

# ADJUST, RE-ADJUST: THE GEOGRAPHY OF BALANCE



Webinar | November 30, 2010

## OUTCOMES

By the end of the session, success will look, sound, and/or feel like:

- ★ personal definition of balance
- ★ deepening your understanding of the balance you seek in your life;
- ★ exploring and experiencing strategies that foster balance;
- ★ setting your own SMART goal to bring more balance to your life;
- ★ re-newed, reenergized, and re-vitalized from sharing a learning experience
- ★ an understanding of the benefits of coaching



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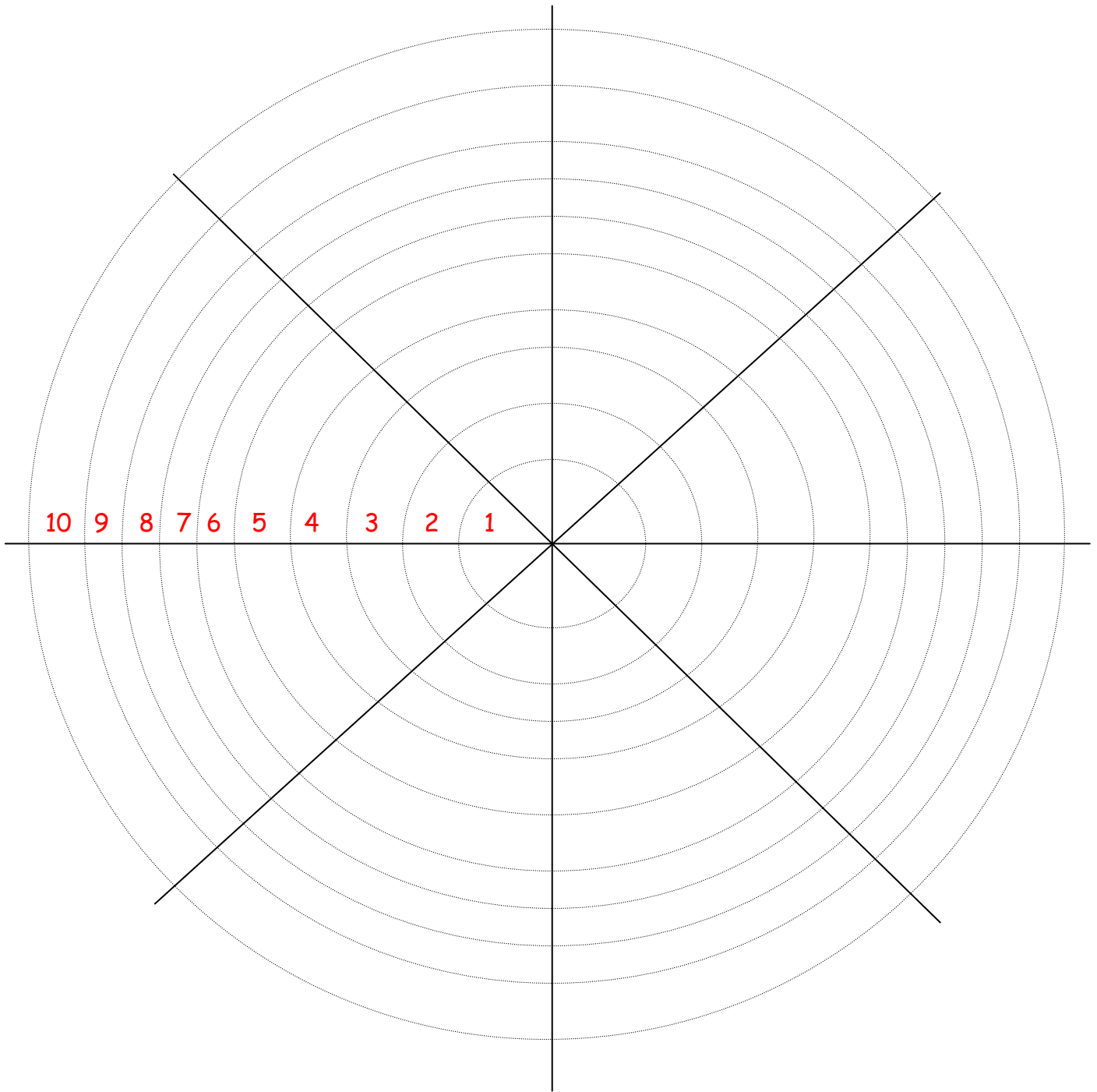
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**Key Words**

**Notes**

**Summary:**

Today's date:



## ***Do you have SMART goals?***

A revealing exposition on the importance of goals comes from a [Harvard study](http://tinyurl.com/yknd7dm) (<http://tinyurl.com/yknd7dm>). In 1979 the graduates of the MBA program at Harvard were asked: "Have you set clear, written goals for your future and made plans to accomplish them?" The results were very interesting. 84% had no specific goals at all, 13% had goals but they were not committed to paper, and only 3% had clear goals and plans that were written down. In 1989, ten years after the first phase of the study, they again interviewed the graduates of that class. Their results were even more startling. The 13% that had goals but not written down were earning twice as much as the 84% that did not have any goals. An even more interesting statistic is that the 3% who had written down plans and goals were earning on average ten times more than the other 97%. Further more **the mere act of writing a goal down on paper increased its chances of being accomplished by a staggering 90%**. However, [new research](http://tinyurl.com/cwdsup) (<http://tinyurl.com/cwdsup>) by Wharton operations and information management professor Maurice Schweitzer and three colleagues documents how corporate goal setting can cause more harm than good. The authors suggest that goal setting should be undertaken modestly and carefully, with a focus more on personal rather than financial gain.

That said, we do know that reflection and conscious goal-setting can lead to success in changing behavior, developing new habits, and achieving momentum toward a preferred future. A popular mnemonic for setting the stage in developing goals is SMART ([http://en.wikipedia.org/wiki/SMART\\_criteria](http://en.wikipedia.org/wiki/SMART_criteria)). The origin of the acronym is lost and there is not general agreement on the traits. Most commonly the letters have represented Specific, Measurable, Attainable, Relevant, and Time-bound. There are many variations that can be used to provide a more comprehensive or better values match to you, your staff, and your organization.

If you were free to designate each letter - what would resonate with you?

**S**ignificant, **S**tretching, **S**imple, **S**elf-affirming, **S**pecific

**M**eaningful, **M**otivational, **M**anageable, **M**easurable

**A**greed upon, **A**ccountable, **A**ction oriented, **A**mbitious, **A**ttainable

**R**ealistic, **R**ewarding, **R**esonant, **R**esourced

**T**hrilling, **T**angible, **T**rackable, **T**ime-bound

**CHALLENGE:** Design your own acronym and use it to write a goal. Share that goal. Remember to design in accountability and celebrate your success!!

**Develop a personal acronym for SMART**

**S  
M  
A  
R  
T**

**DESCRIBE YOUR GOAL:**

**How does it meet the criteria of a SMART goal?**

**What does success look like? By when?**

**How will you hold yourself accountable?**

**Who will you enlist to help you keep on track? How?**

**Signed:\_\_\_\_\_ Date:\_\_\_\_\_**

**Personal - BACKWARDS PLANNING PROCESS TEMPLATE**

**Goal:**

**Date:**

**Start date:**

**Initiative:**

**SUCCESS  
LOOKS  
LIKE:**

**Date:**

**Date:**

**Date:**

**Date:**

**Current situation  
description.....**

**tasks/activities:**

**tasks/activities:**

**tasks/activities:**

**tasks/activities:**

**Support:**

**Support:**

**Support:**

**Support:**

**Acknowledge:**

**Accountability:**

**Accountability:**

**Accountability:**

**Accountability:**

# Everyone has a gremlin to tame:

Attention getting

Tenacious

Demanding

Devoted to habit

I am aware of your vulnerabilities

“You are...  
Stupid”  
Dumb”  
Hopeless”  
Wrong”

Another name for gremlin = saboteur, inner critic, negative self-talk, the committee, the program



My work is to keep you small and in your comfort zone.

Tricky

Treacherous

Difficult to escape

Controlling?  
“You should...”  
“You ought to...”  
“You must...”

## Steps to Tame Your Gremlin:

Simply notice

Choose and play with options

Be in process

Adjust – Readjust: The Geography of Balance  
**REFERENCES & RESOURCES**

**Books:**

*The Art of Possibility: Transforming Professional and Personal Life* by Rosamund Stone Zander and Benjamin, 2000, <http://www.benjaminzander.com/book/>

*The Art of Extreme Self Care*, by Cheryl Richardson, 2009,  
<http://www.cherylrichardson.com/store/books/>

*Choosing Easy World : A guide to Opting Out of Struggle and Strife and Living in the Amazing Realm Where Everything Is Easy* by Julia Rogers Hamrick, 2010,  
<http://www.juliarogershamrick.com/>

*A Hidden Wholeness: The Journey Toward an Undivided Life*, by Parker Parmer, 2009,  
<http://www.couragerenewal.org/parker>

*Loving What Is, Four Questions That Can Change Your Life*, by Byron Katie and Stephen Mitchell, 2002, <http://www.thework.com/byronkatie.php>

*Steering by Starlight: The Science and Magic of Finding Your Destiny* by Martha Beck, 2009,  
<http://www.marthabeck.com/>

**Articles:**

How Talented Women Thrive, download pdf at  
[www.boardoftrade.com/images2/pdf/2010/011309CenteredLeadership.pdf](http://www.boardoftrade.com/images2/pdf/2010/011309CenteredLeadership.pdf)

Managing Your Time , by Marilyn Paul David and David Peter Stroh, 2006, The SOL Journal, Reflections, Vol 7 No. 4, <http://www.bridgewaypartners.com/publications.html>

Wheel of life activity, engage at  
[http://www.mindtools.com/pages/article/newHTE\\_93.htm](http://www.mindtools.com/pages/article/newHTE_93.htm)

Work-life balance: Ways to restore harmony and reduce stress, Mayo Clinic  
<http://www.mayoclinic.com/health/work-life-balance/WL00056>

**YouTubes/ audio/ video:**

Keeping your balance in the Age of Innovative Disruption <http://www.3dwriting.com/mcleod>

Keeping your balance in The Tragic Gap/parker Palmer  
<http://www.youtube.com/watch?v=rq0aeKCB41g>

**Classes/workshops:**

Creating Your Life, online class with Robert Fritz (author of The Path of Least Resistance) [www.robertfritz.com](http://www.robertfritz.com)

Fundamentals of Co-Active Coaching, CTI, Boston workshops  
<http://www.thecoaches.com/>

**Trained Life-Coaches:**

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