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Global Tech Women: VOICES
Creating Global Connections
March 01, 2013

Please
MUTE
during
presentation

INNER | INNER
SUCCESS | CRITICS

Claiming Success While Taming Inner Critics

by Stacey Sargent, MA

Agenda

- IS & IC
- Emotional Intelligence
- Increase Awareness
- Dig Deeper
- Finding the Power
- Inner Success Builders
- Your Strategy
- Q&A

Emotional Intelligence

SELF

Self Awareness



Awareness
of your
emotions

Self Management



Positively
choosing your
response

OTHERS

Other Awareness



Attunement to
others
emotions

Relationship Mgmt



Managing
interactions &
relationships

Source: Daniel Goleman



IS & IC RELATIONSHIP: *IT'S A FLOW OF ENERGY*

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THE CLASSICS

Classic Critics



Perfectionist



Do It All Driver



The Fake & Fraud



Pleaser



Comparer

Committee



- ▶ Multiple critic voices
- ▶ Escalation in high intensity moments
- ▶ Fight, flight or freeze reactions

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INCREASING AWARENESS

Name, Messages, Triggers + Reactions



- ▶ Is it one of the classics?
- ▶ What is the message?
- ▶ How does it find fault with you?

***YOU'RE NOT
SMART
ENOUGH!***



- ▶ When does it happen? What triggers it?
- ▶ What are your reactions/behaviors?
- ▶ Do you notice any patterns?

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DIG DEEPER

Dig Deeper



- ▶ Is it 100% true? What is more true, what is less true?
- ▶ What is supported by data? Get specific, give examples.
- ▶ What do the “hot” words mean to you?

The “All Up” - IC

- Name it to tame it – critic and emotions
- Catch it early
- Prepare for IC moments
- Check the data, get specific

.....and IC is related to.....

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FINDING THE POWER

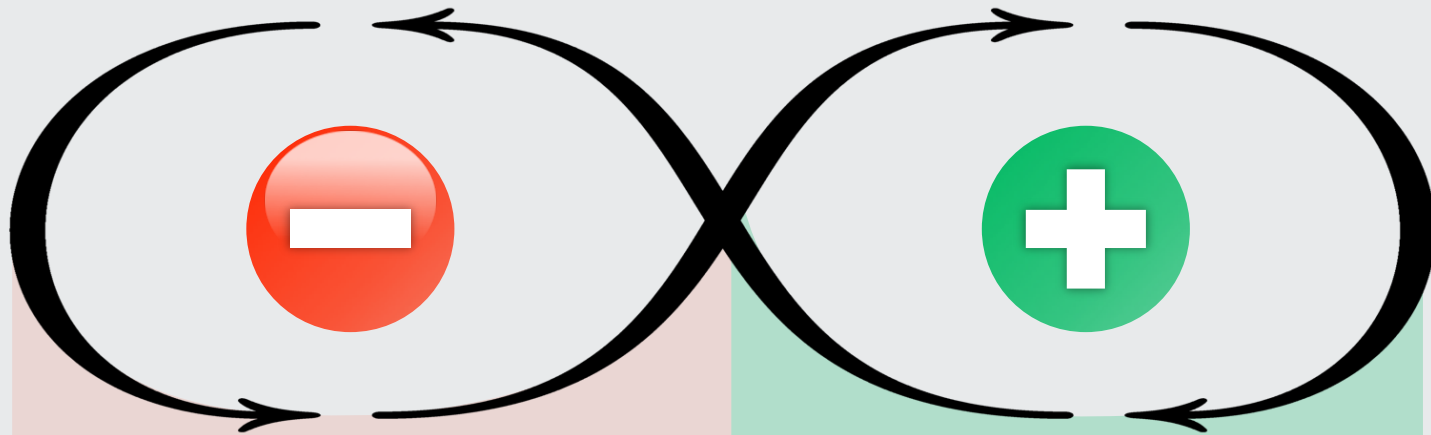
Find the Power

- Is there a positive intention?
- What might be useful or helpful to me?
- What part of me needs to emerge?
- Why does it matter to me?
- What's at stake?



Your 'Divine Flaw'

Why does that matter to you? What's important about that? What might be underneath that?



- Perspective of doubt, questioning, incapacity
- Anxiety, fear, anger
- Limiting
- Critical, harsh

- Perspective of strength, wisdom, gifts
- Exciting, engaging
- Place of opportunity
- Useful, helpful and supportive

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INNER SUCCESS BUILDERS

Create + Share Your Inner Strength Story

- Know your Values + Core Beliefs
- What Successes have you had?
- What are you Proud of about yourself?
- What are your Strengths?
- What are your SuperPowers?

Know Your Values

- Trust
- Relationships
- Growth
- Achievement
- Humor
- Security

**FB page activity in Notes*



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Successes + Prouds

- List three moments where you felt very successful.
- List three moments where you felt very proud of yourself.
- Share one of each with someone
- Increase your awareness
 1. What characteristics were present about YOU, about the situation?
 2. What did you FEEL in each? What were you thinking?
 3. What about this reflection might inform your current situation and your success definition.

Strengths + SuperPowers



Adaptable	Connected	Focused	Open	Reserved
Adventurous	Consistent	Forward-looking	Organized	Resourceful
Affectionate	Cooperative	Gentle	Original	Responsible
Ambitious	Courageous	Harmonious	Participative	Self-Assured
Analytical	Creative	Honest	Patient	Sensible
Appreciative	Decisive	Idealistic	Persuasive	Spontaneous
Approachable	Dependable	Imaginative	Playful	Straight-forward
Authoritative	Determined	Inclusive	Positive	Strategic
Broad-minded	Direct	Independent	Powerful	Supportive
Caring	Disciplined	Influential	Practical	Sympathetic
Challenging	Driven	Innovative	Precise	Systematic
Clear	Easygoing	Inspiring	Protective	Task-focused
Communicative	Empathetic	Intelligent	Purposeful	Theoretical
Compassionate	Energetic	Loyal	Quick	Thorough
Competent	Enterprising	Mature	Realistic	Traditional
Competitive	Fair-minded	Observant	Receptive	Visionary

My Strengths

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

My Super-Powers

1. _____
2. _____
3. _____

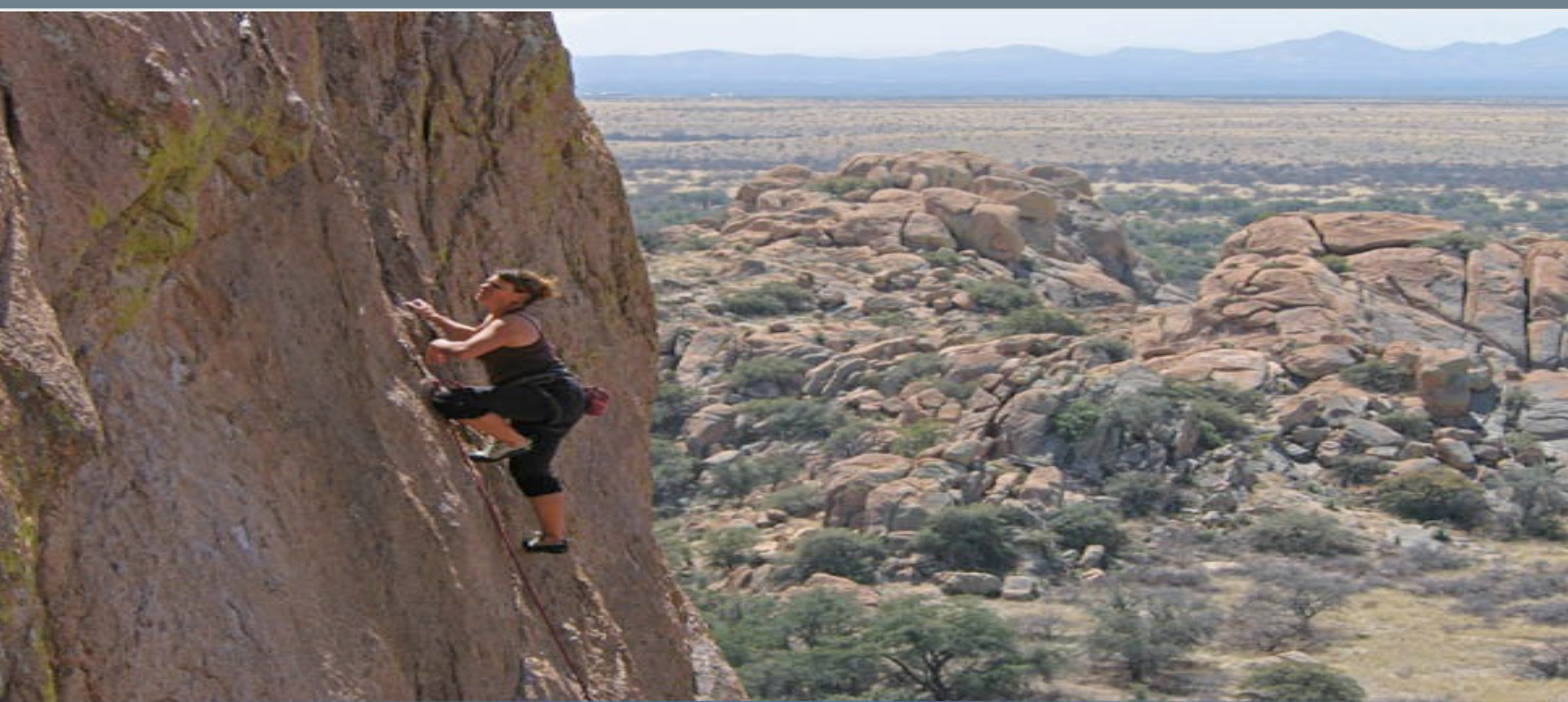
The “All Up” - IS

- IC is connected to your IS = Divine Flaw
- Stay aware of and connected to your core values, identity and beliefs
- Use your energizing strengths and superpowers in as many activities as possible
- Track energy lifters and energy suckers
- Stayed tuned to your success stories, you @ your best

The background is a solid dark blue-grey color. A thin, light grey horizontal line runs across the top of the page. In the center, the word "STRATEGIES" is written in a large, white, sans-serif font. Behind the text, there are two sets of concentric circles in a slightly lighter shade of blue-grey, one on the left and one on the right, connected by a horizontal band.

STRATEGIES

Strategies



- ▶ Know what works for you
- ▶ Build the structure, method and people that work
- ▶ Grow your awareness, practice

Stacey's Plan

- Emotions are my GOOD!
- Learn about myself and my patterns
- Get very clear on what really matters
- Know my inner success story
- Get external perspective and feedback
- Have a great support system

Resources

BOOKS

Emotional Capability

- “Working with Emotional Intelligence” and “Primal Leadership”, by Daniel Goleman
- “Authentic Happiness” and “Learned Optimism”, by Martin Seligman
- “Drive: The Surprising Truth About What Motivates Us”, by Daniel Pink

Inner Critic and Doubts

- “The Gifts of Imperfection: Let Go of Who You Think You're Supposed to Be and Embrace Who You Are”, by Brené Brown
- “The Secret Thoughts of Successful Women: Why Capable People Suffer from the Impostor Syndrome and How to Thrive in Spite of It”, by Valerie Young

Leadership

- “How Remarkable Women Lead: The Breakthrough Model for Work and Life”, by Joanna Barsh and Susie Cranston
- “The Leadership Challenge”, by Kouzes & Posner
- “The Practices of Adaptive Leadership” and “Leadership on the Line” by Heifetz & Linsky

Success

- “Now, Discover Your Strengths”, by Marcus Buckingham
- “Transitions: Making Sense of Life's Changes”, by William Bridges
- “Adventure in Everything: How the Five Elements of Adventure Create a Life of Authenticity, Purpose, and Inspiration”, by Matt Walker

BLOGS+ SITES

- www.ConnectGD.com = Stacey Sargent: connections on success in work and life
- www.HBR.org = business, leadership, strategy and more
- www.DanielleLaPorte.com = Danielle LaPorte: white hot truth and other sermons
- www.TED.com = a few of my favorites, just search on the speaker name...
 - Brené Brown, *all of them!
 - Richard St. John, Success Is a Continuous Journey
 - Shawn Achor, The Happy Secret to Better Work
 - Arianna Huffington, How to Succeed, Get More Sleep

Q + A

Thank you! Stay connected on  

Connect Growth and Development

*Individual, Leader and Team Development through
Workshops, Facilitation, Group and 1:1 Coaching
Focused on **WHAT REALLY MATTERS***

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Stacey Sargent, MA



Stacey Sargent has a passion for helping leaders and teams connect to higher levels of performance! She has been coaching and consulting, helping clients face change, improve performance and have positive impact to business results for 17 years.

Clients often refer to Stacey's ability to bring an authentic and approachable manner, to ask the right questions, bring focus to leverage points and to help create accountability and business results in the work she does. She works in partnership with her clients in a direct, open and respectful manner. She uses emotional intelligence, communications and paradoxical and systems thinking as ways to create a higher return on investment in life and work for her clients.

Stacey has worked in several key industries performing leadership, strategic, design and vision roles in business, accounting and finance, consulting, client relations, design and development. She understands business - the people, the numbers and the systems – that can be connected together in ways that transform. She has worked across industries in higher education, government & municipalities, and manufacturing. She is able to communicate across hierarchy, industry and focus so that people can come together to achieve high performance. Stacey traveled the USA, Latin and South America helping organizations deal with change and challenging their processes to gain more efficiency and effectiveness.

Stacey holds a Master of Arts degree in Applied Behavioral Science from the Leadership Institute of Seattle at Bastyr University and a Bachelor of Arts degree in Business Finance from Western Washington University in Bellingham, WA.

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