

## Self-Coaching

By now, you have opened your mind to all sorts of new and interesting information. And by now, you are creating habits of awareness and perhaps you are noticing your feelings, your thoughts and your behavior as never before. You are also quite likely gaining an ever-greater awareness of the energy field and your personal energy – whether it's positive or negative, and when it is negative you have the tools to bring yourself back into the moment and reset for a positive mindset.

In today's world of organizations comprised primarily of knowledge workers, there is a real desire for authentic leadership. Being an authentic leader means we must understand how we relate to others and then learn to adjust our behavior accordingly to deal with others in a positive manner. Authentic leadership also means we must understand what upsets us, and then work to improve our self-control. Once we know our 'hot-buttons' we can learn how to manage them, and reach our goals despite them. And most importantly, we must understand that we may not be objective when we think about ourselves – how others actually see us can be quite different from what we think they see.

Leadership talent is fast becoming a premium commodity on a global scale. This trend is driven in part by North American and European demographic shifts where the executive-age population nears retirement. Meanwhile in India and China the market for executive leadership is growing faster than their business schools can graduate suitable candidates. Middle and front-line managers that are whizzes technically are often overlooked as potential candidates due to a lack of the emotional and behavioral intelligence required to lead and manage a large organization. In addition, the current global economic conditions place huge constraints on companies both in terms of financial investment in leadership development and in terms of the time investment necessary to personally mentor the next generation of leaders.

Of all the competencies that go with emotional and behavioral intelligence, the competency of self-awareness is probably the most difficult, the most all-encompassing, and the most overwhelming. You will remember that "The one thing nobody can take away from you is the way you choose to respond to what others say and do. Your personal signal that reminds you to ward off the negative is your cue to choose an appropriate attitude and response to protect your positive space."

'Self-coaching' is taking control of our own actions through targeted, conscious planning and thought to create the results we want. It is a process-based, steady progression focusing on our goals and our individual situation to create an environment of learning about our self. Self-coaching is a self-directed process drawing upon the tools and concepts from executive coaching, social psychology, neuroscience and other disciplines. It can be of use whether we are currently working with a coach, have worked with a coach in the past, or if we may never have the opportunity to ever work directly with a coach.

Self-coaching does not mean that we do it all alone. Although it is up to us to initiate the process, it requires participation with all of our social relationships as they become part of our personal 'self-coaching' team. Throughout the process we will find that we transform key people in our lives, into members of our self-coaching team, even if for just a single interaction.

Effective self-coaching is the key to meaningful growth and development. It can be a slow process, or as fast as we want it to be. However, once we discover the mix that's best suited to our personal needs,

temperament, and circumstances, positive results often occur exponentially. The latest research in the neurosciences is proving that anyone can acquire first-rate skills simply through deliberate, intense practice and training, using our innate cognitive capacity for constructing visual and emotional maps aimed at purposefully creating our chosen zone of excellence.

Dr. Joseph J. Luciani has brought the idea of self-coaching to a whole new level with his book, *"The Power of Self-Coaching - The Five Essential Steps to Creating the Life You Want"*. As a psychologist, Dr. Luciani encourages us not to subscribe to panic, anxiety and depression as mental illness, but instead to understand them as habits to be dealt with and broken. According to Dr. Luciani, happiness is our natural state and chronic unhappiness is nothing more than a bad habit waiting to be broken! He breaks self-coaching down to five essential steps:

First, we need to chart our weaknesses. We get trapped by our reflexive thinking – those automatic thoughts that hammer us with doubts, fears and worries, creating guilt trips, doubting, name calling, not caring, hostility, lying, manipulating, and doom-and-gloom thinking.

Second, we must separate fact from fiction and deal only with the facts. Don't get caught up in the 'what ifs'.

Third, stop listening to the noise. Don't listen to the insecure and negative thoughts that sometimes nag at us. Everyone has tendencies that tend to work against us; the trick is to ignore them.

Fourth, let go. Turn away from the negative line of thinking. Let those thoughts move right through you. Just say no to anything that leads to anxiety or depression.

And finally, motivate yourself. We live in a world of constant chaos and change. We can choose to embrace it, or to become victim to it.

Self-coaching is a personal reflection – an honest and compassionate conversation with our self. It's about speaking our truth, affirming our desires, stating our intentions, and recalling our successes, while being gentle and patient with our self. It is about self-empowering and being our own champion.

Self-coaching is a personal journey – a personal choice, if you will – that we will need to make as we develop the skill of Positive Presence.