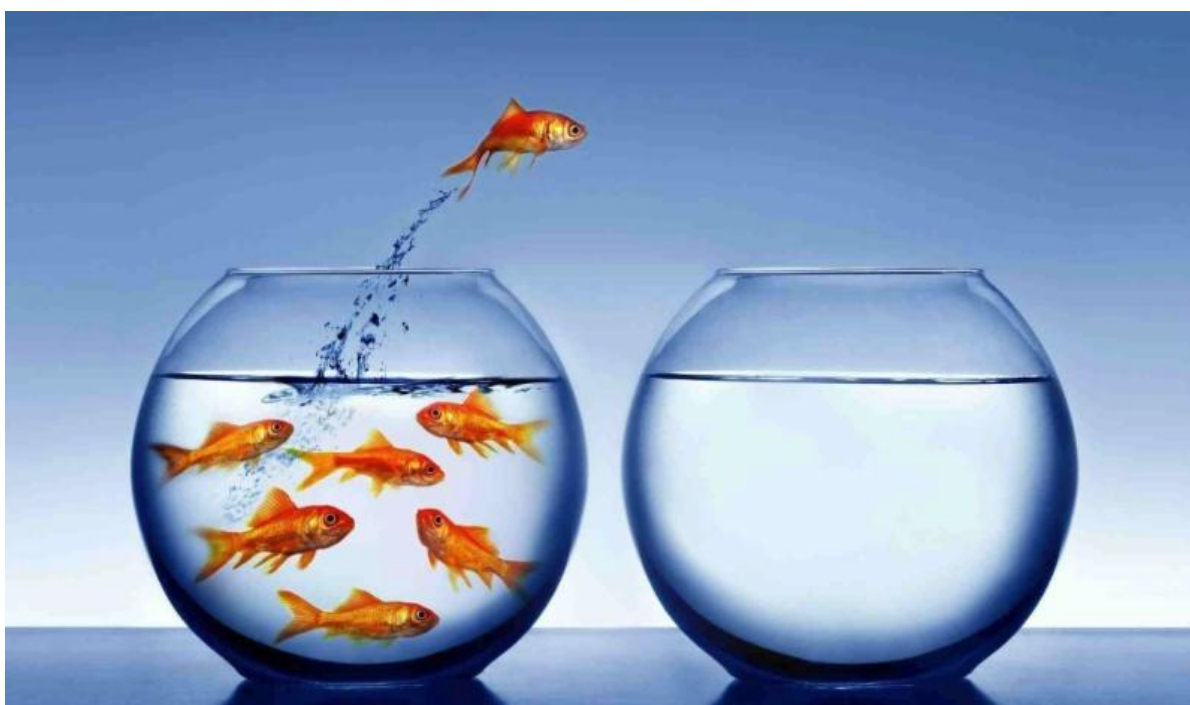




JUNE 2016

ISSUE #43



ARE YOU IN A TRANSITION?

GREAT TEDX VIDEO ABOUT MOVING FORWARD

BY DR. LANI NELSON ZLUPKO



Dear Roxi

If you are able to take some time off this summer for fun, by yourself or with friends, and family - great! Taking time away means you will be making a minor, but still real, transition from working to doing something else. How well you shift gears will have a significant impact on how much you enjoy your time doing whatever else it is that you want to do.

Bigger transitions are, well...bigger, and often test your mental, physical, emotional and spiritual resilience. For example, we experienced all 4 challenges with our business and personal transition to North Carolina from New York over a year ago. The logistics were gargantuan, lack of sleep and stress strained health and good humor, leaving familiar places and people to settle among unfamiliar places and people exposed a lot of high and low emotions, and finally it required a huge leap of faith to believe that even with a lot of ambiguity, we were doing the right thing for the right reasons.

Change is an integral part of any transition; it can be disruptive, exciting, frustrating, challenging, scary, invigorating, debilitating, joyful, depressing, and sometimes ALL of those things at the same time! Sometimes we get stuck. Any shift - plus or minus - in your equilibrium will have an affect on you and those who are close to you at work and at home. It is essential to acknowledge how you are feeling before you can do anything about it. Even happy changes in your life can be overwhelming - new office, wedding, new business, new house, promotion, etc.

In my work coaching leaders over the years, I have witnessed many common transitions that create both positive and negative stress. The different responses to these truly IS about the person - about you!

- Changing jobs
- Changing co-workers or boss
- Changing houses
- Changing spouses
- Changing professions
- Changing economy
- Changing technology
- Changing family life (illness, marriage, divorce, death, elder family members, children, sudden job loss...)

Please give yourself the gift of the video I've included here and above.



Dr. Lani Nelson Zlupko does a terrific job of sharing strategies during transitions - whether we see them initially as problems or opportunities. I've coached many people who have gotten stuck, and even, at times, defined their self-worth by their life transitions. Helping them switch gears, change perspective, and keep working at it until they get unstuck is... a beautiful thing!

We are all in some kind of transition every day - tiny ones are constant, even moving from asleep to awake. If that transition does or doesn't go well, it can impact our entire day and all the other transitions we navigate within our day. The reality is that once we stop transitioning in life, we are making the final transition to being gone, lifeless, fini, kaput, figuratively and literally!

Our responses to transitions greatly impact the outcomes we experience. Our **ATTITUDES** and choices about these inevitable life shifts will add to or subtract from our effectiveness, happiness, and resiliency "storage tank" as we move through each transition. Since we are all in constant motion, it's a smart choice to become keenly aware and mindful about we each decide to navigate our life transitions.

SIX TIPS FOR NAVIGATING TRANSITIONS SUCCESSFULLY

These are individually focused. For a team, family, etc. change pronoun to we/our.

1. **Acknowledge how you feel about the transition - all feelings.**
2. **Decide how you want to feel.**
3. **Create a list of choices/possibilities that you have within your power.**
4. **Be explicit about the expectations you have of yourself and others - make sure they are reasonable and realistic.**
5. **Ask yourself - "What is the worst that can happen, and can I live with that/survive that/tolerate that?" If not, what has to change?**
6. **Envision the end game, (the what), that you want in very real terms - write it down or draw a picture to create a visual you can see often. Then get going in a new direction.**

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ANGELES ARRIEN VIDEO - 2013 - THE 4 FOLD WAY... A wonderful perspective on transitions and on being human.
Click here for 4 Rules for a Simple Life.

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QUESTION OF THE MONTH

"What's the difference between empathy and compassion? I would like to demonstrate both at work and at home, but I have gotten feedback

that I lack empathy and I'm not sure what to do with that?"

ROXI'S ANSWER

There is a subtle but BIG difference between these two behaviors.

- Empathy demonstrates to another person that you understand them - their feelings, situation, perspective, etc. You don't have to care about my feelings or situation, but feeling understood is important. This is very effective for mediation, conflict transformation, etc.
- Compassion demonstrates that you care. You can care about me and my feelings, situation, perspective, etc., and not understand me at all. Sometimes caring is enough.

Empathy and compassion are two sides of the same human heart 'coin'. The wisdom and emotional intelligence is in play when we know whether the person in front of us needs

one or the other, or both.

You may be avoiding situations that appear to have emotions in the mix. Remember, most people simply want to be heard and you might find it easier to listen and express that you understand them.

The 'golden rule' often comes up in conversation when speaking about empathy. There's a difference here as well.

The Golden Rule:

Do unto others as YOU would have them do unto you... is about fairness.

The Platinum Rule:

Do unto others as THEY would have you do unto them... is about empathy and/or compassion and paying attention to what is needed by that person in that moment; it's not about what you might want.

Examples of the Platinum Rule:

1. **Empathy:** I'm furious with my (fill in the blank). You are my best friend and I clearly am venting. I don't want you to fuss over me or try to fix me, or the situation. I just need your empathy. I need you to say that you understand why I am upset and to listen carefully to me so you can mirror my emotions. I need to feel heard and understood.
2. **Compassion:** My (fill in the blank) was diagnosed with a fatal disease. I will need your compassion and support. You cannot understand my pain really but you can comfort me and let me know I'm not going through this alone. Please don't compare or tell me you know exactly how I feel because you lost your (fill in the blank) as well. You could ask me how am I doing "today" and you could say that you are willing to share your coping experience if I ever think that would be helpful.
3. **Empathy and Compassion:** I'm moving to (fill in the blank) and excited about this big, new life change, and I also worried about all that needs to happen before I move and about leaving friends and family so far behind. Empathy and compassion are both useful here. I'd like to know you understand my mixed feelings and I'd like to know you will care about me even when I'm far away.

Pay attention to body language at least as much as words - theirs and yours. And when in doubt, check it out with the person to see if you can uncover what they need from you. If you choose to deliver what they need, that's great. If you can't, or choose not to, then at least deliver your message with kindness - "I wish I could be helpful here, and... I know I can't/I am not able to hear you as you need to be heard etc.

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

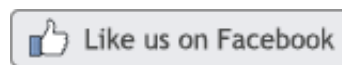
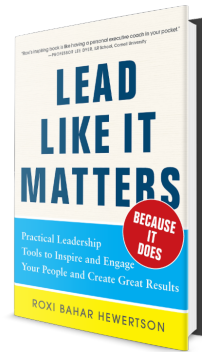
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"LEAD LIKE IT MATTERS...BECAUSE IT DOES!"



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