



*October 2014 - In This Issue:*

**Quotable Quotes**

**Embracing Novelty**

**Tools and Resources**

**Reflection**

**Choose To**

**Joyful Observances**

**Administrivia**

**Quotable Quotes**

*"Climbing is akin to love. It's hard to explain, we endure pain for the joy that comes with discovering ourselves and the planet." ~ Cory Richards (Climber/visual storyteller - National Geographic Adventurer of the year 2012)*

*"Do what you can, with what you have, right where you are." ~ Theodore Roosevelt*

*"The best thing about the future is that it only comes one day at a time." ~ Abraham Lincoln*

Dear Jean,

Our guest author this month is Bobbie Allaire, a dear friend and kindred spirit. I won't go so far as to say I share her love for the outdoors. However, her passion for volunteering and connecting with others IS a love we share. Bobbie and I met at an ISPI event about 20 years. The connection was immediate and as strong today as then. Bobbie is one of those individuals who supports an individual fully and encourages a person to be more than they are. She has been a rock of support for me over the years - quietly strengthening a search for joy in a few writing adventures for me. She used a word many years ago to describe her nature and that was the word 'curious.' I love all that the word brings from her into my life and I smile and think about Bobbie every time that word is spoken. Her curiosity is her driving force to support her life long learning. And her discussion of novelty this month is so connected to her curiosity and love of learning. She is ready to take it on and she has! Read on - if you love change or have a spark of curiosity, you will discover the connection.

Bobbie Allaire is a life-long learner who enjoys sharing new learning with others. She has worked

in learning and performance development divisions for Fortune 100 companies like Johnson Controls and GE Medical Systems. For 10 years, until January 2014, she worked at Northwest Evaluation Association, a global non-profit focused on providing student data to improve teaching and learning. She managed projects and relationships with educational publishers to match their instructional materials with student data to create more focused learning experiences for children. She was active in ISPI at the chapter level in Wisconsin and New Mexico and contributed at the International level in various capacities including Co-Chair of the Volunteer Committee. Today, Bobbie and her husband Pat are both actively involved as volunteers at state parks and wildlife refuges in the Great Northwest. They are working toward Master Naturalist Certifications and are looking forward to continuing to share their love of nature and astronomy with children and adults. Bobbie can be reached at [bobbie3ryb@aol.com](mailto:bobbie3ryb@aol.com).

Thank you, Bobbie, for the support, the encouragement - the novelty of it all!

In the spirit of sharing our gifts,  
Jean

## **Novelty - Change, Love it or Hate it, Know How to Thrive** *by Bobbie Allaire*

How long would you wear the same clothes every day? How long would you eat the same meal for breakfast, lunch and dinner every day? How long would you want to live the same day over and over like Bill Murray in the movie "Ground Hog Day?"

More likely than not your response to each of these questions was "Not long!" Maybe not even a day!

Face it - you are a change junkie! As humans we crave novelty - things that are new, different, interesting. We like to eat at new restaurants, buy the latest fashions, drive new cars, download the latest App, you name it - we like new and different things!



So why does it seem so difficult to deal with changes at work? Changes at home?

You can differentiate change associated with novelty from long-term changes. You can also use those differences to make choices on how to anchor yourself in the midst of change and use novelty to your advantage.

Novelty introduces something new, different and interesting into our existing environment, into an otherwise stable or familiar context. This may be this year's fashion, or the latest got-to-have toy - remember Pet Rocks? Beanie Babies? These are more like infatuations. Interest will fade over time and be replaced by an interest in other new fashions or other new toys. Consider the cellular telephone. It was a familiar object we already knew how to use and was introduced into a

mobile environment, outside the home. Whether it is an iPhone or an Android, cell phones today continue to introduce novel uses and have resulted in a long-term change in the ways in which we communicate and access information.

Long-term life changes may have elements of novelty to start with and may or may not be self-initiated. Change in marital status, moving from one location to another, losing/leaving or taking on a different job or career. These long-term changes, even when positively viewed, have a component of loss - moving from a familiar environment to one filled with new and different people, places, processes or things. When the change is extreme, you can turn to those things that are familiar to you and give you pleasure for a mental and physical anchor.

## **Tools and Resources FROM THE BOOKSHELF**

[Better Beginnings, How to capture your audience in 30 seconds](#) by Carmen Taran

A wonderful resource book about communication with an exceptional section on how to use our experiences with novelty to relate to others and enrich our lives.

[The Artist's Way at Work: Riding the Dragon](#) by Mark Bryan, Julie Cameron and Catherine Allen

This book is a call to action: Just do it! It is a call to be creative and create your own change, your own novelty "...grounded in state-of-the-art ideas on creativity, leadership, innovation and organizational behavior..."

## **THE INTERNET CONNECTIONS**

[The Novelty Effect - Why a new high-tech tool makes you suddenly more productive or creative--until it doesn't](#) by Clive Thompson

This Journalist for Wired, and NYT magazine presents a compelling rationale for the role time plays in how we benefit from what is new and different.

[NEA: 12 Principles for Brain-Based Learning](#)

This 3 page National Education Association paper describes the role of novelty in 2 of the 12 principles including the learner's search for meaning and what novelty must be paired with for success.

## **Reflection**

You may have heard people talk about eating 'comfort food' as a coping mechanism when they are faced with a new or changing situation. Avoid the comfort food binge and make intentional choices that blend the tried-and-true with the novel to facilitate transitions for yourself or for others. Stick to a routine you have for exercise even when it is in a new location. Reboot personal traditions at home for regular outings for a specific type of food, wear your favorite clothes on a regular basis, listen to your favorite music, play games that are an ongoing source of fun.

At work, blend the familiar with the novel in ways that work for you and your co-workers. If there is a major process change look at how it might be broken into chunks for a smoother transition, temporarily marry the familiar process with the new process. On a personal level continue to use those organizational behaviors that have served you well, be that list-making, using your calendar to manage appointments, or journaling. Connect with co-workers and brainstorm how

'something old' can be effectively married with 'something new' to benefit the individual performers, the group or the organization.

## Choose To

ahhh ... change ... reboot ... trust the familiar ... blend this with the novel ... stay curious ... indulge your interest in what is novel ... get as much out of it as you can!



## Joyful Observances

Adopt a Shelter Dog Month  
Eat Better, Eat Together Month  
International Starman Month <http://www.starmanet.com/>  
Head Start Awareness Month

World Space Week (Oct. 4-10)  
[Fall Astronomy Week](#) (Oct. 4-10)  
Kids Goal Setting Week (Oct. 6-10)  
National Friends of Libraries Week (Oct. 19-25)  
[Give Wildlife a Break! Week](#) (Oct. 26-Nov. 1)

Oct. 5 - World Teachers' Day  
Oct. 11 - [National Family Bowling Day](#)  
Oct. 14 - National Face Your Fears Day  
Oct. 19 - Evaluate Your Life Day  
Oct. 29 - [Internet 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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