



# EmpowerChangeNow Newsletter

Life Transformations, LLC. – *empowering change*

Volume 4, Issue 6

June, 2010

Life Transformations was

founded in 2003 by Joanne Aaronson. Joanne's mission is to foster empowerment in the individual to achieve his/her ideal life including relationships, career, and financial situation. Or for the executive, to achieve Enlightened Leadership to empower their best organization possible. The [Empower Change Now Newsletter](#) was started in 2007 to support this mission by sharing information about the underlying paradigm shift necessary to empower change in the individual for unlimited possibilities.



Dear Readers,

After you take a break and recharge yourself, you're in the perfect place to engage the "zone" in those around you. This month, I focus on how to facilitate high performance in your team and other co-workers.

As usual, I welcome your comments or experiences with this material.

Always in light, Joanne

## Encouraging High Performance

Hopefully you took my advice from last month and recharged your batteries. If so, you are in a better position to be creative, since slowing down allows your right brain to engage. In the process, you slow down to power up your own performance. Now let's take a look at how you can help your team, work-mates and others around you to move into the zone of creativity—often just called *the zone*.

Every athlete is familiar with the zone. It's when one doesn't have to *try*, the activity just *flows*. Another way to say it is the difference between *doing* and just *being*. With *doing*, we are busy, perhaps even distracted, and may appear as if we're working very hard at getting a particular task accomplished. However, with *being*, the task is performed easily, with the answer to each piece of the puzzle just coming to mind smoothly or flowing effortlessly from the last. As with the athlete, movement is easy, not disjointed. Ideally, it would be great if all of our tasks could involve *being* and not so much *doing*.

Slowing down and turning inward facilitates the flow and allows one to more easily enter the *being* state of the *zone*. Now you're in a better position to help those around you be more creative, more empowered and hopefully, have fun in the process. Here are some tips:

(1) Be an example: by being calm yourself you inspire others. Problems arise and you deal with each one like a Ninja, stealthily handle risks before

### In this issue:

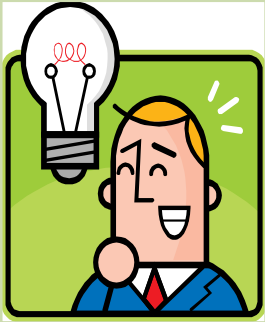
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# Using Emotional Intelligence for Team Productivity

Is productivity and high performance the same thing? As my first article pointed out, we can be very busy (output) but not performing very well. So let's go on the assumption that we have this one figured out. We are equating high productivity with high performance (or that's our goal). No one wants to work very hard at getting nothing really accomplished!

So now that we're on the right track, how can we encourage high productivity with what's called "emotional intelligence". EI is how we can work *smarter* and not *harder*. According to Daniel Goodman, in *Emotional Intelligence—Why it can matter more than IQ*, our emotional understanding of situations is extremely important. This is what I call *heart energy*. We must engage our hearts and not just our heads.



## Remember:

- **Work smarter & not harder**
- **Use your head & your heart**
- **Under stand emotional intelligence**

1. What's the difference between using our *heads vs. our hearts*? Our heads control our logical mind while our hearts control our emotions. When we look at people as just things that produce goods and services for us, we are using our heads and not our hearts. When we look at people as living, breathing beings that have potential to contribute to the bottom line based on their individual capacities to produce, each in a unique way, we are using our hearts.
2. How can we apply heart energy or as Daniel Goodman describes, our emotional intelligence, to encourage team productivity? "Show some emotion", he says. Share with people what's going on with you. I once saw an article that Colin Powell wrote that spoke to the same notion. He indicated that a good leader shares their emotion's and doesn't keep their staff in the dark. This does not mean that you drown those around you in the details of your life; rather, you can share if you're bothered by an existing condition so that your team understands the environment..
3. Here are some other tips found in Goodman's book:
  - ◆ Negotiating solutions—show that you can appreciate the other person's position (empathy)
  - ◆ Personal connection— show that you can relate and connect with people (compassion)
  - ◆ Social analysis—show that you can figure out circumstances and interpret what's going on for yourself and others (if someone is upset, can you appreciate their situation and understand?) (listen)

So, don't forget to use your heart and not just your head.

## Events and Happenings

I've created the AIA Angels Memorial Fund for donations to the Smile Train, in addition to the 10% of profits that I contribute from the sale of my book. Please consider a donation to a charity that saves third world children from a life of disfigurement.

*The Circle of Life-A Journey Through Grief to Understanding*

Buy the book on-line at [www.josanpress.com](http://www.josanpress.com) and for excerpts and other book-signing events. Contact me at [joanne@josanpress.com](mailto:joanne@josanpress.com) or 703-624-0130 for questions.





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**Want to know more?**

**We're on the web:**

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## Balance Your Life Corner

### Turkey Chili and Cheese Pasta

Here's a healthy alternative to the traditional beef chili. Try using lower fat ground turkey. It stir fries the same as beef but is much lower in fat and cholesterol. Use your favorite Italian or Mexican spices and sauce or make it from scratch. Either way, this recipe is sure to please. Here's my version. .



Stir fry 1 lb. of ground turkey with a teaspoon of chopped garlic. Add Italian season to taste. Add crushed tomatoes, and beans as desired. I like this dish paired with cheese pastas. Cook according to package directions. Enjoy the sauce over the pasta.

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they become major issues to impact your project. I was asked to let an employee go right before a major training session wherein 3 key people were to be trained. I had to replace this person in one day or there would be a knowledge drain on the project. By going into the zone, confident of my ability to get the job done, I called the necessary resources and made it happen.

- 2. Be available and be of service:** when those around you need help, guide mentor and coach. Every situation provides opportunities for you to learn as well as your team to learn from you. Be helpful, but don't take over, otherwise you steal learning opportunities from others. And remember, everyone learns in their own way and in their own time. Be patient and give people a chance.
- 3. Listen with your heart:** I once had a woman ask me, "Can't I just come in and do my work? Do I have to deal with all *their stuff*?" The answer is "No!" People are not machines. They must be treated as humans, including *their stuff*. Be kind to them and they will take care of you when the time comes. I always attended to my team's needs – got them training, helped them where I could, and when deliverables were due... they brought the project in. Caring and helping is the best way to motivate others into high performance.

Good luck with these tips!

