

## Create Balance in Your Life



by Cheryl Weir

**Y**OUR HAPPINESS should be your chief aim in life. So, make a decision today to strive for a continual state of happiness. After all, if you are not happy, you cannot make anyone else happy at work or at home. Here are some valuable points to help guide you:

**1. Communication:** Most of your happiness comes from interactions with other people, as do many of your problems. The key to happiness is to learn to get along with people.

**2. Balance:** You need balance between your personal life and work to be a happy person. If you are balanced in life, you feel in control, good about yourself—you are happy.

**3. Values:** Begin with your values. What is really important to you? What do you really care about as a person? Then ask yourself: Am I living life consistent with those values?

**4. Ideal situation:** Determine your ideal situation. Ask: What am I doing today to achieve that ideal situation? Most unhappiness and anger in life is caused by frustrated expectations. What steps can you take to move closer to your ideal situation?

**5. Congruence:** Stress and dissatisfaction arise when your activities and goals are not congruent with your values. Being integrated as a person is

essential for maximum performance and happiness. How can you make your activities and goals more consistent with your values?

**6. New habits:** To do more of one thing, you must do less of others. Decide to create new habits to bring your life more into balance. What should you be doing more of? Less of? If in doubt, ask people around you. They can often see you better!

**7. Value time:** Treat your time like money. How can you invest your time to achieve greater satisfaction? Learn to say “no” to people’s requests for your time.

**8. Peace of mind:** Set peace of mind as your highest goal. Then organize your time and life around it. When you do this, you will find yourself doing and saying the right things.

**9. Intuition:** Learn to recognize and listen to your intuition, your inner voice. Begin to trust your inner voice; it is the one telling you to go for what you really want.

**10. Focus:** The key to balance is simply two things, your work and your family. Focus on your work when you are at work; then when you are with family, be there for them, 100 percent of the time. PE

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**ACTION:** *Are you living consistent with your values?*

## Know Who You Are



by Cheryl Weir

**W**E INCREASINGLY find ourselves in situations that demand the exercise of our innate capability to lead. The path to your unique leadership is a journey of personal growth. It requires five principles of leadership.

**1. Know who you are.** Some leaders have put on so much “veneer,” that they don’t know who they are. Who are you? Reflecting on and honestly answering this question is the start to becoming a leader. We must look at what we know about ourselves—and, sometimes be comfortable with not knowing the answers, but asking the right questions.

**2. Let go of the past.** Today, progress can’t be made until you let go of what has been limiting you. Letting go puts you on the path to new experiences, from which you gain more perspectives. Letting go allows you to become responsible for your own actions and future. Letting go of what you know allows for infinite possibilities.

**3. Live in the question.** In the past, you learned to analyze a situation, isolate the problem, and administer a quick fix. Now you must recognize that everything is tied to everything else. You must live in the

question long enough to see the relationships important to a systems solution. The temptation in the Apollo 13 mission was to turn the spacecraft around and fire the engines as soon as the magnitude of the problem was known. The flight director avoided the quick solution and instead asked his team to “live in the question” for three days to see “what is possible?” The question forced the team into a conversation about bringing the astronauts home. The quick solution would have been a deadly one. Leaders need to be open to the possibilities of the unknown.

**4. Learn to give up control.** Teams can be rocketed to new heights of performance when they are encouraged to empower themselves. In the movie, *Remembering the Titans*, a huge shift was made when the team captains were empowered by their teammates, not the coaches.

**5. Let the magic happen.** We must acknowledge the unique contribution of each member of the team to achieve its maximum potential. The magic happens when leaders are authentic in their actions, let go of their egos, and trust their teams to do the right thing in the moment.

PE

*Cheryl Weir does coaching around these leadership principles. Visit [www.cherylweir.com](http://www.cherylweir.com).*

**ACTION:** *How can you let the magic happen?*

## Coach Support



by Cheryl Weir

**H**ERE ARE FIVE REASONS why you may want to hire a coach to support you:

**1. Coaches can help you assess your personal strengths and interests.** Most clients who come to me don't know what they are great at doing, what comes most natural and easy, and what they could really enjoy doing. We explore these opportunities together within the context of "having all that matters most to you and being fulfilled."

**2. Coaches support "who" you are, not "what" you do.** A client of mine is the best at making deals, but had a tough time "selling" potential employees on himself. He shifted from selling potential employers to demonstrating "who" he is, the best at making the deal, including the deal for himself.

**3. Coaches help you get in touch with your needs and values.** Choose a job based on your needs and values. Needs are conditions, things, and feelings that you must have to be satisfied in life. When you have unmet needs, you are usually "hooked" by people, events, and thoughts; you are more susceptible to being sad, depressed, angry, or resentful. Needs are what you must have, not what you want, prefer, or deserve.

Values are who you are. Once your basic needs are met, you tend to want to express your values. If you need something, it is not a value. Values are what you do or how you express yourself, after your needs are met.

**4. Coaches help you look at alternatives.** When you determine your needs and values, then you have more clarity around the best job for you. A client of mine had a need to be "regarded well." So he was only considering firms that were the "top tier" organizations. We began looking at a smaller company where he would be "regarded well," eventually working in the bigger capacity and becoming "regarded well" outside the company.

**5. Coaches help you stay focused on the actions you need to take each day, and what conversation you are having with whom.** We work together in determining the right conversations to have with the right person at the right time and what action to take. I also support my clients in completing the tasks they say they want to accomplish each week. The most important conversation is the one that has them feeling great about getting the perfect job. PE

*Cheryl Weir is a consultant and author. Cheryl@cherylweir.com to receive a complimentary Needs and Values Program.*

**ACTION:** Try working with a personal coach.