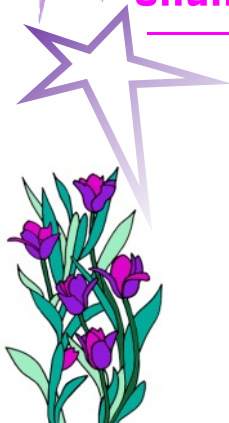


March/April 2004



Irene Leonard
Professional Development
Coach



2313 NE 113th Street
Seattle, WA 98125

206.723.9900 Tel
206.723.5930 Fax

Create New Habits

- Visualize the new behavior.
- Find strategies to achieve the new habit.
- Make sure you know *why* you want to undertake this change.
- Make sure the new behavior is aligned with your values.
- Do your action steps daily. Be persistent.
- Pay attention to how your actions are proceeding – what is or is not working?
- Celebrate your successes along the way.
- Work with someone for accountability and feedback.
- Keep proceeding until you realize the behavior has become a habit.

21 Day Rule

Experts say it takes 21 days for a new behavior to become a habit.

Do It

Don't just "try" to do it – "actually" do it. Learn the difference. Where are you "trying" to make changes that you "will" turn into "doing it"? Then do it for 21 days. See what happens.

Visualize New Behaviors

Irene's Mission Statement

My mission is to deliver exceptional coaching services to help my clients achieve extraordinary professional results.

Books Supporting Change

In *Fish! Sticks: A Remarkable Way to Adapt to Changing Times and Keep Your Work Fresh* Stephen C. Lundin, PH.D., John Christensen, and Harry Paul write a simple but compelling parable that illustrates how to make change in the work place stick. They describe three principles: Find IT, Live IT, Coach IT. IT refers to each employee's personal vision of the business.

Change is identified as an ongoing process that should never stop in order to keep the workplace vital.

"I used to want the words 'She tried' on my tombstone. Now I want 'She did it.'"

-- Katherine Dunham

Coaching Success Story

When D came to me he was certain "he would never" track all his time. In his 20 plus years of practice he never had tracked all his time and he never would. D was willing to let go of his negative belief and see the possibility of what a positive difference tracking all his time would make. That motivated him to work on tracking all his time. Over time, by being persistent – using me as a sounding board for accountability and feedback – D now tracks all of his time.

As a result he is doing well financially. Even more important he is really enjoying the work he *now* does. By tracking all of his time he has become aware of how he actually spends his day – what kind of work he does, for how long, and for whom. Gradually D shifted his practice to the work he likes.

Coaching Opportunity

I have room for two clients who want help achieving their professional goals.

Your referrals are appreciated!