

“I am not saying therapy, chiros and even the odd glass of wine does not have its place. Do they form part of how you nourish yourself – how you stay healthy? Or only to treat the symptoms of an “unhealthy” lifestyle resulting in unhealthy choices which leads to a “not so fun” experience of life?”

Health is a state of physical, mental and social well-being and not merely the absence of disease or infirmity.

ABOUT TARYN HARRIS

Taryn is a professional executive and life coach, speaker and the creator of the In-Body Method. Taryn moves people into their power and organisations into their power through people. Her programmes focus on developing interpersonal and leadership skills, emotional intelligence and team functioning. Taryn will show you how to create a life – both personally and professionally – that you want to show up for! She gives you the tools to effectively navigate through the opportunities and challenges and teaches you how to positively affect your behaviour and emotions by rewiring your mind to become more content, resilient and confident by tapping into the intelligence of your body.
3 ways to use your Coaching Skills and Earn Residual Income
by Moira Hanley (United Kingdom)

You may have come across The Alpha Group before, but whether you have or not, I want to tell you about some great advantages to becoming a Regional Director with us.

The Alpha Group is an exclusive peer to peer advisory boards, set up in towns and cities across the world. The idea is that small to medium sized businesses (SMEs) can double their turnover and dominate their sector within 2-3 years by participating in an Alpha Group.

There are never more than 20 people on the Board, most often 10-15, and no one is a competitor. With the help of the Leader, who is the Regional Director (RD), they learn techniques, get answers, solve problems and use the expertise of their peers.

Why would an SME join an advisory board you may ask? Well, most SMEs haven’t got the level of expertise or experience within their own company. Often the MD/Owner does several jobs: marketing, sales, operations, etc. To be able to have access to literally hundreds of years of experience in one room has been life- and business-changing. We have the proof.

WHAT’S IN IT FOR YOU?

For you, an experienced coach with a business background, imagine if you were the Regional Director of a group in your area and you had 10 business people, all coming once a month and paying for that. Imagine also if you recruited more RDs, anywhere in the world, (there is no restriction on that) and you started earning commissions on what they earn.

That’s how it works. You use your expertise, your contacts, you build a group. You find other people you know who might be interested in doing the same. They’re then part of your group if they sign up. You earn money from their work in perpetuity. Not only that, you earn money on their groups also.

So, why, other than the earning potential, would you want to do this?

SMES ARE THE BACKBONE OF THE COUNTRY

For the simple reason that SMEs are the backbone of most countries and, collectively, hire the most people. Yet they get the least amount of support or financial breaks from the government. Imagine if you could help 10, 20, 100 businesses in your local area to double their turnover and dominate their sector. Imagine how that would help the local economy, the unemployment rates, the taxes paid, the spending in the local shops and so on.

You could be instrumental in making that happen. Yes, the money is lovely; who doesn’t love earning good money? But with it comes the sense of satisfaction that few other jobs can bring.

I PROMISED 3 WAYS TO USE YOUR COACHING SKILLS AND EARN RESIDUAL INCOME:

1. Build a group and earn money monthly from that. You can have multiple groups too.

2. Bring in other RDs, from across the globe, and earn money from their work and their groups.

3. Use the Alpha Gold Coaching program to offer additional coaching to your members

If you’re interested in using your talents and experience to become a Regional Director for The Alpha Group, please contact colin.lindsay@the-alpha-group.biz and check out the website: www.the-alpha-group.biz

ABOUT MOIRA HANLEY

Moira is The Regional Director of Alpha Group International - East & South East England.

She started her own business helping SMEs around the world to understand and use social media and online marketing as well as business coaching and creating marketing plans and business plans. She also ran a training series for Public and University Libraries in Ireland. Moira loves seeing people being successful and find it very rewarding to share her experiences and knowledge. She also speaks at conferences on marketing and social media.
Imagine telling a child, “You’re such a loser.” Or raging at a friend, “you’re a stupid jerk.” Most of us don’t behave that way and intuitively understand why: it’s psychologically harmful and does not lead to lasting change. And yet, we would not hesitate to talk to ourselves that way.

But consider this: Our brain cannot distinguish between an external threat and our own self-critical voice. When we talk trash to ourselves, we become both the attacker and the attacked.

Imagine a car accident, our body is under what is called a ‘fight-or-flight’ response. Which doses us in a stew of stress hormones that shut down all but our most necessary bodily mechanisms for survival. To fight the threat, we may beat up on ourselves; to flee it, we freeze in fear, frustration, and anger at their shortcomings? How can we be helpful to our clients in hard times? Or experience fear, frustration, and anger at their shortcomings? How can we be helpful to our clients in hard times?

There is an impressive and growing body of research that shows that the antidote to harsh self-criticism is self-compassion: the act of turning kindness toward ourselves when we’ve failed or see some part of ourselves we don’t like. This might sound obvious—or New Agey. Or, sound simply absurd: When we make mistakes, or without, so too the brain cannot tell if it’s our own

Self-compassionate people are less likely to get swallowed up by self-pitying thoughts, and their attendant storylines. They tend to be more reflective, ask of themselves how they could be more skilful in the future and have done a better job in the past. They tend to feel guilt or remorse that’s equal to the deed, and apologise when they have wronged others. Because they feel a sense of their own agency, they also feel more optimism and hope.

Pioneering researcher and psychologist in the field of self-compassion, Kristin Neff, says that people frequently resist offering kindness to themselves because they think such behaviour will let themselves off the hook—that self-judgment is the thing that keeps them in line. Add to the list of what makes people resistant: fear of appearing weak, self-indulgent, self-pitying, or self-absorbed.

But actually, research shows the opposite is true. It turns out that self-judgment actually distorts reality. Self-compassionate people are less likely to get swallowed up by self-pitying thoughts, and their attendant storylines. They tend to be more reflective, ask of themselves how they could be more skilful in the future and have done a better job in the past. They tend to feel guilt or remorse that’s equal to the deed, and apologise when they have wronged others. Because they feel a sense of their own agency, they also feel more optimism and hope.

The research clearly shows that self-compassion is a generative process, a prescription for motivation, and an antidote for perfectionism. When we know we are on our own side, we are willing to take more risks, dream big, and be less immobilised by fear of failure. We come to trust that whatever struggles and imperfections we have, and whatever mistakes we make, it’s all grist for the mill. We will be okay. We will fail. Humans do.

The good news is anyone can develop a practice of self-compassion. Neff created the Self-Compassion Break, a portable, straightforward practice that takes just moments to do. (Hear her lead The Self-Compassion Break on her website: www.selfcompassion.org)

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While this may seem contrived at first, it becomes easier and faster over time because we actually wire our brain for self-acceptance—it becomes a habit.

While similar to mindfulness, the practice goes one step further. It requires that we learn to self-sooth by embracing ourselves—both literally and figuratively—with warmth and tenderness when we suffer a painful experience, even when we are the source of it. Just as the brain cannot distinguish the difference between a threat that comes from within or without, so too the brain cannot tell if it’s our own touch or someone else’s.

As mammals we are wired for touch—it’s part of the mammalian care-giving system, which blends, restores, and signals to us that we are not alone. Touch produces oxytocin, one of the brain’s “happy” hormones. Called “the love hormone,” it’s not only released through cuddling, but when people bond socially, too. It feels great plus it lowers our cortisol levels—one of the hormones released during stress.

We feel calm and more relaxed, positive, we see the world through rose-tinted glasses. Research has shown that when our clients talk to themselves is a relevant area of concern for us. We are in the business of change, which requires experimentation, trial and error. So what happens when our clients fall short? Or experience fear, frustration, and anger at their shortcomings? How can we be helpful to our clients in hard times?

There is an impressive and growing body of research that shows that the antidote to harsh self-criticism is self-compassion: the act of turning kindness toward ourselves when we’ve failed or see some part of ourselves we don’t like. This might sound obvious—or New Agey. Or, sound simply absurd: When we make mistakes, or without, so too the brain cannot tell if it’s our own

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1. Notice that you are experiencing a moment of difficulty, and gently interrupt it.

2. Place your hands on your heart, or arms folded across your chest and give a squeeze of offer another comforting gesture, feeling the warmth and weight of your hands.

3. Say to yourself some version of the following:
   - This is a moment of difficulty…
   - Everyone experiences difficulties as a part of life…
   - I’m going to be kind to myself in this moment…

   For the final step, ask yourself, what do I need to hear? Let the answer bubble up. Offer a word of encouragement, endearment, or earnest support. It could be something like:

   4. “That was really rough. You did your best. I applaud your courage.”

   **Want to dig deeper?**

   **Kristin Neff:** *Self-Compassion: The Proven Power of Being Kind to Yourself*

   **Christopher Germer:** *The Mindful Path to Self-Compassion: Freeing Yourself from Destructive Thoughts and Emotions*

   **ABOUT JULIA MILES**

   Drawing on 20-plus years of experience in communications as a writer, broadcaster, and educator, this coach and consultant enjoys a reputation for her creativity, humour, and warmth in helping individuals improve their performance and achieve their goals. Trained and certified in positive psychology through Tal Ben-Shahar of Harvard and The Whole Being Institute. ICF certified through Positive Acorn with Robert Biswas-Diener. Julia gives workshops, presentations, and works one-on-one with individuals to help them improve performance and achieve their goals.

   **WHEN TO USE**

   - When we are being hard on ourselves
   - When we feel rejected
   - When we see something we don’t like about ourselves.

   A self-compassion practice builds resiliency over time and creates a more positive climate that energises and helps motivate us to try again. As coaches, when we hear our clients give themselves an undo negative self-appraisal, it’s a flag for us to bring our curiosity and concern because this may be our client at his or her most vulnerable. We can gently challenge the incongruity of our clients’ perceptions with the reality of who we know our clients to be. We can ask powerful questions such as, “what might a kind friend say instead?” Or, “if this happened to someone you love, what would you advise…?” We can respond genuinely with honest statements, such as, “I feel sad when I hear you talk to yourself that way.” Or brainstorm a list of go-to phrases for when that self-critical voice comes up in the future.

   It may not be comfortable at first for some clients to explore this possibility. But given the benefits (and considering the toll self-criticism takes) as a coach, keep it on your radar to help your client tap into the idea of self-acceptance over time. The humanist psychologist Carl Rogers said, “the curious paradox is that when I accept myself as I am, then I can change.” As a coach, consider developing your own self-compassion practice. After all, we’re human, too.

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The period from around 2005 to present has seen the rise of a new branch of coaching – Health & Wellness Coaching. However, it is important that leaders and coaches understand the context of the broader changes that are occurring in order to be able to maximise the impact that wellness coaching can have.

Why should Organisations look at Wellness?

The growth of wellness coaching and other approaches to wellness can be charted next to the perceived epidemic of preventable ‘diseases of civilisation’ (as opposed to diseases of longevity) that are the result of the growth of wellness coaching and other approaches to wellness can be charted next to the perceived epidemic of preventable ‘diseases of civilisation’ (as opposed to diseases of longevity) that are the result of the rise of a new branch of coaching – Health & Wellness Coaching. However, it is important that leaders and coaches understand the context of the broader changes that are occurring in order to be able to maximise the impact that wellness coaching can have.

Many office based work environments have moved away from purely medical ones towards an assessment of life expectancy. Global life expectancy has more than doubled since 1900 as societies have industrialised and modernised and the World Health Organization now puts it at 713. Many people born in the 1970s have a good chance of living to 100. The average age means people are more likely to have dependents including parents in their working lives and will have restructured in the last three years. “So if you lose your job and you have family you are unlikely to be globally mobile. For the average employee this is a big issue.”

This links to other trends – the moves to major cities, less jobs outside major cities (and the downward spiral of infrastructure - hospitals, schools etc. The majority of quality and specialist doctors will be in cities). Also, there is an ageing population who are likely to have dependents including parents in their care. The average age means people are more likely to suffer disability.

Disability rates among working age populations have increased around the world in both richer and poorer countries. While musculoskeletal conditions such as backache lead the list of causes of absence from work, the rising threat is depression. The World Health Organisation says that more than 350 million people of all ages suffer from depression around the world (from 28% in 1995 to over 40% in 2008) and it is the leading cause of disability worldwide. Many may not raise this with their employers, firstly as employers may not recognise it as an illness or because employers may accrue employees of not being engaged or motivated.”

“Over the past few decades disability rates among working age populations have increased around the world in both richer and poorer countries. While musculoskeletal conditions such as backache lead the list of causes of absence from work, the rising threat is depression. The World Health Organisation says that more than 350 million people of all ages suffer from depression around the world (from 28% in 1995 to over 40% in 2008) and it is the leading cause of disability worldwide. Many may not raise this with their employers, firstly as employers may not recognise it as an illness or because employers may accrue employees of not being engaged or motivated.”

Healthy approaches to sickness at work: I recently had a fascinating conversation with Dr. Stefan Kröpfl, Head of Strategy Global Life at Zurich Insurance. He has been studying global trends in wellness and absence from work. In our conversations, which related to his article ‘Healthy approaches to sickness at work’ he states that:

“I think the figures are increasing as a result of understanding & recognition of mental health issues as an illness not a ‘weakness’. What is harder to prove is the impact that the work environment is having. It is becoming more stressful and putting more pressure on employees.”

Dr. Kröpfl also believes that there is a more difficult to prove background pressure as well, as a result of the work environment becoming more dynamic and the idea of lifetime employment having gone; the fear of reorganisation is constant – any major corporation will have restructured in the last three years. “So if you lose your job and you have family you are unlikely to be globally mobile. For the average employee this is a big issue.”

The other element of background stress common to most is the inability to switch off as a result of the technology and globalisation. Research has also shown other background financial concern resulting from the rise in the ‘gig economy’ and zero hours contracts, most of which don’t have associated benefits like sick pay.
As an emerging field with little established best practice, it is difficult to get a handle on the exact financial benefits. An early but growing body of research, despite a lack of consistency in measurement, shows “impressive returns on money invested in wellness.”

New business-to-business service providers are offering innovative support such as access to medical advice and counselors on the telephone and wellness coaching.

Health and Wellness Coaching has a tremendous role to play in preventative medicine, both individually and in groups – particularly in places of work. It has been described as bridging the gap between wellness programmes within organisations and behavioural change.

As with other branches of coaching, there are diverse approaches and definitions, however, most Health and Wellness Coaching methodologies offer an action centred approach, providing expertise in health, wellness and fitness. This enables individuals to clarify goals with coaching dialogues leading to behavioural change to achieve weight, diet or fitness goals. Certainly Kaplan University for Health and Wellness says, “This type of coaching takes an active and directive role”.

Many organisations offering accreditation ask for people with fitness or health related qualifications. It is an area where personal trainers can re-qualify.
Wellness makes good business sense. Wellness coaching makes good business sense. In fact, to quote Geoffrey Abbott PhD, a leading academic, coach and educator, “The coaching-wellness nexus is very close. Even if health and well-being are not on the agenda, a coaching process that engages the heart and mind inevitably connects with the body. Holism and interconnectedness are essential elements of effective coaching whether it is done by external executive managers or by leaders who adopt a true leadership coaching style.”

However, some leaders will view this as just another layer of complexity with which they have to deal. And therein lies the rub. As Drucker said “Culture eats strategy for breakfast”. Now, whether you take this literally or think that culture is a building block of a strategy, isn’t important. What is important is that leaders realise that the culture of their business is in the main taken from the signals that they give off. People look up to their boss for direction and follow not what they say but what they do. So developing a positive coaching based culture where the driving through of basics like trust, feeling valued and engagement is down to the key people within the organisation.

For the investment in wellness and wellness coaching not to be an expensive folly, leaders need to ensure now, more than ever, at a time when there are few leaders operating to long term agenda, that they act with integrity and compassion. Geoffrey Abbott continued: “Organisations with coaching cultures – Google is an example – will be populated by healthy people who care for each other. Organisations who have expensive “Well Being Programs – WBPs” tend to alter an existent equilibrium causation; a state resulting from a stress, especially one of bodily or mental tension resulting from factors that psychologically, or behaviourally, in your body and your life, incur everything from chest pains to costs lives, it costs workers, and productive members of society.


Stress: A physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation; a state resulting from a stress, especially one of bodily or mental tension resulting from factors that tend to alter an existent equilibrium.

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Every element of your life is influencing your stress and wellness levels positively or negatively. Your stress levels manifest themselves, physically, psychologically, or behaviourally, in your body and your life, incurring everything from chest pains to difficulty making decisions. Getting a handle on your current condition requires you to assess every aspect of your life.

Your wellness picture is a result of a combination of facets of your life. It’s tempting to search for a quick fix or magic in a pill bottle, but improving your wellness requires a comprehensive approach. Everyone in the workplace would benefit from an honest look at the health and stress triggers in their lifestyles.

Unfortunately, many people become overwhelmed by the complexity this requires, and the effort it takes to make meaningful changes in their lives. We are going against the mainstream by taking offensive measures when it comes to our health and this can seem impossible. You might be tempted to quit before you even get started, so here are a few guidelines that will hopefully make the process less overwhelming:

1. Measurement: You need to identify and measure the current state of your life and your work. You need to assess every aspect of your current condition. This requires a comprehensive approach. Everyone in the workplace would benefit from an honest look at the health and stress triggers in their lifestyles.

2. Setting Goals: You need to set realistic goals for yourself. This will help you focus on what is important and what is not. You need to make a plan for achieving these goals.

3. Taking Action: You need to take action towards achieving your goals. This may involve making changes in your lifestyle, such as eating healthier, exercising more, or getting enough sleep.

4. assessing your progress: You need to assess your progress periodically. This will help you stay on track and make any necessary adjustments.

5. seeking support: You need to seek support from others. This may involve talking to friends or family about your goals, or joining a support group.

6. practicing self-care: You need to practice self-care regularly. This may involve taking time for yourself, doing activities you enjoy, or engaging in activities that help you relax.

7. Learning new skills: You need to learn new skills that will help you deal with stress. This may involve taking a course or workshop, or reading books on stress management.

8. seeking professional help: You need to seek professional help if you are struggling to manage your stress.

9. time management: You need to manage your time effectively. This may involve prioritizing your tasks, delegating when possible, and setting realistic deadlines.

10. avoid burnout: You need to avoid burnout. This may involve taking breaks, setting boundaries, and knowing when to say no.

These guidelines will help you manage your stress and improve your wellness. However, it is important to remember that every individual is different, and what works for one person may not work for another. Therefore, it is important to experiment and find what works best for you.
1. Figure out where you’re at

Take a complete, honest inventory of your overall health and stress. Some Corporate Wellness Plans and HR strategies benefit from CRG’s Stress Indicator and Health Planner, a professionally developed, self-administered tool that will assess your health and give you a plan. This gives you a specific idea of where you’re at and how you can make lasting changes.

2. Set up your environment for success

As Dr. Phil would say, is it working for you? Cleanse your house of junk food. Why tempt yourself with handy candies and treats? Invest in healthy options that are easy and convenient.

3. Make healthy choices for your family

If you have kids, don’t give in to the pressure to give them high-sugar foods. It’s tempting to be that parent, but a healthy family has unbelievable long-term benefits. Until our healthcare system shifts to a preventative model, make sure to do your own homework in cooperation with your family doctor, so you can make informed decisions that work for your family.

4. Are you living out your purpose?

Stress is manifested by many factors, including how fulfilled and purposeful your life is. Be honest with yourself. It may be time to think about how you can make meaningful changes for your overall wellness. In the end, only you can determine if your health, wellness, and a longer, more active and fulfilling life are worth your full attention. Taking care of yourself is always going to be time well spent.

Cognitive Load Theory - and How You Can Use It

by Michael de Val (United Kingdom)

Coaching others to be excellent presenters poses challenges. Cognitive Load Theory can offer some fruitful ideas to help leaders, coaches and mentors understand how to get the message across better.

Have you ever tried to commit information to memory while doing something else? Ever been distracted from your task by irrelevant information or just dived in at the deep end of a problem when breaking it down or building towards the solution might have been easier? If these sounds or looks familiar to you then you have some experience of Cognitive Load.

Our long term memory has a nearly unlimited capacity, but our working memory - that part which coordinates our thoughts with temporarily stored information during activities such as planning and learning - has a limited capacity for retaining task relevant information. The less we overload it the better for addressing the task in hand.

Here are just a few examples of how you can reduce C.L. which you can apply when you present information.

Reduce ‘Element Interactivity’

Focusing on the individual parts of a problem before trying to solve the whole thing lowers the burden on working memory. Breaking a problem down into its constituent elements can be a way of reducing errors and enabling solutions. In one experiment conducted in Australia (see Ayres Experiment) students were asked to solve algebraic ‘bracket’ equations first as whole problems then in constituent parts. Even though the same number of calculations was involved, the ‘part task’ strategy was more effective. The students who had a low prior knowledge of algebraic expansion problems rated it less demanding and recorded lower error rates.

A Cognitive Load Checklist

► Can I reduce the problem to its parts?
► Can I create worked examples which require progressively more learner input?
► Have I embedded the relevant material in the presentation and weeded out extraneous stuff?
► Would a ‘just in time’ approach to information provision help if the task is not too complex?
► Could I use a simultaneous two channel visual and verbal explanation?
► Can I avoid setting too specific a goal and encourage step by step elimination of unknowns?
► Is this a problem needing multiple working memory capacity and if so would collaboration help?
The Ayres Experiment

Algebraic equations were broken down into isolated elements and one group was required to calculate the bracket expansions in four separate calculations which solved the whole equation. They were then required to solve the equations as an integrated whole. Though the same number of calculations was required Ayres found that the students found the isolated element strategy easier and made fewer errors.

Create Scaffolding

Like the scaffolding required for a house repair, coaches and would-be presenters gain from temporary support in the learning process, this support is designed to fade when it is no longer needed. A particular kind of scaffolding – ‘completion tasks’ – combine worked examples and conventional learning tasks. These encourage learners to be active by completing partial solutions of whole problems. A number of experiments have shown that that studying worked examples in this way is an effective way of embedding understanding. Getting learners to start with almost a complete worked solution and then continue with completion tasks which require ever larger parts of the solution to be provided by the student themselves until they can manage the full conventional problem is another effective way of reducing the load on working memory.

Avoid the Split Attention and the Redundancy Effects

When students working on an Information Technology problem were also presented with materials they did not actually need to do the task it was found that this redundant material – rather than having a beneficial effect- impaired performance. Ensuring that task irrelevant material is not present reduces the ‘redundancy’ effect of unneeded distractors. This could be applied by grouping or integrating all relevant information in one sheet of paper or in comprehensive on-screen instructions or modified manual, making sure only task relevant material is used. An experiment by Sweller (see insert) in the 90’s with students of Computer Aided Design found that physically integrating all relevant information in an integrated manual with instructions and diagrams of the screen rather than using a separate manual and computer removed the ‘split attention’ effect which adds to cognitive load. Adopting a ‘just in time’ approach by presenting the necessary information precisely when the learner needs it and not before can also help with less complex tasks.

The Sweller Experiment

Students of Computer Aided Design were allocated to either a group learning with a computer AND a separate manual or to a group who only had a modified manual containing both textual information and diagrams of the computer screen and key board which integrated the information in one place. Sweller found that the modified ‘manual only’ group performed significantly better on the problems posed concluding that having to integrate material from separate sources imposes a higher cognitive load.

CLT argues that the capacity for mentally holding and manipulating words (verbal channel) and images (visual channel) in working memory is limited. In an original experiment in the U.S. Mayer and Moreno (see insert) found that a multimedia presentation which consisted of words as a narration alongside the animation was more effective than an animation with on screen text. (If you have ever sat through a French movie with sub titles you probably get what they meant!) So presenting explanations in a ‘single channel’ approach can lead to cognitive overload. In their experiment they also found that weeding out embellishments like background music or irrelevant narrative in audio visual presentations and giving learners control of the timing of information presentation better supported learning. Using ‘signalling’ in audio visual presentations - stressing words, highlighting and using coloured arrows- was also found to have a measurable beneficial effect on student performance.

The Mayer/Moreno Experiments

Their experiment involved university students. One group performed a series of tests involving an explanation presented as an animation with an accompanying narration. Another group had the same animation with on screen text. They found a ‘modality effect’ in that students understood an explanation better when the words are presented as accompanying narration rather than just on screen text. They concluded that this is due to a reduction in load on just one processing channel (visual) in working memory.

Goal Setting and Collaboration

Problem solving approaches can rely too heavily on working backwards from the solution by setting sub goals until the unknown elements are eliminated. Australian research in the 90’s pointed up that the cognitive load of such an approach is considerable and alternative approaches can both deepen understanding and reduce confusion. If you avoid specifying a goal for a problem solving exercise by asking learners to find a way of calculating some unknown element, it can be more effective both for understanding and for task completion. It also helps learners construct a series of steps or a chain that connects the given to the goal - working forwards not backwards.

FURTHER READING AND INFORMATION.

On Line

You Tube: Introduction to Cognitive Load by Andrew Wolf.
Wikipedia: Cognitive Load

Articles


Books

Cognitive Load Theory: Jan L. Plass. Cambridge University Press. 2010
A Holistic Approach to Coaching
by Elena Constantinidou (United Kingdom)

To some, Holistic Coaching would come across as woo woo. What does holistic mean anyway? Some would approach it with cynicism.

Is it wise to try and conceptualise coaching in all of its spectrum and glory? How can one understand how it feels if they don’t have the experience? How can one know the juiciness and taste of an apple if they never tasted it before?

Is there really a distinction between coaching in its different labels and focus?

In my simplistic understanding, coaching is simply coaching, regardless of how one calls it, how one approaches it, what tools the coach is using.

From the moment we are coaching the individual, even if it’s in a corporate or business context, it is essential to incorporate all the aspects of the Self, or plateaus of life.

And to emphasise that, there is the emergence of holistic coaching. Titles and labels are not really relevant, but they do give an indication of what the approach or emphasis of the coach is on, how wide or not the spectrum of inclusiveness is.

When I coach an individual, I coach the whole of the person in all of his or her aspects. Body, mind and spirit and we delve deep into all areas of life, personal, professional, social, emotional. And so even if there is an area regarding the professional environment which needs addressing, when there are obstacles in surpassing issues and making leaps, for lasting transformation to occur, it is usually the case that limiting beliefs, programming and personal judgements are not serving the individual to fulfill his or her higher expression. It is of paramount importance for such limitations to be lifted and transcended otherwise the pattern will still run on the background kind of like a computer virus. We don’t want our clients to depend on the coaching relationship and in a way become addicted to it, but we rather want to provide them with the foundation, the tools to cultivate their self responsibility, step into their power and connect with their inner compass to have they life they aspire to.

We grow up and we learn certain ways, we react in usual unconscious ways and by the time we are in our thirties, we wonder why things don’t fall into place? Why can we not create what we would like to have for ourselves. Why is it such a struggle to move through life?

As coaches, we are called to undertake a very serious, sacred role. We are there not to take responsibility for our coachees and hold their hands, but to provide the space for them to dig deep, get insights, ask them questions no one is willing to ask. To bring them to their edge, outside their comfort zone, as this, is where the magic happens.

And usually there’s resistance. People get into a coaching relationship feeling excited that their lives have the potential to be transformed, that they can finally attain what they are envisioning. But once the juicy part starts to happen, they usually back off, they start finding excuses. This is an indication of their committed towards their transformation and how fear takes over.

As an infinite being there are only two elements. Awareness and choice. And to eliminate suffering we can only do it through knowingness which is awareness. And as our awareness expands, we have far more choice available to us. Self knowledge is key. And to me coaching has its roots in self enquiry.

We live in a belief driven universe and all we attract has direct correlation to our thoughts.

How we interpret events is through the beliefs that we have attracted to our self. The more technique you have, the less you have to worry about it. The more technique there is, the less there is.

Opening and nurturing that sacred space for tremendous insights to occur, for creativity to blossom, to transcend limitations, cultivates a very intimate connection between coach and client and for the coach as well, listening beyond auditory faculties, merging with clients is what opens up the possibility of magic.

Coaches are leaders. We are called forth to lead the way and with that comes great responsibility primarily to ourselves.

Einstein said that a problem can’t be solved from the same level of consciousness that created it.

And this is where awareness kicks in. As we get the lesson from our experiences, we stop recreating them.

When we think we are trying hard to change our environment and we struggle to have any progress, it is because we either haven’t chosen to change it or we have not cleared the judgements blocking us.

Bringing the whole of ourselves as coaches into the relationship, we go beyond coaching training, techniques and tools. These keep us limited within boxes. Transcend techniques and tap into the field of infinite creativity, potential and limitless possibility. Draw from all our experiences, education and own practices like yoga, meditation, mindfulness, neuroscience. Imagine a dancer, having perfect technique, but no feeling into movement, no emotion, no expression, no connection. And then you have a dancer with not so good technique, but completely connected, fully immersed into being, into the experience. Who do you think would magnetise you more?

“To some, Holistic Coaching would come across as woo woo. What does holistic mean anyway? Some would approach it with cynicism.”

Pablo Picaso

Einstein said that a problem can’t be solved from the same level of consciousness that created it.

To me mindfulness comes into the equation very early on in the coaching relationship. Without present moment awareness from both parties it is impossible to establish a deep, intimate connection between the coach and the client. Cultivating this present moment awareness is essential in unravelling unconscious patterns and limiting beliefs about various areas of their lives. Through being mindful it helps us stay as rooted as possible to any present moment. We become aware of a vast spectrum of possibility that surrounds us. Not taking a pause, not slowing down, cannot permit us to connect to our inner guidance, our intuitive centre, align with our true essence nature, attain a brain and heart coherence. And when we are out of alignment, we end up stirring through life like puppets, not owning our choices, being pushed from circumstance to circumstance.
As Rich Litvin says, you can’t take someone any deeper than what you have taken yourself.

So it is important for us Coaches to do the deep Inner work for ourselves, never stop evolving, growing, expanding. Self inquiry becomes an integral part to our growth, in getting to know ourselves for what we truly are. And as we come from deeper knowingness for ourselves, we embody our strength, we tap into our wisdom and we are able to utilise our intuitive guidance on demand.

I dare say that Holistic Coaching is Holistic because it’s not only about our clients and all the aspects of themselves. It’s also about us, our continuous inquiry, our own commitment to becoming the highest expression of ourselves so that we can better serve our clients and others.

ABOUT ELENA CONSTANTINIDOU

Managing Director of Holistic LIFE Alchemy. Elena works with people who are serious about their transformation. She supports and empowers Luminaries and High Caliber people through various means and tools, enabling themselves to tap into the field of infinite possibilities and let their true potential flourish and expand, restoring harmony and balance on all levels and bringing joy and happiness into their lives.

Her background in the Corporate world of management and Human Resources, and her education in Coaching, accompanied with the immersion in esoteric and spiritual teachings, practices and philosophies, complemented with Personal Development work, the study of Neuroscience, Epigenetics, Consciousness and Quantum Physics, have contributed in the emergence of a fusion style approach encompassing all aspects of our being (body, mind, spirit), a holistic approach to blissful living, personal growth and expansion.

Life Coaching dot Wealth in a Digital Marketplace

by Alina Tudorache (Romania)

Today I need you to get ready to find out how personal effectiveness can impact current situations in your life. But first, take some time and think about the following:

Have you had enough with those financial solutions leading nowhere? Have you invested in different programs, affiliate products, or even partnerships which led directly to your empty pockets and no positive outcome?

Don’t get me wrong. I have no financial solution or product for you.

What I do have is realistic and powerful.

In 2015 I launched The Strategic Wealth Generator - Premium NLP Program. It is the Web 4.0 Ultimate Business Life Coaching Program specially designed for entrepreneurs, digipreneurs, solopreneurs and more.
But here is more about the mechanics and dynamics of this program and how do they lead and impact the personal effectiveness.

The strategies in this program, continuous online coaching through discussion areas, private messages, follow-up on Skype and even monitoring progress, they all boost the participant’s motivation to generate wealth as they go through positive behavioural changes targeting targeting and acting towards their wealth goals.

I’m always saying to the people enrolling in the life coaching premium services I offer:

*Don’t buy information. Buy results!*

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I agree. It’s a lifestyle change and a great journey. In this life coaching program, people build their wealth advantages as they instantly start to coordinate their excellence in the right environment, with a winner behaviour and using the proper resources.

The Level 1 of this personal wealth project is preparing people and engaging them on daily progress so that in one month from the moment they have started it, they can easily look back and won’t believe how much they have changed.

The methodology in here is being focused on making you act on a daily basis. Because the important thing is that you actually implement different strategies. Participants do acquire a fast and practical new set of skills to use right away.

The NLP Business strategies in here are designed for each category.

I have to add that I have designed this program so that it is exciting and comprehensive and participants are getting a combination of the necessary strategic coaching and entrepreneurial mindset that they need right now. By the time they finish this program, they will have all the tools for an effective and strategic project they can start immediately.

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The ultimate goal is for people to envision a higher purpose and generate that specific change each one of us needs in order to simplify and enrich our lives.
Draw a tree... but not a pine tree
by Cedric Lefebvre (Belgium)

"If you please... draw me a sheep!"

- The Little Prince

This celebrated phrase taken from Antoine de Saint-Exupéry’s book The Little Prince brilliantly illustrates the concepts of depiction, imagination and perpetual differentiation, but we will develop other concepts with the tree test and an examination of its application in coaching.

A brief return to the source

The tree test as conceived by the Swiss psychologist Charles Koch in 1952 is a predictive test that can be applied to both children and adults and consists in observing the personality traits expressed by an individual through their drawings. Each element of the tree (leaves; trunk; roots), have a meaning and their graphical representation expresses the subject's experience with the environment, possible traumas and their level of sensitivity. Koch’s initial instruction was simple: “Draw a tree, any tree you like, but not a pine tree.”, the pine tree being excluded due to the points it leads to as well as the particularly stereotyped visual representation of this tree variety in our culture. Later, the instruction became “Could you draw a fruit tree, to the best of your abilities?”.

The variant developed by Renée Stora requires that 4 trees are drawn. After drawing the first tree - which corresponds to a new constraint in a new setting, whether the setting be academic or professional – the second mandatorily different tree, is drawn and corresponds to a known constraint that demands obedience or adaptation and leads to relaxation, such as the family framework. Then follows the drawing of a dreamscape, an imaginary tree that represents projects or expectations, and finally, with their eyes closed the individual draws a fourth tree which indicates the weight of experiences lived in infancy and that continue to influence current behaviour.

In all instances, the analysis of the drawings, undertaken by the interviewer with whom they were created, is based on graphological rather than symbolically spatial, statistical data.

Adaptation to Coaching

The drawing of a tree, as far as I can conceive it within the framework of coaching, is very different because the coachee is a client, not a patient. The drawing of a tree is then a tool rather than a test. It is to collect the information that will be used as a base for discussion, but not to diagnose a problem.

Any drawing introduces a new dynamic to the dialogue. It requires a move to action, enabling one to stop philosophising, to avoid endlessly searching for the terms to express confused resentment. It opens the door of the imagination more easily. It says that which words cannot. It leaves the child in pole position. As for the tree, due to its vertical orientation, because of the link it creates between heaven and earth, between the visible and the invisible, it is the universal archetype, the symbol of life, of longevity, of growth. It is also the tallest organic structure. According to Jung, the tree is a means for anyone to express the unspeakable. Furthermore, drawing in general, but especially drawing a tree, is a veritable open-air gold mine that the coach and the coachee can exploit together.
In which situations is drawing a tree appropriate? In reality, they are numerous and varied. An invitation to draw a tree is an opportunity to express one’s relationship with one’s body: balance, strength, possible weaknesses and general state of health (see Fig. 1). Suggesting that a tree, the most beautiful tree possible, be drawn with coloured pencils is an invitation to express one’s dreams. For the coachee, drawing a professional project in the form of a tree (see Fig. 2) is like expressing the ramifications and the organisation of their career with the just importance accorded to each possibility. Drawing one’s company in the form of a tree, and even adding the cabin we’d like to sit in, could bring bad-feelings out of the shadows and help one to understand one’s own ambitions. Taken to the extreme, drawing a forest allows the metaphorical evocation of a social environment, such as with family, friends, colleagues and the place one occupies among them.

It can also be used to play with the temporal dimension. Asking the coachee to draw a first tree that shows their present state, then a second where the tree represents the state they would like to achieve in 5 or 10 years, affords an opportunity for the coachee to visualise and materialise their own objectives, at least symbolically. A suggestion at the beginning of the coaching relationship that the coachee produce a self-portrait like to achieve in 5 or 10 years, affords an opportunity for

In conclusion

Without a rigid protocol, in all authenticity and simplicity, the applications of drawing in general and of drawing a tree in particular are infinite, the only limitations being – perhaps – the intuition or imagination of the coach and the spontaneity of the coachee. The opportunities for discussion that this

FATS: Friend Or Foe?

by Marc Manklow (UAE)

If like me, you are interested in getting the best from your ‘bio computer’, think about the quote from from Buddha:

“To keep the body healthy is a duty... otherwise we shall not be able to keep our mind strong and clear”

But what of the mind today? Isn’t it true that Alzheimer’s disease and dementia are at epidemic levels?

What’s causing this?

My research of the past 30 years as a Clinical Nutritionist has led to some startling conclusions around the thorny subject of fat: that decades of government health advice, particularly in regard to heart disease, cholesterol levels and the consumption of fats and oils, have been plain wrong.

Over a 100 years ago a German scientist discovered what we now know as margarine, but what he didn’t realise was that an American company called Procter and Gamble and a scientist Edwin Kayser were going to take this discovery and use it to replace the animal fat for their soap and candle business!

With the discovery of electricity and the advent of the light bulb, the candle market started to go into a downhill slide, so P&G decided to try and market this artificial fat as it looked like lard. This product became known as Crisco margarine and was dyed pink to stop any confusion between it and butter.

P&G then undertook a massive marketing campaign to promote their margarine by giving away cook books that demanded the new artificial fat be used in recipes. They sponsored radio shows that targeted female audiences and this coined the phrase ‘Soap opera’!

P&G then undertook a massive marketing campaign to promote their margarine by giving away cook books that demanded the new artificial fat be used in recipes. They sponsored radio shows that targeted female audiences and this coined the phrase ‘Soap opera’!

Let’s see how it’s made first.

Margarine is made by hydrogenation where plant seeds are cleaned and bleached to remove all colour, taste and smell. The oil is removed from the seeds, then heated to high temperature, a metal such as nickel, is added to the oil to act as a catalyst and then hydrogen gas is added. The mixture is then filtered to remove all the metal and rancid odour and this produces a solid artificial fat called a trans-fat, and without colourings margarine isn’t yellow at all, but actually an appetite-crushing shade of sludgy grey!

From a health perspective, these trans-fats do not circulate in the blood or move through your tissues as liquids; instead they disrupt the permeability of the cells and this disrupts the transport of nutrients in and out of your cells. Over time the repeated use of these types of fats will cause a deficiency of essential fatty acids, contributing to heart disease, cancer, bone problems, hormonal imbalance, skin disease, infertility, difficulties in pregnancy and problems with lactation, low birth weight, growth problems and learning disabilities in children.

The good news is these heart-clogging trans-fats have been slowly disappearing from our grocery aisles and fast food menus in the last decade. Now, in America the Food and Drug Administration is to ban them. The FDA has passed a law that requires the food industry

ABOUT CEDRIC LEFEBVRE

Business and Career Coach, Cedric Lefebvre, has a proven track record delivering a range of complex projects covering business and leadership development. He approaches coaching with 25 years experience within leading international organisations as an executive, a team leader and also an independent consultant. Today he supports companies and individuals’ growth and flourishing, aligned with their own values and mission.

Cedric is a registered psychologist, graduated from Université Libre de Bruxelles, specialised in applied psychology. He is also a photographer whose works have been featured, exhibited and published internationally. He is based in Brussels, Belgium and coaches internationally.
to phase out all trans- fats, saying they are a threat to people’s health.

Commissioner Margaret Hamburg said the move could prevent 20,000 heart attacks a year and 7,000 deaths in the USA alone, and that’s very conservative I believe.

As to prove a point in Australia, Government Nutritionists and the food processing industry teamed up to prove margarine really was better for you, as they have been claiming for decades. They took a group of middle-aged Australian men who had either experienced a heart attack or suffered from angina, half were advised to cut their animal fat intake and replace it with safflower oil and safflower oil margarine, while the other half continued to eat as normal: — you would expect the men who switched to safflower oil to live longer and have better health outcomes. Right?

The exact opposite turned out to be true. Those who ate the safflower-derived products were almost twice as likely to die from all causes, including heart disease!

Finally, it has such a long shelf life that if you placed a piece of pure margarine on a plate and left it outside your window for a few weeks you would notice that no insect would eat it or mould grow on it, yet we could prevent 20,000 heart attacks a year and 7,000 deaths in the USA alone, and that’s very conservative I believe.

Beverage and food purveyors jiggle their propaganda to move our purchasing habits and as the old saying goes, “if you can’t beat them, join them.”

Diet...Nutritionists and the food processing industry teamed up to prove margarine really was better for you, as they have been claiming for decades. They took a group of middle-aged Australian men who had either experienced a heart attack or suffered from angina, half were advised to cut their animal fat intake and replace it with safflower oil and safflower oil margarine, while the other half continued to eat as normal: — you would expect the men who switched to safflower oil to live longer and have better health outcomes. Right?

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Finally, it has such a long shelf life that if you placed a piece of pure margarine on a plate and left it outside your window for a few weeks you would notice that no insect would eat it or mould grow on it, yet we consider ourselves the species with the highest IQ? Hmm?

The Truth About Butter?

Raw Organic Grass-fed Butter has been a dietary staple of many cultures for thousands of years, with no evidence of adverse health effects. From the dawn of time, people around the world, prized butter for its wonderful health benefits, not to mention culinary appeal. So is it good for you?

Butter is a rich source of easily absorbed vitamin A, and in the summer months, it is also a rich source of carotenoids, one of which is beta-carotene, a powerful anti-oxidant. This gives butter its wonderful yellow colour and is all that is needed for a wide range of functions, from maintaining good vision to keeping your hormonal system and lung function in top shape.

Butter also contains all the other natural food state fat-soluble vitamins (D, E and K2), unlike the synthetic vitamins found in margarine.

Grass-fed Organic Butter is rich in important trace minerals, including manganese, chromium, zinc, copper and selenium (also a powerful antioxidant). Butter provides more selenium per gram than wheat germ or herring. Butter is also an excellent source of iodine.

Butter provides appreciable amounts of short- and medium-chain fatty acids, which support immune function, boost metabolism and have anti-microbial properties; that is, they fight against bad microorganisms in your GI tract.

Grass-fed Butter also provides the perfect balance of omega-3 and omega-6 fats. Arachidonic acid in butter is important for brain function, skin health and prostaglandin balance.

When butter comes from cows eating green grass, it contains high levels of conjugated linoleic acid (CLA), a fatty acid that gives excellent protection against cancer and also helps your build muscle and burn fat!

These are a special category of fatty acids that protect against gastrointestinal infections, especially in the very young and the elderly.

Despite all of the propaganda you have heard, cholesterol is needed to maintain intestinal health and for brain and nervous system development in the young and you need more as you age!

A hormone-like substance that prevents arthritis and joint stiffness, ensuring that calcium in your body is put into your bones rather than your joints and other tissues is present only in raw organic grass-fed butter and cream; it is destroyed by pasteurization! This is a fat soluble vitamin similar in structure to Vitamin A called Activator X and it helps you absorb and use minerals and is a missing factor in the western diet.

It’s amazing isn’t it how most of us have been duped by the government, medical bodies and the media into believing this was bad for us?

Polyunsaturated fatty acids (PUFA’s)

Remember the men who consumed safflower oil in the Australian study and their poor outcome? PUFA’s are good right? The truth is Omega 6 is found in all PUFA’s such as sunflower oil, corn oil, etc and these create inflammatory proteins in the body called prostaglandins. Admittedly these are essential to human health, but the real problem lies in the amount we are consuming in relation to Omega 3. The ratio between Omega 6 and Omega 3 in today’s Western diet can be as high as 200:1 causing massive inflammatory problems which lead to heart disease, joint pain, obesity, etc. Researchers discovered that COX-2 enzymes become more active and cause more joint and muscle inflammation when your consumption of Omega 6 far outweighs your intake of Omega 3.

All that excessive intake comes predominantly from animals feed a grain based diet, which is often contaminated with GMO corn and soya. This meat and dairy yield all sorts of health related problems. This feed is designed to fatten up the animal as fast and as cheaply as possible to achieve maximum profit often with complete lack of empathy or care for the animal’s wellbeing and yours too!

Since sheep and cows are ruminants it makes sense to purchase only grass-fed lamb and beef as their proportion of omegas compared to grain fed animals is far more synergistic to human health. Also crisps, grain-based snacks and ready meals are just some of the processed foods that these vegetable oils appear in!

In summary, start being a food detective and read the labels. I would also recommend you supplement with Krill oil or a high quality purified fish oil that’s had the heavy metals removed. These are good sources of Omega 3 which are anti-inflammatory fats to help work towards keeping your ratio at a healthy 3:1.

And finally, here is my list of healthy fats:

- Avocado (very high in fat, so I’m including it here)
- Avocado oil
- Almond oil
- Beef tallow, preferably from grass fed cattle
- Butter: try to find raw organic sources
- Chicken fat, organic
- Duck fat, organic
- Ghee (butter with milk solids removed)
- Lard such as organic lard (make sure it is NOT hydrogenated)
- Macadamia Nuts
- Macadamia oil
- Olives
- Olive oil, organic
- Organic coconut oil, coconut butter and coconut cream concentrate
- Organic Red Palm oil
- Organic Peanut Butter: make sure to use unsweetened products, and limit due to Omega 6 content.
- Seed oils: Sesame oil, Hemp oil, Chia seed, Flaxseed but don’t heat them or expose them to light or air for long.
- 85-90% dark chocolate can be used in small amounts or raw chocolate nibs.

Enjoy!
Do You See What They See? (Part 2)
by Reginald Jackson (USA)

In Part 1, I introduced the three elements of context: exposure (past), experience (present), and expectation (future). Because our context is the lens through which we see the world, we have the power to see the world differently. While it is impossible to change the past (exposure), you do have the ability to change your relationship to your experience (present) and possess ways to create a positive expectation (future). How can you achieve this? I’m glad you asked!

It’s safe to say you have no control over the past. Unfortunately, some people hold on to the past with no constructive purpose for doing so. This can create unnecessary, if not detrimental interference, preventing you from moving forward. It has been said if you don’t study/learn from history, it’s bound to repeat itself. Although I am a firm believer in that statement, I don’t believe there is any benefit in constantly [re]living your own history. By allowing your history to dictate your future, you rob yourself of creating new, more fulfilling memories. Depending on your circumstances, this may be easier said than done. One of the best ways to overcome this dilemma is to actually rewrite the script of your expectation.

By focusing more on the future state, and actively designing how your future will appear, it can bring about the expectation(s) you desire.

Every day, people notice things about you. To them, these things are somewhat obvious; however you fail to share the same because your exposure and experience are different from theirs. The one thing we all share in common is the inability to see ourselves as others do. What are some of the ways to make that happen? How do you begin to see what they see?

- Get curious
- Ask for feedback
- Develop a “spectator” attitude

Slow down and start paying attention to what you do and say. In other words, get curious. Become a student of your being. Take the time to notice your thoughts, feelings, and body sensations, and how they differ from one situation to the next.

Enrol your most trusted allies to provide healthy feedback. Let them know you are asking for their objective observation. They can act as your mirror to reflect their experience related to your behaviour, speech, mannerisms, etc. This is in service of your curiosity. Having them participate on your behalf may even prompt them to ask the same of you!

Compare your own assessment to the feedback you’ve received. This awareness leads to mindfulness, which will eventually cause a shift in how you interact with others. You may be familiar with the phrase ‘not being able to see the forest for the trees’. Things are so close, it’s difficult to see beyond what’s in front of you. Imagine being able to elevate yourself above the tree line to see more of the forest. This creates more of a “spectator” perspective and gives you greater visibility of the landscape. With that in mind, you are able to shift your focus and “take in” more of the scenery. Plainly put, taking a step back affords you the opportunity to put more emphasis on the big picture. The big picture is the future as you desire it to be. A fresh, new expectation, free of limitations, designed to your specifications.

Get to know yourself in a way you have possibly never done before. Part 3 will show you how.
Delving into deeper issues, we want to continue exploring deeper into the holistic wellness subjects (http://holisticwholeness.com/radio-shows/) with you. January 2015 saw us launch our Holistic Wholeness radio show on Coach Radio International and in 2016 all the shows will have invited special expert guests. That means even more interpretations, opinions, insights and ideas will be analysed to help everyone achieve holistic wellness.

Being holistic is an interesting approach to life and it means different things to different people; however, the word holistic comes from the word holism which in turn comes from the word holos meaning entire and complete. As coaches, we tend to focus on this meaning quite naturally. While each coaching session focuses on the client’s agenda, each session also has an element of wholeness about them.

The definition of wholeness is about keeping each element of you balanced. Therefore, we appreciate the value of both words, holistic and wholeness, for bringing together the key ingredients to increase a sense of complete holistic wellness.

We believe each person is more than a sum of their individual parts, and it is for this reason that we begin each calendar year by discussing your future aspirations and intentions which Dawn says “are much more effective than making New Year Resolutions”. Starting the year by looking at your future allows you to both reflect on where you are in your life, and start to identify what changes you want to make during the following calendar year.

Although each month has a dedicated focus, we naturally find ourselves referring to elements from other shows; such is the nature of wholeness. Coaching relationships start by identifying where a client is currently in their whole life and to do this a coach will frequently use the Wheel of Life. As coaches, we appreciate the complexity of life. The Wheel of Life allows each client, or listener to identify the major segments in their life, but what about all those elements that make up the individual segments? By creating individual Wheels for each segment of life, or in our case for each show, we enable our clients and listeners to work through the elements of each segment that are important to them.

Our clients and listeners start with understanding where they are in each of the individual segments, which areas they wish to improve, how to plan for change and when to make that transition based on their priorities. This is important; although a client has a whole life which is represented by the “normal” Wheel of Life, they also have many elements that make up the individual segments. By creating and working with Wheels to represent each segment, we assist both our clients and our listeners with identifying the important areas in each element of their life.

Because we are long-term friends and have not done a radio show before, we use our friendship, our coaching skills, and through our conversational style we make our unique show easy to drop in and listen to. Refreshingly, we are not shy about discussing our personal or professional ups and downs which makes us highly approachable too. As an added bonus, we end our show by sharing valuable tools, tips and techniques to help also listeners achieve their own holistic wholeness which leads to holistic wellness.

There is an Indian Proverb, an Axiom that says ‘everyone is a house with four rooms, a physical, a mental, an emotional and a spiritual room. Most of us tend to live in one room most of the time, but unless we go into every room, every day, even if it is only to keep the room aired we are not a complete person’. Rumer Godden, A House with Four Rooms

As Barbara says,

Holistic for us means raising self-awareness. It’s about considering us as a whole being; our body, mind and spirit; all of which brings about a connection to our inner-self because we know health is the real currency of wealth. Therefore, we work at keeping each element of ourselves aligned to benefit from balanced harmony. That’s why we work with the model of viewing our clients as a whole person, rather than focusing on any individual elements because that’s not who we really are.

“It’s easy to forget this when a client comes to you (as a coach) with one topic in one area of their life, and want to focus only on that.

Holistic Wholeness
by Barbara J. Cormack & Dawn Ann Campbell
(France)
Moving through the year we continue to explore just one segment of life in each show, and discuss the many elements that make up this segment. This is designed to help our listeners (and clients) gain a deeper understanding of how they too can view themselves as a whole being because we are all meant to live a complete life. We do not live a health life, or a wealth life, or a relationship life, or a spiritual life, or a work life, or even a fitness life; these are all just individual segments that make up a complete life.

This is nicely summed up by Greg Anderson, who said “Wellness is the complete integration of body, mind, and spirit - the realisation that everything we do, think, feel, and believe - has an effect on our state of well-being”.

Dawn explains “The reason we called our radio show Holistic Wholeness is because as coaches, we know the importance of exploring the interconnected elements that make up a whole life”.

In our coaching, as well as in our radio show, we encourage our clients and our listeners to select to lead a ‘holistically whole’ life, as this in turn gives each person the opportunity to lead a holistically wellness life.

Holistic Wholeness is aired on the fourth Saturday of each month at 7am UK time (or you can select to listen to the recording at a later date). Join in and send your questions to benefit from our coaching and mentoring experience as we cover every topic that influences Holistic Wholeness.

ABOUT BARBARA J. CORMACK & DAWN ANN CAMPBELL

Barbara J. Cormack MNMC, CIAC, AFC, AFM is your leading Spiritual Coach, Mentor and Trainer; published in five co-authoring books, and author of two of her own. Barbara is an advocate of achieving in every arena of life. Her clients hold her in high esteem as her style of working makes the knowledge of your future, clear, inviting, and achievable; while her style of coaching or mentoring makes the possibility of sustainable change compelling, exciting, and achievable. She combines her extensive background and experience with a keen insight into the demands of balancing the personal with the professional.

Dawn Ann Campbell, CECI, MNMC, AMC; Master Coach, Mentor, Trainer, Holistic Practitioner at www.walkasyoutalk.com, www.walkasyoutalk.com, and Author & Editor of the www.walkasyoutalk.com initiative which is a unique series of personal and business self-help books. Also www.walkasyoutalk.com where as a Nordic Walking & Fitness Instructor, Dawn takes clients out of the office to achieve their goals of becoming fitter and healthier.

The New Year is always a time for reflection and forward planning. When Christmas and all of the festive excitement is over, many of us enjoy a period of calm with quiet anticipation and excitement for the year ahead. It is the time of year that evaluating our lives feels more natural than at other times of the year.

Perhaps we are even more aware of the cycles of life, as one chapter draws to a close and another begins; the end of the year and the beginning of the next is a perfect time for us to slow down, take stock, look around us and go within.

Whatever it is that we are looking at or looking for, we see it through the lens of emotion. In particular, the feelings we have about areas of our life, which cause us concern, appear problematic, or we just know are wrong with our negativity disturbing our view of those areas even more.

We all experience negativity from time to time. Most of us experience some level of negativity on a regular basis; the feeling is definitely familiar to us all, but it can be hard to pin down the experience of negativity in a way that actually helps us to understand what’s going on.

Despite our desire to dismiss it and make it bad or wrong, negativity itself is not harmful; it is a natural and normal psychological, physical and spiritual message from your body, with profound importance. How you choose to deal with it is equally as important as the message it brings.

Negativity can have a profound impact on our lives - emotionally, we can feel anxious, guilty, overwhelmed… psychologically we can fall into patterns of withdrawal, self-sabotage, at an extreme self persecution…and physically we can feel tense, sad, restless, drained and exhausted.

While the experience of negativity is unpleasant, it’s typically our reactions to negativity, which result in harmful outcomes. Negativity is an evolution of our basic ‘fight flight, or freeze’ response, and it’s easy to see the way in which our reactions to negativity typically follow this same pattern. Our automatic, unconsidered reactions are designed to keep us safe, and they typically do this by encouraging us to withdraw, avoid change, and side-step challenges.

Keeping away from similar future situations gives us a sort of short-term resolution to our negativity: when our reactions keep us safe, we receive an internal communication that everything is as it should be, harmony is restored and therefore it is a good thing. But is this really true? The internal feelings and external feedback identifies that the immediate negativity has been resolved, but what if doing so maintains a status quo which does not help you, or even harms you, e.g., through self-punishment (over eating), or unkindness (beating yourself up) or it prevents you from experiencing the best of you in your life (by embarking on a new career or enjoying a new relationship). Is it good then?

Generally, the reaction to negativity is not a one-off: our negative experiences and the way we deal with them result in our forming perceptions, judgements and attitudes about those areas of our life. Our perceptions, judgements and attitudes keep us out
of situations which we think might cause us pain by limiting our capacity to live our lives to the fullest, undermining our confidence in taking on challenges, deteriorating our sense of self-worth and dismissing our own abilities.

By continuing to avoid and ignore the messages from ourselves, we end up allowing the areas of our lives that we are least satisfied with to cause us further negativity, to make less progress and allowing it more and more power over our lives. The stories we tell ourselves are typically unconscious and can range from fairly trivial (e.g. ‘I’m a bad driver’ after taking five times to pass your test) to extremely harmful (e.g. ‘I’m unlovable’ after a failed relationship).

The main reason this continues to happen in our lives is that we live unconsciously and that overtime we have been conditioned and programmed to react in a certain way, creating patterns of reactions when certain external or internal buttons are pushed. This will continue until we take ownership of how we feel and realise that the true purpose of negativity is to serve us, not to hinder us. In my experience, information leads to transformation and with a proper approach to the year ahead around what you actually want rather than what you could do without or passionately want to avoid will give you the best chance to bring real positive change to your life. Working on building your confidence in areas of your life which you feel uncomfortable allows you to see that you are capable, you are competent and you are equipped not only to pursue our goals in every area of your life, but to achieve them.

No matter how uncomfortable it may be initially to challenge the negativity which keeps you ‘safe’, it will never serve you to answer that quiet internal call to withdraw, because avoidance, denial or giving up leads to sabotage, which only guarantees failure. When you start to focus on living as much as possible as the person that you know yourself to be, by focusing on what makes you happy and bringing your behaviour into alignment with your true values, your life will start to transform on all levels.

As we do our best to hit the New Year running, to bring change to those areas of our lives that cause us dissatisfaction, I invite you to notice you, to own what your hearts desires to embrace your negativity. Listen to you and hear the lessons you are trying to teach yourself and go through the void to the radiant landscape the other side. Choose to use your negativity as a resource rather than an obstacle, that way you are transforming the negative energy that holds you back into something that will take you to new heights and new horizons! Remember, where your focus goes, your energy flows.

To discover even more new insights and understanding to change old belief patterns and perceptions about negativity, I invite you to read my award-winning book The Ego’s Code because you deserve to live in joy and with happiness.

But where does it come from? All negativity relates to and comes from events in your past, both in current and past lifetimes. Every time you have a negative experience, you are literally reliving an event from your past in the ‘here and now’. Your negativity acts like a beacon sending out a signal, to attract back an experience, which matches your negativity. So if you give your negative thoughts, feelings, actions, behaviours, self-talk a meaning that equals ‘this is bad’ rather than I have something here to learn, your experiences will then match this ‘bad’ meaning, which in turn shapes your personality, and ultimately the life you live...in essence your outer world is a reflection of your inner world.

So, the first step toward making any change is to notice you and pay attention to your negativity. There is a pattern to it and it is happening for a reason. Search your own thinking to become aware of your thoughts and self-talk. Notice the behaviours which stop you, seek to understand the motivation behind your negativity, get honest with yourself about what is going on and why you really want it. Then give yourself permission to receive it. There is feedback everywhere in your life, for you to notice. Depending on the meaning you give it, it will serve you or hinder you… which do you choose? Do you want to live 2016 through negativity and fear, or joy and happiness?

When we use negativity as fuel for change it motivates you, bringing clarity to how much you want to make that change. It gives you a chance to feel the impact of negative parts of your life, and in the thoughts that spring up around these areas. Then you can find the solutions to those problems. Negativity is there to learn from; it is a message from you to you, a series of lessons, which you highlight for yourself as you go through life. The faster to acknowledge it, allow it to come to the surface and own it, the faster your life will change for the better.
Coaching and running are inborn

As we are born to run, so we are born to coach and be coached. Just look at small children. They run all over the place all the time and they are immensely curious. They continually ask all kinds of questions and enjoy new things, exploring their possibilities. However, somewhere in the process of growing up, we lose this natural inborn talent and start doing the opposite. We sit a lot, not moving our body or using our brain. Instead of questioning, we are either giving or receiving orders. Then we wonder why our health, relationships and work productivity are suffering.

I was not a runner when I was younger - the total opposite, in fact. I didn’t like physical education when I was at school. It was the one subject I despised the most. Running came into my life much later, about 10 years ago, when I was in my late thirties. The initial spark was my poor physical condition. I began slowly and now I run almost daily. Then, last Fall, I completed a full marathon!

At the same time, I learned about coaching and found I was immersing myself in two important areas of my life. It was at this point that the process of my transformation and growth started. Then one day it suddenly struck me – they are so similar! I could see the connection between them. Coaching and running have a lot in common, much more than you would think at first glance. In my case, they reinforce each other:

• As I mentioned above, we are born to do both of them, they are our inborn qualities.
• If you want to succeed in life, you need both: the physical condition you get from running and the emotional, mental and spiritual guidance you get from coaching.
• After a running or coaching session, you are able to see things much more clearly, reaching your own conclusions quicker. The pathway is clearly different (physical vs. mental and emotional), but the result is the same.
• Both give you the energy and motivation you seek.
• They are both processes. They both have a clear beginning and ending. There are hills and slopes, ups and downs, obstacles in both processes. You have to overcome them and in doing so, you feel great, allowing another boost of energy and motivation to kick in.
My first important turning point was reading the book “Coaching for Performance” by John Whitmore in 2007. At that time, in my country Slovenia, the term ‘coaching’ started to become a buzz word. Lots of people proclaimed themselves as coaches, but nobody knew exactly what that entailed. I was intrigued and after reading his inspirational book, I joined John Whitmore’s training sessions at Performance Consultants International (PCI) in London.

This process puts me on a journey of discovery and personal transformation, for which I will always be grateful to PCI, all their fellow coaches and authors whose books I have read. I am especially thankful to Marshall Goldsmith and his Stakeholders Centered Coaching.

Never walk alone

I now know that if you want to make a change in behaviour, you have to coach people in this process. Marshall Goldsmith, a prominent leadership and coaching expert, outlined that clearly in his article Leadership is a contact sport and in his prominent book What Got You Here, Won’t Get You There. This is a must-read for any corporate coach.

Today, I not only coach people, but use coaching principles in all aspects of both my professional and personal life. I have incorporated them in all facets of my life, especially business. I have used them in selling, training and counselling. Not only when I do real coaching, but I have also used coaching skills in parenting, to become a better parent. I cannot imagine developing the best relationships I have with my teenagers without using the coaching skills I now possess.

Coaching for parenting and partnering

There has also been an impact on my personal life as well, since I started using these skills both professionally and personally. As a father of 6 children, utilizing the coaching principles has been very useful, especially when dealing with teenagers. I have three teenagers at present, with another three not far off. I can tell you that coaching principles have enabled me to be a better parent and helped me through some difficult moments with my teenagers. Coaching for me has been truly life changing and transforming. Coaching really works!

I believe that I have also become a better husband in the process. In the past, I was the one giving my wife advice about what to do - sometimes even before she had finished her explanation. I was very much into giving advice, but not to listening. I can honestly say that I am a much better listener now, which has immensely improved our relationship.

Professionally, I have made a transformation as well. I used to be a demanding trainer – you do it this way (my way – giving instructions, stating how to make plans, etc.) or you go highway. Now I am in transition to trainer-coach, even when I do training sessions. This has had an impact on my training as well. Participants like it much better and they are achieving better results. In doing training sessions with individuals at the executive level, you can almost immediately see the impact on a person being coached. Their feedback, together with the knowledge that you have helped another person, is very rewarding. My transition, however, is not yet finished, but I am making some progress every day and what I see is encouraging.

The network is spreading

Alongside this, I have developed a network of friends, coaches and partners from all over the world, most of which are from Europe. We use Skype or conference coaching on a regular basis. The benefits you get from being regularly coached by another certified coach are amazing. I am always surprised what comes out of a coaching session on a topic I thought I had already figured out. After such a coaching session, it is always easier to see a better view, idea or a way to do something.

This has led me to my current project – a Coaching movie. Through my contacts, I have come to know Patryk Wezowski and his inspiring idea to transform 1,000,000 lives through the use of the movie. You all know what a great effect the media and movies have in shaping our ideas and concepts. This gives us an opportunity to make our world a better place. You can join this movement as well by clicking on Coaching movie. I know that coaching is the leadership and, as far as I am concerned, parenting style of the future. If you want to get the best from your colleagues or teenagers, you should start coaching them. So let’s spread the word!

I am looking forward to continuing my coaching journey. I am sure there will be many other projects along my path and a lot of stories of success. But, please, don’t forget: find your analogy. I have found mine. Coaching and running are necessary for development.
Believing you don’t have choices is the most common limiting belief
by Deepak Sawhney (India)

When faced with options and yet not being able to make a choice, perhaps one needs to look at the desired outcomes or results. Begin with the end in mind, is what we have all heard. When we know our destinations, short or long, we start planning and acting in a manner to take us close & reach our destinations or outcomes. In professional lives, we have our goals/KPIs which keep us focused. Thankfully, someone does it for us in corporate life. When we work on our own or just purely in our personal life situations, determining what we wish to achieve in short time frames would help us think better and make great choices when options are generated or thrown at us.

I am sharing a piece from a “coaching conversation” that may help readers in working their way up and out of confusion or dilemmas in the similar situation. The client operates independently as a financial services business that I have been part of past 8-10 years. In this business for last 2 years, he has had many options thrown at him to develop new businesses. He has seen them as opportunities to grow & make money. Read on further.

Coach: You seem quite clear and confident. So what is that are you doing currently to attract such options?

CLIENT: Nothing at all. I just keep getting other options than what I really desire.

Coach: In your view, what could you possibly do to attract options that you desire?

CLIENT: Well, I guess I have to go out and offer people such options and seek their views and commitment. I can also ask the people approaching me with ideas, which I reject, to look at some ideas/options that I have. Who knows, they may agree and that would be win-win.

Coach: How would you now be different in the same situations?

CLIENT: Firstly, I will use filter of options offered against it being closest to my current business. If it is not, I will not even go ahead with any evaluation. Secondly, I will create some ideas/options which would be offered by me proactively in my close network and seek commitments. I think these would help me stay focused. In fact, I realize, I have been complacent, in I have not been going out with my ideas to sell and have waited rather wasted time.

Coach: You seem quite clear. You had mentioned all the ideas are money making opportunities. With your new approach, you are likely to reject most of them, how do you feel about it?

CLIENT: As I mentioned, I was taking up options for evaluation because I myself was not clear on something—first being, I wanted it to be closest my current business and secondly, I have much more money to make by expanding my own business line than put effort in starting a new business. I would now put a plan in place, shrug this complacency, and go ahead with the execution.

I have clarity now that those options were not really the options & hence I was not making a choice among them.

Coach: In your view, what could you possibly do to attract such options?

CLIENT: Not at all, I still get approached by people with at least one idea each week and then study and evaluate and that takes up my time, energy and effort. That is why I call it a distraction.

Coach: Which nature of options would you look forward to and is most likely to meet your evaluation criteria?

CLIENT: Options closest to my current business of investment plans for high net worth individuals.

Coach: What makes you think these are options?

CLIENT: Well, they are all part of financial services business that I have been part of past 8-10 years. So people who know me and my experience tend to approach me with ideas and options to pursue. All these are money making opportunities.

Coach: How are you currently evaluating these options?

CLIENT: I currently look and estimate the market & opportunity size, competition and returns including time to break even. Any options that meet the criteria, I would pursue otherwise I drop. Incidentally, I did not choose any in last 12-18 months.

Coach: So, in what ways these evaluation parameters either been helpful or not?

CLIENT: Not at all, I still get approached by people with at least one idea each week and then study and evaluate and that takes up my time, energy and effort. That is why I call it a distraction.

Coach: You seem quite clear. You had mentioned all the ideas are money making opportunities. With your new approach, you are likely to reject most of them, how do you feel about it?

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UNQUOTE

This coaching conversation (with permission) has been quoted to facilitate readers think about their situations and their dilemmas when faced with multiple options. The process of making a choice begins much before. We need to consider what options we really have on the table and which ones are not there that we need to have. Choosing among available options is not really the same as creating options that we really need to, before we evaluate and make choices.

Some questions asked here by the coach, could be applied. Coaches are trained to facilitate new & improved thinking leading to positive change in the client. When reading through the conversation, one can notice that coach is just asking questions and client while responding is sharing his mind. This process itself throws up new thinking and insights for the client and therein lies the transformation and energy to act further.

ABOUT DEEPAK SAWHNEY

Deepak is a senior professional with the background of rich experiences of 25+ years in profit centre & national roles in Sales, Marketing & Training, learning & development. He has been trained by Dr. Marshall Goldsmith, considered world’s no. 1 Executive Coach, which motivated and inspired him to take up coaching. He started off, while working in one the leading BFSI Company, as an Internal Coach in 2010 to CxOs & Business & Departmental heads. Later Deepak took up successfully a Coach Certification program with the Results Coaches System. Since 2013 he has been operating as an independent coach. He has worked on assignments with Directors/CxOs, VPs & Senior Professionals from BFSI, Manufacturing, Services, Consulting & BPO industry. He has coached people on Leadership competencies, executive presence, Conflict management, Interpersonal Relationships, Work Life Balance, Business & revenue growth.
Nutrigenetic predisposition and coaching shake hands
by Valentini Konstantinidou, PhD and Charalampos Petras (Spain)

The aim of the present article is to present a new field of health coaching that originates and depends on the genetic predisposition of an individual. This genetic predisposition is assessed by the scientific research field called Nutrigenetics. Nutrigenetics and Coaching integrate and begin their own journey promoting an interdisciplinary, science-based practice for a fundamental purpose: prevention.

Coaching based on nutrigenetic predisposition lies above health coaching and common dietary recommendations. It aims at combining our genotypic and phenotypic information and accompanies each person to perform related-to-health lifestyle changes that will reveal its optimum self. Coach and coachee shake hands and work together to achieve the common goal: personalized healthy living and healthy aging.

The nutrigenetic field of research deals with how our own nutrition influence each one of us, individually, based on our own genetic make-up. Nutrigenetics identifies our specific inherited differences in our DNA (i.e. single nucleotide polymorphisms, SNPs) that can be controlled by our lifestyle and dietary habits. These genetic differences in our DNA cannot be changed throughout life. We are born with them and they consist in our genetic fingerprint. Nutrigenetic research has generated promising results to provide personalized lifestyle recommendations that could include, but not limited to, dietary patterns and physical activity optimizations(1,2). Nutrigenetics identifies these genetic differences (SNPs) that contribute to the predisposition of an individual to develop a certain condition (for example, Mediterranean diet adherence) to equilibrate and, even, prevent the appearance of this condition(3).

A Nutrigenetic-focused Coaching-practice
In the nutrigenetic-focused coaching-practice the nutrigenetic profile serves as the starting, screening point for goal setting and internal motivation. It targets everyone who wishes to start a health-change in his or her lives. Nutrigenetic consulting services embrace coaching to help people adapt their lifestyles to their own genetic make-up and earn quality of life and wellness. People’s capacity and willingness to change and adopt healthier habits are not always two hand-by-hand procedures.

Health professionals tend to notice that lack of adherence could be the first cause of illness in the case of chronic diseases(4). Genetic predisposition can add extra valuable information that health professionals can now use to convince their patient fulfill with his/her treatment. In the specialised area of nutrigenetics, this testing is greatly recommended, especially for the ones who have not developed any kind of health condition and/or illness, yet. Validated tools are fundamental to come up with this first screening of the individual. These tools should be based on solid scientific results that could support the selection of genetic variants (SNPs) to test. Prevention is always better than treatment and nutrigenetic information can reveal personalized ways of prevention.

During the emergence of coaching, the debate was focused on the boundaries between coaching and clinical practice. The study of the differences between coaching and psychotherapy formed the basis for its evolution. The experience of a “good and meaningful life”, the achievement of wellness, and the development of effective behavioural patterns can lead to a wider lifestyle of completion and perfection in Adlerian terms(5). The contribution of coaching to prevention is significant, but not well defined yet. A nutrigenetic-focused coaching-practice comes to fill in the gap and actively contribute to wellness and disease prevention based on scientific recommendations.

It is known that health coaching has already made its way into the clinical practice by incorporating it into biomedical studies and research programs around the world. Thus, a new field of research had arisen that offers a great challenge and opportunity to bring life and social sciences closer. Health coaching, although a new field of research, not perfectly defined yet, it has already found its way into healthcare by attracting the attention and interest of health professionals(6). Researchers have already started to study in depth its applications and to present their results in patients and volunteers in the frame of observational or clinical studies. It has been already highlighted the need for quantifiable measurements of improvement and the benefit that coaching can have when accompanies traditional medical treatment for complex diseases.

Health coaching encompasses different aspects such as diet coaching and chef coaching(6-8) and it aims at a high-quality palliative and supportive care to minimize symptom distress and to promote coachee’s quality of life. A recent review stressed out that other terms, such as integrative health coaching, wellness coaching or co-active coaching were also applied in several studies. Health coaching is quickly emerging as a new approach of partnering with coachees to enhance self-management strategies and to prevent exacerbations of chronic illness by supporting lifestyle change. There are positive results in clients’ awareness and an increase in the patient activation level, which leads to higher rates of their medical conditions treatment success. Polak et al(7) claims that lifestyle coaching is a key element to achieve the necessary improvements in combined lifestyle interventions. They also claim that the perceived autonomy in the process of adopting new behaviours is crucial for the effective weight management and disease prevention.

A nutrigenetic-focused coaching-practice goes beyond health recommendations for the general public and incorporates the personalized, nutrigenetic profile as the starting point. This practice requires a deep and thorough knowledge of biomedicine mechanisms and health behaviours such as, but not limited to, unhealthy eating and dieting together with solid coaching skills. It forms a multidisciplinary field of action with a decision-making protocol and goal-setting procedures to follow. Prevention is a process of change and the goal of coaching is to trigger, personalize and facilitate this process of lifestyle change.
Coaching remains a dynamic, solution-focused and outcome-oriented, evidence-based practice (9) aiming, now, to achieve a fine-tuned balance between our inherited genetic differences and our current lifestyle. The lifestyle change becomes an inside-out process and attention is paid in the sense that our current health situation is not necessary our final health destination. The coach helps the coachees to associate the goals resulting from his/her nutrigenetic profile with their own vision of personal development. Intrinsic motivation is achieved when the goal is linked to personal values and a deeper will and need for achievement. Thus, the coaching-goal appears as the internal representation of a desirable future that will influence the current situation and start a process of change(10).

The nutrigenetic-focused coaching-practice works as a solution-focused framework. The coaching relationship maintains its holding environment in which the coachee reflects on his/her own patterns of lifestyle behaviour and perception, identifies the patterns that results in unhealthy habits and develops new ones. The coachee identifies his/her obstacles and develops positive cognitions about the his/her self. The action becomes a crucial part of the change. As we know, coaching practice is always action-oriented. The application of coaching-models such as PRACTICE, GROW and OSCAR, the recognition of strengths, weaknesses, opportunities and threats (SWOT Analysis)(11) lead to the designation of a certain action plan and are applied according to each case. The coachee is encouraged to construct a way forward to his/her goal and begin its implementation.

We believe that the integration of Nutrigenetics and Coaching can add an extra value to already health coaching practices. The personalization of the coaching procedure, based on genetic predisposition, is a promising field that should always be performed by a multidisciplinary, specially trained professionals under a methodology based on scientific results.

References:


A New Year and A New You!

It’s time to dust off the cobwebs and take that step forward to creating a new you! The last twelve months are finished, the festivities are over, and you are now faced with the next twelve months in which you can select to create a new version of you! Have you considered creating a niche for your coaching practice, or considered expanding your knowledge within the coaching industry?

How can the IIC&M help you?

The IIC&M is the preferred accreditation body for both coaches and mentors whose focus is to create excellence in the coaching and mentoring professions. Creating excellence has multiple focuses:

- Continuing your own professional development.
- Knowing that if you select to work with an IIC&M Professional or Accredited Coach you will be working with someone who will do holistic coaching.
- Demonstration of professionalism.

Holistic Coaching is about coaching the whole person. It is about working with the client’s whole life, even though the client has come to the coach for a specific reason. A coach will always work with a client on their own topic, but through the use of questions, tools, techniques, and models will understand the client’s whole life and how this particular reason/goal impacts on their life. Holistic coaching will take an integrative approach of mind, body, and spirit.

Mentoring approaches this from another angle, where the mentor (having the knowledge and experience to discuss their niche market) will work with their client only in this area and for a specific reason. Mentoring and coaching are often confused in their approach and yet there is merit in clarifying which technique to use when working with clients.

Coaches work with the client’s whole life, they explore and understand what makes their client’s ‘tick’. They elicit the client’s values, they understand the client’s beliefs, they gain a knowledge and understanding of what stops the client’s from moving forward, and they become aware of the clients current behaviours.

Where the coach feels that it is necessary to support the client moving forward, the coach will help the client understand and make changes to the things that stop them – their blocks and current behaviours. These blocks may relate to other areas of the client’s life and where they do, the coach will spend time with the client understanding the impact of their goal on this/these areas of their life. The coach has no opinion when it comes to the client’s options and decisions. The coach is not involved in the solution.
So how can the IIC&M help you create a new you? There are many ways, and to mention just a few:

• Join the IIC&M and benefit from its large range of webinars. You have access to the historic recordings as well as the future scheduled webinars covering topics from starting or growing your business, to marketing yourself and your business, to professional development, to mindset and attitude.

• Gain your professional status and be listed on the IIC&M’s Directory of Coaches.

• Being a member gives you access to coaches and mentors worldwide, for networking, business development and growth, support, supervision, coaching and/or mentoring.

• Membership gives you the opportunity to benefit from advice, guidance, and support.

A new you, can mean a fresh start, or it can mean revisiting the place you are, and asking yourself if there is more you could learn. In either of those instances the IIC&M is an incredible resource.

IIC&M

The IIC&M is an officially approved International Accreditation Body for Coaches, Mentors, Training Organisations and Clients creating excellence in the coaching and mentoring professions

www.IICandM.org
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It’s time to dust off the cobwebs and take that step forward to creating a new you!

Join the IIC&M to:
continue your own professional development, demonstrate your professionalism, and/or select a coach or mentor you know is a professional.

The IIC&M are an officially approved international Accreditation Organisation creating excellence in coaching and mentoring industries.

click this link to apply: http://www.IICandM.org/ICNissue13
¡Comunicáte con todas las partes!

by Maru Dávila (Spain)

Albert Mehrabian, profesor emérito de psicología, y conocido por sus publicaciones sobre la comunicación verbal y no verbal, ha llegado en sus estudios a 2 conclusiones importantes en relación a la comunicación presencial:

La primera conclusión es que en la comunicación presencial hay básicamente 3 elementos:

• Lingüístico (palabras habladas)
• Tono (timbre, volumen, ritmo, …)
• Lenguaje Corporal (expresiones faciales, gestos, posturas, …)

Y su segunda conclusión es que una gran parte de los mensajes que las personas expresan durante la comunicación presencial es transmitida a través de la parte no lingüística.

Albert Mehrabian habla en su experimento de los siguientes porcentajes de impacto en la comunicación:

• 7% Lingüístico
• 38% Tono
• 55% Lenguaje Corporal*

Los porcentajes no son reflejos absolutos en todos los contextos. Estos varían de acuerdo a la situación. Lo que es importante en este contexto es resaltar que el lenguaje corporal y el tono marcan una enorme diferencia en el impacto y significado de lo que dices. Es decir no es tanto lo que dices sino más bien como lo dices lo que marca la diferencia.

¿Tienes una presentación, reunión o conversación y te preguntas que es lo que vas a decir? ¿Cuál son los mensajes más importantes que quieres transmitir para informar, motivar, convencer,…? ¿Cuáles son las palabras adecuadas? ¿Me van a entender? ¿O mejor, ¿me van a escuchar? Son muchas las dudas que pueden surgir, ¿verdad?

La práctica de PNL contiene estrategias de personas de éxito que te ayudan a crear de manera no verbal y verbal confianza e influencia en tus conversaciones, reuniones, presentaciones con tus clientes, compañeros, amigos o familia de forma distinta.

¿Quieres mejorar tu comunicación y relaciones?

Si tienes curiosidad y quieres saber cómo te puedo ayudar, te invito a que tomes contacto conmigo y reserves tu llamada pinchando aquí. De manera gratuita te lo explicaré en base a tu situación. Gracias por leer y compartir.

ABOUT MARU DÁVILA


www.marudavila.es