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## Stephen Clarke

Leadership Success Coach



LIFE IS ABOUT CHOICES...THE  
CHOICES ARE YOURS!

Dear Jenniffer,

We're coming into the holiday season and with that I wish each of you safe and happy holidays! With the New Year at our doorstep, keep in mind all those things professionally that you would like to change, tweak, or create. Give thought to the value of professional, certified coaching as a way to explore your possibilities and achieve a level of success greater than what you have now. It doesn't really take much to "test the water" with coaching to see how it will work for you. How would you feel about moving your career to the next level? How would you feel twelve months from now as you reviewed the year and documented successes never before achieved?

## "Why is Everything I Touch Turning to \_\_\_\_\_ ?"

Self-Destructive Behaviors - where did those come from??

Many of us at some time in our life or career (both) have wondered why things aren't going the way we want them to. There are many reasons that can be attributed to those situations including self-destructive behaviors.

Many years ago, driven perhaps by my youth, I entered such a time when nothing was going right. At the time, the reasons eluded me but in retrospect I discovered that I had allowed myself to move into a series of behaviors that were not healthy and not career enabling. Specifically, I developed a bad attitude about my career and my bosses. I had lost faith and trust in my bosses and developed an attitude of "I'll show them!" It didn't work out that way.

Certainly we can say that "logic" wasn't a dominant force in this scenario. Instead, emotion had taken over and in the long run the only one who suffered was me. What could I have done differently?

If I knew then what I know now...I would have hired a coach to help me work through what seemed to be a huge dilemma. Working with a coach helps us see beyond barriers. Barriers include things like:

- Gremlins
- Assumptions
- Interpretations
- Limiting Beliefs

BEWARE OF  
"GAIL"

Each factor of "GAIL" is significant and can represent a real challenge to get past without understanding what is feeding them. Give me a call if you'd like to know more about "GAIL." In the situation described previously, the affects of G.A.I.L. didn't allow me to effectively manage

## Membership and Certification



the situation. Do you have limiting beliefs in your career? In dealing with people? In how to reach your goals?

As leaders, we cannot "know it all." We are good in certain areas and need help in others. What very often happens is an executive will focus 110% on his/her organization's accomplishments but fails to strategically orchestrate their own. They often miss "signals" and grow more distant from those attributes that once propelled them to success, but now represent barriers for their future. Give a certified coach a call today!

If there are questions you have concerning professional leadership coaching please contact Steve Clarke at 480-946-5390 (toll-free: 888-946-5390) or email him at [eispro@worldnet.att.net](mailto:eispro@worldnet.att.net).

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## The Power of Questions

Many seasoned leaders understand the power of asking questions. Not closed-ended questions which require merely a "yes" or "no" answer, but open-ended questions that open up dialog.

We as a "management society" have evolved over decades with Maslow, Herzberg, Jung, Peters, Senge and are ready to step beyond "management" and on to "leadership" where we just develop new skills. Asking empowering questions is one of the fundamentals for today's leaders. Instead of asking "Who let this happen?" Ask "What can be done differently to make sure this doesn't happen again?"

The way we ask questions can either create a culture of empowerment and problem solving or create a culture of fear, intimidation, and lack of trust. Take time to create your list of empowering questions. Practice using them and monitor the results. It takes practice!

For more information, email Employee Involvement Systems at [eispro@worldnet.att.net](mailto:eispro@worldnet.att.net).

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## Update

***Special thanks*** to all of you who served as a professional reference for me to achieve my Professional Certified Coach designation through the International Coach Federation (ICF). Earning an ICF Credential requires that an applicant has undergone extensive coach-specific training, has gained experience by serving clients, and is able to demonstrate a working knowledge of the ICF Core Competencies and Code of Ethics through a rigorous examination process.

Applicants for the PCC must pass all components of a three part exam consisting of a written test, a recording of an actual coaching session, and a live oral exam, with all scores at the PCC level or greater. In addition the coach must have at least 750 hours of client coaching.

According to ICF membership, there are more than 12,000 member coaches in 80 countries. There are 1147 credentialed coaches at the PCC

level with a larger percentage at the ACC level (first level of credentialing). Thank you again for your support!

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

Sincerely,

Stephen Clarke  
Employee Involvement Systems