

Vision Quest CONSULTING

LEADERSHIP COACHING THOUGHT



Wendy Copland
President

Vision Quest Consulting provides leadership coaching, organizational development consulting, and training to top executives and their teams.

“DEVELOPING TODAY’S LEADERS FOR TOMORROW’S CHALLENGES!”

Vision Quest Consulting • PO Box 979 • Westford, MA 01886 • ph 978.692.4454 • fax 978.692.5898 • www.visionquestconsulting.com

OCTOBER 2006 LEADERSHIP COACHING NEWSLETTER

- [FREE Leadership Coaching Session](#)
- [Why Hire an Executive Coach?](#)
- [Client Results](#)
- [Developing Corporate Leadership Talent](#)
- [\(Audio Message\)](#)

This Month's Topic: Satisfied With Your Work?

I am reading a great book by David Whyte called, *Crossing the Unknown Sea*. It's a must read for those of us who want to feel fully satisfied with our work, and how to discover why we might not. The author talks about work as a life long expression that can be deeply satisfying and awakening.

Personally, I love my work, and I want to feel deeply satisfied, inspired and alive every day. Some days are perfect and some days are a bit more challenging.

We hope this month's newsletter helps you get in touch with what makes work passionate for you and your employees, for those of you in management positions.

The concept of work as a life-long expression of creativity and passion is too often an opposite reality for many people.

Fundamentally, I believe that people should only do work they adore. Period. Life is too short. If we are going to spend most of our day at work, why would we want it to be anything less than wonderful? Wouldn't it be great to feel so excited about facing a new day of challenges that you can't wait to wake up in the morning?

It is our own responsibility to create work that matches our passions, desires and talents. It is the responsibility of leaders in organizations to create work and work environments that call forth the best and the most passionate in each employee. Isn't it time you took stock of your own situation? For some of us, it means making minor tweaks to our current work and for others it

means major revamping.

Many organizations are asking more and more of their employees. In order to produce extraordinary business results, organizations need employees who are inspired and excited about their jobs on a daily basis.

Organizations need to call forth qualities from its people that involve their hearts and their minds. It is hard to be inspired about anything that we do not feel affection for and a purposeful connection to. Every organization that's serious about its place in the future is asking for more flexibility, vitality, imagination, creativity, and enthusiasm to "go the extra mile." Despite what we might sometimes wish, Whyte says, "There is no lever to pull inside a person to activate their creativity and no specific slogan that will bring about a passionate response. If there were a specific lever for this, individuals would have pulled it for themselves a long time ago. It is as difficult for any individual to find their own creative powers as it is for an organization."

We want careers that help us be our personal best. We want to feel challenged to the edge, and really enjoy what we do and for whom we do it. If we don't feel this way most of the time, it's time to make some changes. There are so many roadblocks that can get in the way of our feeling like we are doing the work of our dreams. If we are going to have a great life, we must all tackle the issues that block us from having the work life we deserve.

What Can We do?

Take stock. Ask yourself, am I happy at work? Do I adore my job most of the time? Do I respect the organization and the people for whom I work? If the answer to any of these questions is "no," it's time to do something about it; now. Ask yourself, what challenges am I facing that are getting in the way of my feeling fully satisfied and passionate at work? What makes me feel powerless? If you have anything on this list that has you growl with frustration, it's time to take it on.

Have empowering conversations at work. Don't be reluctant to engage in conversations that invite the creative hidden passions and qualities deep inside each human being. In many organizations people now in leadership positions have come from a technical background whose previous success bears little resemblance to the qualities they now need.

If our language is primarily technical, then the qualities we draw from people will primarily be technical. This is fine if adaptability, creativity and passion are not needed. If we want our employees and ourselves to be creative and alive with possibility creating extraordinary results, we need to have different kinds of conversations at work. We need to be masters of a new kind of communication where we speak to both the minds and the hearts of ourselves and the people that work for us. We can each start by listening for the impact someone can have and help point them in the right direction. Emile Zola says while describing life, "I came to live out loud." I say, that is true, even at work.

Don't give up too soon. Creating a magnificent work life requires guts, persistence and faith. It sometimes takes longer to sort through than we have the patience for. Don't give up; you deserve it!

Masterful communication is the heart of human life and is also the heart of commerce.

Recommendations

Recommended reading: "*Crossing the Unknown Sea; Work as a Pilgrimage of Identity*" by David Whyte.

Recommended Corporate Leadership University training course: "*Masterful Communication*". A one day training course that will transform your every day communication by giving you powerful tools, models and skills to increase your power, confidence and effectiveness while removing blocks that prevent you from being a masterful communicator. Conducted by Vision Quest Consulting. Call or email us for more information. 978-692-4454, wcapland@visionquestconsulting.com

Leadership Coaching: We offer one on one executive corporate coaching as well as coaching for entrepreneurs on leadership communication for individuals and management teams.

We offer leadership and executive coaching and consulting to help organizations develop a deep talent bench. We focus on giving good managers tools to use to make them into more effective leaders. Call or email us for more information. 978-692-4454, wcapland@visionquestconsulting.com

**Leadership Coaching Newsletter is written by Wendy Capland.
Any questions or comments send them to: wcapland@visionquestconsulting.com.**

To **subscribe** or **unsubscribe**, [Click Here](#). Feel free to forward this newsletter. Permission is granted to reproduce, copy, or distribute as long as copyright and full author contact information is included.

© Wendy Capland 2000 - 2006