

We are pleased to introduce the thirteenth issue of intoaction's *Exploring New Pathways*. The concept behind this newsletter is an invitation for you to explore new ways of thinking, new perspectives, and new behaviors, so as to increase your personal effectiveness. The themes we have selected are commonly addressed topics in coaching. We have chosen them carefully and are eager to share them with you, in the hopes you will find them both thought-provoking and valuable.

Warmly,

Céline Brillet

into  action

Exploring New Pathways

issue 13

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"Change is hard because people overestimate the value of what they have and underestimate the value of what they may gain by giving that up." - *James Belasco and Ralph Stayer* - **Still resisting change?**

Endorsing change

There are numerous factors that contribute to a varying degree of resistance when it comes to change. For one, change is often associated with a high level of risk and a fear of failure. There is strong skepticism around whether what we are heading for is as good or as valuable as what we are leaving behind. Change is often associated with the loss of control or influence - the sentiment that we will no longer master a situation, particularly as the transition process may require a period of adaptation or apprenticeship. A large amount of discomfort also emanates from not knowing what is on the other side of change, and the feeling that there are no guarantees. Last but not least, the learning process required to reap the benefits of change is seen as very time-consuming.

What areas of your life are you most and least comfortable with when it comes to change? How do you choose if you will endorse or run away from change that is offered to you? How different is your attitude when change is imposed on you versus chosen by you? What is the real distinction?

Change in our world today is inevitable, both in our personal and professional lives. If we do not accept it, we will be left behind. Ironically, the ability to change starts with a strong anchoring of our self-awareness. It is the certainty and conviction of who we are that will give us the confidence and ability to endorse change. As human beings, we demand an understanding of the purpose and meaning behind the change, otherwise, it is challenging for us to adhere to it. We may not control the change that occurs in our lives, but we do have influence over how we react to it. Our ability to take a leap of faith, see the benefits, and imagine possibilities, will help us cope with change - a way of life in today's environment.

My invitation is:

- Identify your immediate response to change.
- Define what you need, to be onboard with change.
- Make a list of the possibilities involved with a change situation.

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Top 8 reasons to partner up with a coach

1. You want to make yourself a priority.
2. You feel stuck.
3. You want to build on your strengths.
4. You want to reach your goals more effortlessly.
5. You need a neutral sounding board to bounce ideas off.
6. You are facing a stretch challenge.
7. You have an important decision to make.
8. You are ready to move to the next level.

Leaders making a difference in times of crises

An organization that can react quickly in times of crises is clearly in a position of strength. "The decision to redefine the number of suppliers is taken centrally, but the worldwide teams are responsible for making their own decisions in terms of future business partners", says Roberto Gualdoni, Senior VP at BASF.

intoaction helps Executives and Entrepreneurs achieve their desired results through individual and team coaching, as well as through workshops devoted to developing leadership skills, managing change successfully, and enhancing team effectiveness. <http://www.intoaction.eu/>



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