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WHO'S BEHIND THE MASK?

GREAT TED TALK ABOUT CREATING YOUR OWN REALITY

BY ISAAC LIDSKY



Dear Roxi

Has anyone ever asked you - "Are you for real?!" That usually happens when you say or do something that surprises another person, right? And sometimes it's a happy surprise or not happy. For instance - you've just given someone a gift or a raise or a compliment they never expected...or perhaps you've just said something that shocks because it seems out of character or outside the norms of your workplace.

The question behind the question is often - "Is this coming from the authentic you, and do you really mean it, or is there something I'm missing?"

This month's newsletter is about creating your own reality and showing up authentically. Along with the TED Talk video above, I'm going to include a number of tools for you to use to explore being true to yourself. The rest is up to you.

Some of you may have noticed I haven't written a newsletter since end of June. I decided to take a "PAUSE" over the summer and early fall. My marketing friends might say, **"Are you for real - you can't do that and keep your audience!"** To be true to myself and do what I advise others to do, I needed to take a pause and create some space, to step back, take a deep breath, and evaluate what I am doing and why. The only way we change anything at all about ourselves is if we have HIGH CLARITY and HIGH MOTIVATION. I needed to decide **what I wanted to grow and what I wanted to let go.** Once I had the answers to those questions, I could consciously choose how to move forward.

It has been refreshing to actually take the time to evaluate where I would like to put my energy and commit my time. Creating the space to THINK is the first step; being OPEN to hearing those answers is the next. ACTING upon those insights and instincts makes them real.

Here are some thoughts and tools to help you open up to the questions for yourself:

"Be yourself. Everyone else is already taken." Mike Robbins

"Happiness is when what you think, what you say, and what you do are in harmony."
Mahatma Gandhi

Here are 5 questions to get you started:

1. Do I feel like I have to *pretend* when I'm with___? (my boss, staff, partner, others)
2. How can I tell when I am or am not being authentically myself with others? What is my body telling me?

3. What prevents me from being my REAL self with___? (my boss, staff, partner, others)

4. If I could be and do anything I am truly passionate about, what would that look and feel like?

5. How honest am I about what I need/want in my relationships at work, at home?

The most effective and impressive leaders I know believe it is critical to make the time to regularly assess who they are, where they are in their journey and where they want to go next. I hope this will inspire you to do the same.

In [Leading With Impact: Your Ripple Effect on-line course](#) and in my book "[Lead Like it Matters...Because it Does](#)", the very first mastery we explore is **Personal Mastery**.

4 Resources To Help YOU Check In On YOU

[Emotional Intelligence Quick Self-Test](#)

[Personal Values Chapter and Questionnaire](#)

[Free Myers-Briggs Type Inventory](#)

[Leadership Wheel - Leadership Style Inventory](#)

We are all '**works in progress**' and we are also '**enough**' just the way we are. That may seem like a contradiction in terms. Consider this - we are the sum total of ALL our, (*unique to each of us*), experiences, knowledge, emotions, values, beliefs, hopes and fears, genetic makeup, gender, race, etc. AND...we are also learning new things every day. What we learn and how well we integrate our learning will determine how we progress along the path of our own personal and professional development. I'll paraphrase a quote I heard recently about this very dichotomy...

"You are loved just the way you are, AND you are loved too much to let you stay that way!"

I suggest that we grow the most when we are being REAL, when we take off the masks that keep us from being authentic in our work and personal relationships. It is true that there are going to be times when we have to test the waters, or be on the lookout for what and who is safe or dangerous. It is also my experience that if we live in a place of fear and scarcity more than we live in a place of possibility and abundance, we stop growing and miss opportunities to have our gifts and our goodness shine in the world.

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QUESTION OF THE MONTH

"How do I, as a new leader, integrate into an intact team successfully - I know my boss is watching!"

ROXI'S ANSWER

I'm glad you are asking the question because too many times new leaders barge in, try to make a big impression and end up creating serious problems for themselves and the team. Any time there is a change in membership - and even more so with a new leader - the team is a NEW team and has to figure out who they are and want to become. Whether you like or not, agree with or not, the existing culture within your new team, you need to respect it and figure it out before acting like your authority gives you the right to lay your vision, agenda, etc. on the team.

There's a lot to doing a good job building any team; the following are some important first steps.

First - get to know each person, what motivates her or him, what concerns are present, and what each person needs from you to feel supported and successful. Let them get to know the REAL you as well.

Second - learn what the norms are for the group to operate and make sure the entire team is aware of them - explicitly - then see if those are the ground rules you all wish to continue to operate within.

Third - create individual and team expectations that are realistic and still a stretch, establish the metrics you will use with them to measure success against those expectations, and have candid conversations about how well they are doing against those metrics.

Fourth - celebrate team wins together and regroup from team losses together.

Remember - YOU are responsible for the tone and the culture of your team and YOU are responsible for how that team works and produces together. Great team dynamics, great results. Building safety, trust, and a sense of group identity at the front end is a pay now or pay a lot more later deal.

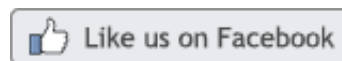
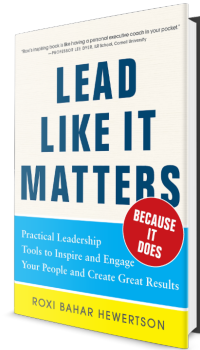
Make the time to invest in your team - every day in every way. There are simply no short cuts to building a new, high functioning team - so do it right and the pay off will be huge!

To have YOUR question answered personally and perhaps chosen for this spot, go to: www.AskRoxi.com.

Scroll down the webpage to: Advice for Leaders. Ask Roxi Your Question Today!

MORE WAYS TO CONNECT WITH ME

"LEAD LIKE IT MATTERS...BECAUSE IT DOES!"



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The [www.AskRoxi website](http://www.AskRoxi.com) is easier to navigate, and it's easy sign up for Roxi's **LEADING WITH IMPACT** course on-line, and get cool free stuff (i.e. 3 free course Chapters, and **FREE Couples Communication Survey**). I hope you'll visit and share all these resources with your network!

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