

Positive Change Consulting

Improving Performance Through People

Newsletter 3/2008

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Coaching - values driven

People often ask what coaching and we explain that its about helping people to achieve the goals they want, to get to where they want to be. And we talk about the part we play in helping them do that. What is often missed in those explanations is that coaching helps people tap into what they truly want out of their work and life, identifying who they are and what matters to them, what they hold dear, what values guide the choicest they make. With coaching, people can move from awareness to commitment to those values.

I'm going to give you some suggestions from Paddy Spruce, a friend of mine, to help you live your values.

"Values are forever .

Take honesty for example... will you ever be able to say you have achieved it? I was honest in 2008. How about kindness or compassion or generosity? You can't tick these off the list like losing weight or writing a book or visiting a country. They can go on motivating you forever, like shooting for the stars and knowing that you won't get there.

Think about a value that you are ready to get serious about and get started on living this value every day. Make this value a part of your everyday life. Here are some values to choose from... Co-operation, Honesty, Respect, Compassion, Kindness, Patience, Cheerfulness, Responsibility, Courage.

Any of these will create a challenge if they are to permeate our lives. Just try one and consider how it can become a part of everything you do. Honesty is a huge challenge if taken seriously. People are not so fragile that they can't handle the truth. If you think people are not ready for your honesty, try combining it with respect."

[paddy@paddyspruce.com.au]

Interview - melbournebtv.com

You might be interested in hearing Jennifer's interview with Mike Ryan on Melbourne Business TV Click [here](#) . [Click on the small photo and then press play]

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[We'd love to hear your feedback.](#)

Work/Life Balance

Hudson survey confirms significance of W/L balance

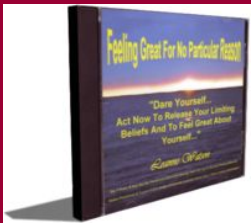


[Read More](#)

A survey of 2,100 Australian and NZ employees by Hudson (August 2007), showed while work/life balance continued to rate highly as a driver of satisfaction, 42% of employees are not prepared to sacrifice salary to improve their situation and 47% consider work/life balance issues as a trigger for changing jobs. In the supply/demand ration, the balance lies with employees. The answer? Flexible work options and flexible attitudes - proven to bring significant benefits to organisations. **Plus**, managers need also to model work/life balance. Read the media release [here](#).

These recommendations demand a shift in thinking about the way workplaces and work relationships need to change. Leaders, managers, team leaders need to change the way they have operated in the past. Ask about our programs; download brochures.

- *Coaching Skills for Workplace Leaders* [here](#)
- *Coaching skills for Educational Leaders* [here](#)



Feeling Great For No Particular Reason - a reminder about this CD we recommend - produced by Leanne Watson of **Your Successful Mind**. [Click here to listen](#) to a short sample of the audio and then **purchase** your own copy for download.

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You could be any of the following: a client we've swapped business cards with, a member a networking group that we are part of.

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We welcome contributions

Please contact us if you would like to contribute to this newsletter. Just email or phone to share any experiences. Email [here](#)

The purpose of this Newsletter

Positive Change Consulting shows people how to build great leadership, manage change, improve teamwork for business productivity – and restore balance to your life.

In this newsletter we aim to alert you to the latest research into leadership, report people-related workplace news, suggest ways for encouraging staff involvement to improve your business and alert you to the things we are doing and the services we can offer you.

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