



Leadership Tips

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In This Issue

Are "Perceptions" Holding You Back?
Something New!
Changing Organizations

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Stephen Clarke

Leadership Success Coach



LIFE IS ABOUT CHOICES...THE

Dear Stephen,

This newsletter features information and thoughts about the power of perceptions and how they can affect you and your career. I hope you find it thought provoking. Next, there's information about a new diagnostic for leaders that focuses on "energy" and how that can affect your leadership efforts.

My hope for you is that you'll find one or two thoughts in these newsletters that will cause you to pause and reflect. Most of us are so consumed with work and our lives that we don't *make* the time to "just think." What does your future hold for you? Do you want to leave your future to chance? Would you like to manage your future to truly maximize your potential?

I welcome the opportunity to serve as your coach should you so desire. Give me a call at 480-946-5390.

Are "Perceptions" Holding You Back?

We've all heard that "perceptions are reality." The questions we should ask ourselves are:

"What reality are we creating?"

"Do people perceive us as we desire?"

"Are the perceptions blocking our success?"

Not long ago I conducted a 360 multi-rater feedback survey for a client. We found that the client's supervisor had consistently rated him three or more points (10-point scale) lower than any other rater including his subordinates.

After making the supervisor aware of our observations, I scheduled a meeting with the three of us to discuss the differences. What we learned was the supervisor recognized that his perceptions were gravely inaccurate.

This realization was a turning point for both the client and the supervisor. The supervisor began to more accurately assess his direct reports, considering fact, not opinions or gossip. The client began a process of strategically managing his perceptions. It is easy for perceptions to lead us astray if we aren't careful. In this case, one promotion for my client had passed him by. Who can say how perceptions weighed in the decision?

Membership and Certification



I have had many clients when asked if they care about how people perceive them respond, "No!" Logic tells us that how people perceive us is important and cannot be ignored. When perceptions can play a role in creating or denying promotional opportunities and career advancement, it's important!

So what can you do? Working with your coach, learn what perceptions are held about you. Once you find out how you're perceived, develop strategies to change the perceptions. Often, small adjustments in our behavior and communication can make a huge difference.

When it comes to your career, not caring about how people perceive you is NOT an option!

Note: Stephen Clarke specializes in "strategic perceptions" performance coaching and has helped countless leaders develop success strategies that move them forward in their careers.

Something New! It's State-Of-The-Art.

(Article Source: iPEC Coaching)

Energy Leadership™ Index Assessment

In most organizations, there are 3 types of people: those who see the glass as half full, those who see it as half empty, many more than both of those combined, and those who ask "Who stole half my drink!" Perhaps you've heard of the phrase, the Age of Enlightenment. We call this phenomenon, the "Age of Entitlement."

A Gallup poll revealed that more than 50% of people would leave their jobs tomorrow if they could. The main reason cited? They don't like their managers. Because most organizations are set up in a hierarchy, workers and managers often feel at odds and in competition to each other. For employees, this can create a sense of separation from management and the organization. This leads to a "take care of me first" attitude, and that sense of entitlement, which not only creates their desire to leave their jobs, but also adds stress to those who manage them. One study from DM Review showed that about 71% of managers were burned out.

Another Gallup survey showed that more than 70% of people were not engaged in their roles on the job, and about 90% of them were completely disconnected from what they do. This disengagement and disconnection costs corporate America billions upon billions of dollars a year.

A state-of-the-art assessment has been developed that allows you to assess your leadership energy. What is leadership energy? It's the level(s) of energy you emanate to those around you. It's what you "show up" with and use to motivate those around you.

A research study was conducted from a random selection of about 100 people from a sample group who have taken the Energy Leadership™ Index. The difference between those who scored about 2.5 and those who

scored only slightly higher (only to about 3.0) showed that those whose A.R.L. were only .5 higher reported:

- 20% increase in financial success
- 10% increase in self described leadership ability
- 15% more satisfaction in interpersonal/intimate relationships
- 12% greater feeling of engagement and excitement at work
- 14% more personal freedom
- 9% in the quality and depth of communication
- 6% increase in health and wellness (actual physical and mental well being- less headaches, less doctors visits, etc.)
- 16% increase in productivity
- 17% improvement in time management
- 12% greater feeling of spiritual connection
- 15% improvement in satisfaction in work-life balance
- 20% increase in overall combined energy level (note: refers to mental, emotional, psychological, spiritual and physical energy)

For more information, email Employee Involvement Systems at cispro@worldnet.att.net.

Changing Organizations

Changing organizations offers opportunities for change. It's a time to loose imbedded reputations, build new relationships, and create new successes.

Here are some questions to think about.

1. What would you like to change about yourself and how you approach your work?
2. What hasn't worked well for you in the past?
3. What can you do to prevent those things that didn't work in the past from reoccurring?
4. What do you want to be known for at the new organization?
5. Create a vision of yourself. List those things that compile your vision. (Confidence, compassion, self-control, maturity, etc)

It is easy to fall back into patterns that haven't worked well for us in the past because they are comfortable and secure. However, it only takes a moment to begin creating the same issues one had in the past. Beware; look forward; prepare; make it happen!

We welcome the opportunity to work with you!
Please **contact** us with any questions.

Sincerely,

Stephen Clarke

