

**Subject:** Having the Courage to Transform



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**Quotable Quotes**

*"If you don't like something, change it. If you can't change it, change your attitude." ~ Maya Angelou*

*"You must be the change you wish to see in the world." ~ Mahatma Gandhi*

*"When we are no longer able to change a situation - we are challenged to change ourselves." ~ Viktor E. Frankl*

*"The only way to make sense out of change is to plunge into it, move with it, and join the dance." ~ Alan Watts*

Dear Jean,

Our guest author this month is Ildikó Oravec, a dear friend, team member and new fellow coach. Ildi and another of our team members have put themselves on a development path and journey to educate themselves as professional coaches. As Ildi speaks to us about having the courage to transform, she truly lives and breathes transformation, growth and change. As long as I have known Ildi, she has embraced change as an ideal state with a belief that to change is to grow as a human being and that alone benefits our world. And it does. Her introduction focuses on her work world and yet, I also know she has a passion for giving to others as evidenced in her being very engaged in the Big Brother/Big Sister organization. What she has given to her little sisters and me personally is a hint that the courage we need to transform is in

each and every one of us. She truly believes this and so can YOU!

Ildikó Oravecz has been providing training and performance solutions to organizations to support their business and organizational strategies for over 20 years. She holds a Master's degree in Organizational Learning and Instructional Technologies from the University of New Mexico and is a Certified Performance Technologist (CPT). Ildi is the owner of High Performance Consulting ([www.highperformanceconsulting.com](http://www.highperformanceconsulting.com)), and works in non-profit, government and corporate environments to provide training, facilitation, team building, coaching and project management expertise. She can be reached at 505-922-1243 or [ildi@highpercons.com](mailto:ildi@highpercons.com).

Thank you, Ildi!

In the spirit of sharing our gifts,  
Jean

## Having the Courage to Transform *by Ildikó Oravecz*

Change. It's a word that strikes fear into people's hearts. Typically when we think of change, we think of those external forces at work that we have no control over: perhaps a change in your office environment, position or organizational structure. But what about when we decide to change something about our lives and ourselves? That can also be scary, but it is an opportunity to exert control over how we live and how we choose to show up in life. One definition of change is "to transform or convert" - we have an opportunity to transform ourselves, and to change the status quo.



Whether you want to commit to breaking a bad habit or incorporating a new positive habit into your life, it begins with contemplation and preparation.

Contemplation involves mulling over the potential change, thinking about it, weighing the pros and cons. This is the stage in which you know where you want to go, but you're not quite ready to go there yet. In order to move forward, contemplators must make a firm decision to take action. If you're just beginning the process, perhaps you need to outline your goal, determine exactly what behavior you want to change, think about how your life will be different, and harness the awareness and emotions that will propel you into action.

Once you've decided that you want to move forward, you move into the preparation stage; planning is important so that you set yourself up for success. You've outlined your goal, but now you need to be really clear about it and ensure that it is a SMART goal. You'll also want to determine how to track your progress, and identify people who will support you. Choose a start date and commit to it. These small steps will continue to move you forward so that you are ready to take action.

## Tools and Resources FROM THE BOOKSHELF

[Changing for Good: A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward](#) by James O. Prochaska, John Norcross, and Carlo DiClemente.

This book is the theoretical basis for the Transtheoretical Change Model; it will be an interesting read for academic-types, and there are some useful tips for practical-types.

[Changeology: 5 Steps to Realizing Your Goals and Resolutions](#) by John C. Norcross, Kristin Loberg and Jonathon Norcross.

This book takes John Norcross and James Prochaska's scientific research and updates it and makes it very practical; he outlines a 90-day program to help keep you on track. Link will also take you to the website for the book where there are some great tools, including self-assessments and self-change exercises.

## THE INTERNET CONNECTIONS

[Dr. James Porchaska's website](#) offers some resources on evidence-based behavior change solutions.

### Reflection

Now is the time to build the new behaviors, reward yourself for a job well done, and cultivate your environment and support team to keep you moving forward. It's also important to develop a plan for getting back on track after a slip. How can you keep slips and bumps on your journey from derailing your progress? It's important to learn from mistakes and try again. Having a backup plan for slips is important, as well as to keep using those strategies that have helped you transform.

So are you ready to make a change? Ask yourself, "Am I seriously intending to change that problem within the next 90 days?" If the answer is no, you are not ready and need more time in contemplation. If the answer is yes, how soon are you ready to make that change? Do you need more time getting ready, or do you want to jump into planning? Determine which stage you are in to pinpoint what you need to do to move yourself forward. A description of the stages and behaviors can be found on the Changeology website.

### Choose To

CHANGE ... transform YOU ... contemplate what it is you truly desire in your life ... prepare for the change ... consider the SMART goal ... begin with small steps ... eat healthier ... put more movement into your life ... quit a bad habit ... attack the pile of papers drowning your desk ... propel yourself forward ... commit to the change ... enjoy the transformed YOU!



### Joyful Observances

[Happiness Happens](#) Month

What Will Be Your Legacy Month

[American Artists Appreciation](#) Month

National Farmers' Market Week (August 3-9)

National Scrabble Week (August 9-13)

Be Kind to Humankind Week (August 25-31)

August 5 - [International Beer Day](#)

August 6 - [National Root Beer Float](#) Day (FREE root beer float!)

August 8 - [International Cat Day](#)

August 9 - National Garage Sale Day

August 15 - National Relaxation Day  
August 16 - International Homeless Animals Day  
August 25 - Kiss and Make-up Day  
August 26 - [National Dog Day](#)

## **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, life their voices, and...
- \* Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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