

# constructive CHOICES

## The Choice Connection

Greetings!

*CHOOSE TO... Discover a New YOU*

Choose to... bring with you all that you know and can do, and create a new framework for you

Experience the stretch and discomfort of new relationships and expectations, and believe in yourself

Expand the circles, ease the transition, know the truth of the environment

Actively determine what is next and... be ready for what is bigger than you could have imagined!

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### WHAT'S NEW... A New YOU In A New Year



Last month I wrote about a choice to shift your focus and create a new flow and movement in this year - a choice to see this change the seasons from summer to fall as the start to a new year. Surprisingly, I have heard from quite a few individuals over the last few months about a

move into new jobs, new work environments or new roles - speaking to this type of shift - moving to the NEW! Continuing with this theme, I thought I'd take a bit more time in this month's journal to open up this new view... a view to see and discover a new you!

Fundamentally, I am speaking about a relationship - the relationship you have with yourself. If you have recently moved

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~ A New YOU... In a New Year ~

### Jean's Latest Choices



- Continue to explore new facets of a new ME
- Work deeper to explore my spirituality
- Choose to frame new routines, new habits
- Expand the circles of support
- Live in the flow of a new year as September moves on
- Think bigger... imagine more.

#### From Quint's Blog:

"Always" Leadership by Bob Murphy of the Studer Group ([www.studergroup.com](http://www.studergroup.com)) What does an "Always" leader look like?

1. An "Always" leader has a plan!
2. An "Always" leader takes accountability for their own.
3. An "Always" leader uses evidence-based leadership (EBL) tactics when

into a new work environment, a new career, or a new role then you have recently found yourself in a space to explore new connections and new support systems.

I often work with new leaders or managers promoted from the "worker bee" ranks. One of the first discoveries is that they fundamentally haven't changed their skill levels or knowledge in order to work at a new level within their organizations. What they are discovering is a change in their performance or behaviors - how what they know and can do show up in their new role. They find more importantly they are now being observed differently by others with new expectations for performance, time, schedules, deliverables, etc.

A second discovery they often make is a need for new connections, new support systems and, most important, a new framework for themselves - who they are (or wish to be and how to grow) in this new environment. This relationship with one's self requires a stronger intention to expand your circle of contacts and move into different circles. However, what may be experienced instead is the opposite - more work is done in isolation and usually because of an intimidation about taking questions to the boss or other colleagues.

I know this latter type of behavior to be true from a personal experience. In my last position as a manager, I found myself in a new work environment and a very new role in my career. All of the above was true - I experienced new expectations, a new way to show up, new relationships and a specific need for new support systems. I was most comfortable in my own building and work area with my employees and with the work I was required to manage. This required the same knowledge and skills that I had before I became the manager. What I was very uncomfortable with was establishing a relationship with a circle of management colleagues. I found it much easier to work in isolation from these available support systems.

As I look back on that experience and what I know now is that I had all the skills to move the old "me" to a new "ME." I did need to transition from an old framework of who I was and how I operated into a space of questioning, creating, and strengthening, first defining and establishing a relationship with myself, and then grow this into relationships with and for the support of others.

Are you starting a new year... are you discovering and exploring the new framework - the relationship with yourself? Have you discovered the truth of the new environment and your role - do you now know what is next, that it is bigger and more than you could have ever imagined.

As I said last month... Happy New Year... and Happy New YOU!

### Quotable Quotes

"You enhance other people's lives as you enhance your own."  
- Marsha Sinetar

*Quotations*

appropriate.

4. An "Always" leader has a balanced approach.

5. An "always" leader connects the dots consistently to purpose, worthwhile work and making a difference.

6. An "always" leader follows a sequenced approach to improvement.

7. "Always" leaders take best practices and standardize across the organization.

8. Failure to always do desired behaviors. As organizations move to improve results, we commonly find that changing the behavior of hundreds of thousands of staff members is very hard to do. The easiest thing we can do is change our own behaviors first. That requires a good long look in the mirror..."

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"We are defined by the way we treat ourselves and by the way we treat other people."

- Oprah Winfrey

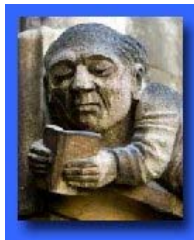
"What lies ahead of you and what lies behind you is nothing compared to what lies within you."

Mohandas K. Ghandi

"Change takes guts. It takes imagination. It takes commitment."

- John Taylor, General Motors' Apex Team

### Jean recommends...



#### 1. [Gods and Generals](#)

Jeff Shaara

*~ I am hooked on Shaara's style of writing. This is the prelude to Killer Angels by Michael Shaara, father and Pulitzer Prize winning author. I love being a witness to this historical tale.*

#### 2. [The Rebels of Ireland: The Dublin Saga](#)

- Edward Rutherford - *Sequel to the Princes of Ireland - continuing my journey into another historical tale of Ireland.*

### Administrivia

My Constructive Choices AUDIENCE:

\* Professionals wanting to be at choice in their career and daily work

\* New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities

\* Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and

\* Coaches who choose to step out, show up and say -

*Yes, it IS all about YOU!*

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