

## **Your Points to Ponder**

**The First 2.5 Steps** - P2P Quick Communicate #17

***"The first step toward change is awareness.  
The second step is acceptance."***

*-- Nathaniel Braden*

Have you found yourself in the same situation, dealing with the same [type of] people or facing the same challenges? Is the result frustration, learned helplessness or your losing control? Do you know why? My research has shown you need to go deeper to uncover the real reason...

*Are you taking ownership of your behaviors including your reactions?*

The greater awareness of your actions, reactions, thoughts and feelings, the more equipped you are to accept them.

Once you accept your thoughts and feelings as valid, you are in a better position to own them.

After owning them, you can rationally address and express them.

*One of the foundations of emotional competence -- accurate self-assessment -- was associated with superior performance among several hundred managers from 12 different organizations (Boyatzis, 1982).*

Remember, your job, as a leader is to empower and grow your staff ... it's all about them, not about you.

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Shari is the only speaker and consultant that combines communication styles, personality behaviors, emotional intelligence and your mind. She works with executives and teams to resolve conflicts and build a more cohesive group. If your team is not "playing nice in the company sandbox", give Shari a call!

**Contact Shari, 281.992.4136, to speak to your department, organization, group or conference.**

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