

JUICY WORK NEWS

Updates from The Learning Advantage

August 2017



THE Learning Advantage

Friend,

Mobley's Musings

Several of my clients are self-critical. When they get feedback they speed over the positive comments and agonize over the negative ones. Then they beat themselves up for mistakes they made. Since we are unable to correct past mistakes, why not think of them as learning and put in place strategies to not make that mistake again. If you already knew how to do something, you wouldn't make a mistake. And, if you aren't making any mistakes, you probably aren't learning and growing.

When we are hard on ourselves, we tend to be hard on others. I believe that everyone is doing the best he or she can at any given moment. And I have seen that in my clients. If we give ourselves the grace to realize that we are human and that being human means we aren't perfect, we have more energy for learning. Putting your focus on how to improve rather than torturing yourself about a mistake will make you happier and more effective.

Let your theme song be the one from the movie 'Frozen' – "Let it go." Move forward in a positive and cheerful way to learn and grow.

Sandy.

Ask Sandy

Recently some clients have asked for help conquering their tendency to procrastinate. One even labeled himself a "world-class procrastinator," incapable of change. I find that labeling yourself and owning a behavior



Networking Tips for Those Who'd Rather Not

By Stephanie Katz, Master Certified Coach

Is networking a chore for you? Do you dread professional association meetings and social events that are business related? Do you ever find yourself "trapped" in a conversation and wonder how to exit gracefully? If you can relate to any of these situations, read on and learn how to improve your networking skills and enjoy the experience.

- What is networking?
- Getting started
- Graceful exits
- Networking obstacles

[Read more.](#)



Sandy Mobley

that doesn't serve you only reinforces a negative self-image and makes change more difficult. Whether the label is true or not, it becomes true in your mind.

Procrastination can afflict coaches too. When I asked Valerie, a leadership coach, to describe a task she typically puts off, she mentioned that after she had completed feedback interviews for a client, she took "forever" (her words) to come up with the summary and recommendations. I asked what made her think she was procrastinating. She said that when she would sit down at her home office computer to start writing, she'd notice that the flowerbed needed weeding or the grass needed to be watered. She said those chores

would nag her until she got up from the computer and dealt with them. After an hour weeding or watering, she'd go back inside and write the report.

"Sounds to me like you weren't procrastinating, but rather letting your subconscious mind organize your thoughts and bring clarity to what you wanted to write," I offered. She agreed, recognizing a pattern that dates back to her time in graduate school. The night before exams, she felt compelled to iron her shirts before she could study.

I find that people who typically move quickly to finish tasks and make decisions don't recognize that a "procrastination pause" is a valuable time of reflection and insight that leads to better recommendations and decisions. Forcing yourself to push through that pause often results in a substandard outcome.

Over the years I have learned to trust myself and let my energy be my guide. If I don't feel like doing a task, I ask myself, "What do I want to do NOW?" The answer may be cooking, cleaning a closet, or visiting a museum. I find that if I do what I want to do, I come back motivated to tackle the task I had put off.

So if you think you're a procrastinator, don't beat yourself up . . . at least not right away.

Learning for Leaders – Before a key project is due, make space for reflection. The result will be better and you'll feel less stressed.

Coaches Corner – Help clients recognize when procrastination is healthy and when it is not.

If you have questions you'd like Sandy to address in future newsletters, email them to sandy@learningadvantageinc.com



Upcoming Events

Webinars

September 20, 2017

1 - 2:30 p.m. EST

(Michigan Chapter of ICF):
Coaching Clients to More
Fulfilling Careers

Workshop

October 25, 2017

9 a.m. - 4 p.m.

EDIN Network Meeting in
Washington, D.C.
Coaching Clients to More
Fulfilling Careers

For more info, email:

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