

Winning Ways

focus • momentum • success

A publication of
Winning Ways
Developing Goals, Focus and Leaders

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President and Founder

Joan launched Winning Ways, Inc. in 2001 after owning her own business since 1987. Joan works with clients on sales, strategic business planning and leadership. She believes that combining a great attitude with the right skills and developed goals will create the success you have only dreamed about! Her expertise is in helping you find the solution to your business challenges.

This copy of Winning Ways is a gift for you from Winning Ways, Inc. We provide an environment that creates focus, momentum and success for long term changes in your personal and professional life through our sales, strategic planning and coaching services. We help you achieve the results you and your business want! We are committed to helping you achieve your goals.

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Preparing Your Mind for Change

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The specifics of an executive coaching relationship can vary significantly. However, one thing that coaching always entails is positive change in the form of professional and personal growth. The change required to successfully meet the agreed-upon objectives needn't be a complete personality shift or character assessment, but does require that you be open to new ways of thinking and behaving and that you accept the possibility that your way of doing things might not be the best way.

Before you and your coach determine what specifically needs to change in order to improve professional personal performance, you must first be open to the *idea* of change. To measure your willingness to change, ask yourself the following questions:

- * When was the last time I learned something new? – Learning a new technology to increase productivity at work or exploring miscellaneous new academic and cultural subjects reminds you that the world is much, much bigger than the small slice that you experience every day.
- * Has my behavior changed through the years or have I stuck to reliable patterns? – Management styles and communication norms in the workplace are continuously changing. Awareness of changing expectations and behavior

accommodation contributes to professional success and also points to one's overall adaptability to change.

- * What do other people say about my ability to adapt to change? – If you are unable to assess your own response to new ideas and behavior patterns, ask people who will give you straightforward, honest answers, such as a trusted colleague or your spouse.

Your executive coach should never ask you to change just for the sake of change. However, some level of change will almost certainly be needed to reach your goals. If you find that you are not open to change, one of your first goals can be to work on becoming more adaptable. By evaluating and then working on your openness to new ways of thinking and doing things, you are increasing the positive effect that executive coaching can have on your performance.

