



NOVEMBER - DECEMBER 2014

ISSUE: 29



THE VALUE OF THE PAUSE

**Ask Roxi
NOVEMBER
Question**

Dear Roxi,

This time of year might be fun or frenzied or both for you. I'd like to suggest it's a very good time to practice taking a PAUSE - to take a deep breath and

QUESTION:

**"How can I make
time to think and
encourage my staff**

reflect on where you've been and how you are feeling about work and life right now. Perhaps you did that over Thanksgiving with family and friends. It is good to take a **PAUSE** at work as well. Too often we keep running forward without taking the time to learn enough from what's gone before or to stop and evaluate if we're headed in the right direction. This is true at all levels - individual, team, and for your entire organization. We are all far more productive and effective when we make and take the time to reflect and think.

Our culture is often one of "what have you done for me lately?" and "what have I accomplished that matters?" in measuring our individual success and/or progress. We count everything from gas mileage to the second by second changes in the stock market. But do we measure happiness and satisfaction nearly as often? No, we don't. We need to stop long enough to **THINK** and to **FEEL** and then make good choices for our work and our lives.

Since you **ARE** the CEO of your life and you **ARE** in control of what you think, say, do, and feel...how about giving yourself the gift of time - just a moment - I wouldn't want you to panic! Let's take a quick inventory of what's happening in your present moment - the one you are living right now.

PAUSE:

Pleasure: Make a list of the things that occurred today at work or outside of work that brought a smile to your face, made you laugh out loud, or simply gave you a feeling of being happy.

Attitude: Check your attitude. Overall, is your attitude positive or negative? Do you feel more abundance and hope in your life, or more scarcity and worry? Why? Since emotions are contagious, what are you catching and what are you spreading? Are those the things you want in your life at work and at home?

Understanding: On a scale of 1-5 with 1 low and 5 high, how would you score yourself on truly understanding yourself and knowing why you feel and think and respond the ways you do? How much self-awareness do you have?

Silence: When and for exactly how many minutes today have you given yourself time without technology buzzing and binging at you? How much time have you given yourself to think, ponder, and pause without interruption? When did you last give yourself permission to take a time out of time and simply breathe, refresh, reboot? Do you ever schedule quiet times to just think on your calendar?

Empathy: We need to truly have empathy for others' experiences and feelings, particularly when we are leaders. We also need to have some empathy for ourselves. When did you last give yourself a break and allow yourself to create space or push a little less hard?

I hope you will take a **PAUSE** and truly quiet your mind so you can actually hear yourself.

How Gratitude Can Help...

Because the simple act of expressing gratitude changes your brain chemistry to a calmer state and lowers your heart rate, you might want to start there. I hope you will remember what you are grateful for every day because even that small act will help you take mini-pauses to reflect and

to do the same?"

ANSWER:

As a leader, what you **REWARD is what you will get, so reward **THINKING** and **MODEL** it in your own behaviors.**

We are so busy *doing* that we forget we need to ponder things, have wild ideas, and then work them out or discard them.

Innovation requires stopping to think and dream and put new ideas together that might not make sense at first. Without taking the time to "play around" with possibilities, we will end up with the same old answers.

People are more engaged with their work when they are thinking about it as opposed to just charging forward. Results are often more productive and certainly more interesting.

So...it just makes good business and common sense to actually *plan* time into your day, week, and life...for **THINKING without **DOING**.**

breathe.

And when you've finished your list, you can start all over again tomorrow and again the next day and the next. Perhaps you will find your cornucopia of gratitude takes you to new places. You may even find yourself wanting to share more of what you already have - knowledge, good fortune, love, wisdom, ideas at work and much more.

I'll start. I would like to express my deep gratitude to all of you who have already purchased my book and for several people who have told me it's a great gift for the leader who is hard to shop for!

If you do read my book, I will be grateful all over again if you can make the time to add your opinion up on Amazon or Barnes and Noble review sections. People do read the reviews, so I appreciate them all!

NEWS:

My new novel, *Cross of Ivy* to be published by Koehler Books will be out June 2015. Yes, I write fiction as well as non-fiction! It's a page turner I'm told...

And we are opening a new branch of AskRoxi and Highland Consulting Group, Inc. in Brevard, North Carolina in 2 weeks! So I will be taking a big PAUSE from my normal routine over the next two months to make the big MOVE and enjoy what all of that brings. This has been a great and wild year of coaching, teaching, consulting, and of course completing my book.

Enjoy the season, and I hope you will PAUSE to enjoy this time of year and your work and your life!

In case you missed it...

LEAD LIKE IT MATTERS...BECAUSE IT DOES, McGraw Hill is available in hardcover and e-book at Amazon and Barnes & Noble, and iTunes. Three years in the making and decades of trial and error, learning, and practice have resulted in a book I'm really proud of.

Think about it!

[Send Roxi Your Question](#)

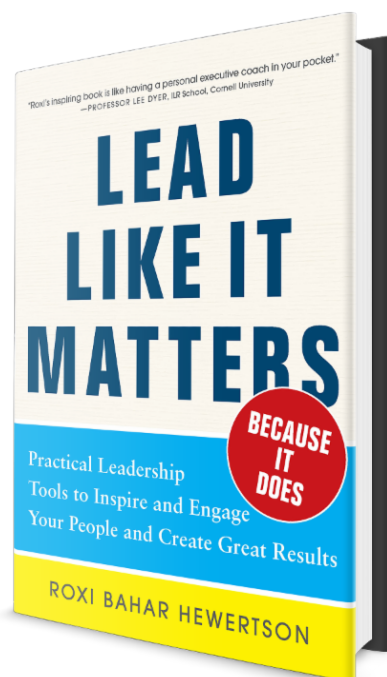


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PLEASE TELL ME WHAT YOU THINK**

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**I'd be delighted to speak with your organization about
what I believe matters... in leadership.**

Please contact Kristin Haggar, The Haggar Agency at 605.310.5594 or
[email Kristin](#) or [send me an email](#) directly and I'll respond.

There are 5 ways to connect with each other and me...

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QUOTES

QUOTE OF THE MONTH AND BOOK RECOMMENDATION

"Human freedom involves our capacity to pause between the stimulus and response and, in that pause, to choose the one response toward which we wish to throw our weight. The capacity to create ourselves, based upon this freedom, is inseparable from consciousness or self-awareness."

Rollo May, *The Courage to Create*

MY FAVORITE BOOKS



[Daring Greatly by Brenne Brown](#)

[The Art of Stillness by Pico Iyer](#)

SPREAD THE WORD!

I encourage you to share this newsletter with anyone you feel would enjoy it. Remember, past newsletters on a wide variety of leadership topics are located in the archive in the link above right. Just click and read. Enjoy!

See you in December!

Happily yours!

Roxi Bahar Hewertson

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