



KATE RAMSAY AND THE AND COACHES WELCOME YOU TO OUR STAYING IN TOUCH NEWSLETTER.

In **Learnable Moments** we first share research that suggests hope may be an important contributor to living a meaningful life. We then list the qualities of the best managers at Google. In **Did You Know?** we discuss the most used tool in the AnD coaching tool kit. Our **AnD Story** in this edition concerns compassion. And, at the risk of scaring the horses, or rather the stallions, our **Good Read** takes a hard-hitting look at gender issues in Australia today. We close once again with some wisdom from the Dalai Lama.

Learnable Moments

Hope and a meaningful life

Kate writes: I was initially somewhat threatened by an article sent to me by a colleague not long ago. In **Hope and the Meaningful Life: theoretical and empirical associations between goal-directed thinking and life meaning** from the Journal of Social and Clinical Psychology, Vol. 24, No. 3, 2005, the authors, David B. Feldman of Santa Clara University and C.R. Snyder of the University of Kansas, describe their study of 139 college students on meaning, hope, depression and anxiety. Their article is written in an academic style that I find hard to follow, so it wasn't until I got to their conclusions that I started to get excited; because it was here that I got validation of my belief that it's good to hope.

The researchers conclude that hopeful thinking, aligned with a strong set of personal values, may contribute to our ability to form the kind of goals that will give meaning to our lives. Feldman and Snyder:

Having a strong sense of hope, particularly when focused on meaningful goals, may lead to a perception that these goals can be accomplished and that a meaningful life can be constructed.

So set your goals and then hope away, dear readers, it's very likely to help you live a meaning filled life.

What makes for a good manager?

Wired Magazine tells us that Google did some internal research to find the qualities that make their best managers. Based on their findings, Google managers are advised that they are expected to:

1. **Be a good coach**
2. **Not micro-manage**
3. **Express interest in employees' well-being**
4. **Be productive and results-oriented**
5. **Listen to their team**
6. **Help employees' career development**
7. **Have a clear vision**
8. **Have key technical skills**

Of note is that even in a high tech business like Google, technical skills ranked 8th. Google managers are assessed regularly on what are called their "Oxygen Eight" and any whose scores are low are given a coach to help them improve. How would you rank yourself on Google's Oxygen Eight?

Did you know?

Given the most likely person to sabotage our success is ourselves, the most well used tool in the AnD coaching tool kit is the Slipped DISC. Its purpose is to help clients improve their self-confidence by identifying negative thoughts and changing them to positive thinking.

The tool was developed from the work of Albert Ellis, a wise and witty old New York based psychologist who I once heard interviewed by Philip Adams. Ellis told Adams that we tend to “awful-ise” things then further drag ourselves down by carrying around ‘shoulds’ and ‘oughts’ that he calls “must-urbations”.

An article by Jules Evans in the July 6/7 Sydney Morning Herald taught me more about Ellis. In it, Evans wrote that Ellis was inspired by ancient Greek philosophy, particularly Epictetus who said, “Men are disturbed not by events but by their opinion about events:.. So it seems our well used Slipped DISC (attached) is informed by Greek philosophy. If you would like help to boost your self-confidence by challenging your negative thinking, contact Kate at kate@andconsulting.org.

Footnote: On Adam Hills Tonight on July 10 Leigh Sales, the uncompromising anchor of the ABC’s 7.30 Report said she fears that one day she’ll be found out to be a fraud; so if you find yourself struggling with the ‘imposter syndrome’ you’re not alone, and the Slipped DISC could help.

An AnD Story

Kate writes: As regular readers of this newsletter know, AnD is named to represent an and/both view of the world rather than the either/or way that our western conditioning taught us.

I have just attended a 2 day seminar called Compassion and Presence. My goal in attending was to hone my capacity to give unconditional positive regard to my coaching and mentoring clients. The course was a healthy mix of theory and practice. In one of the theory sections compassion was defined as:

The wish that oneself and others be free of suffering and the causes of suffering.

It was explained that when we’re able to hold this view we’re taking an interdependent approach to life. Aha, I thought, compassion is about an and/both way of living. When we were told that there are two key components to compassion, namely:

Empathyand.....Reason,

I jotted on my notes that here was a topic for my next AnD Story. In order to be compassionate, we need to both feel with the other through empathy and bring clear mindedness and discernment through reason. Thus we need to use both the right/feeling side and the left/thinking side of our brain.

And it seems that there are bonuses for the compassionate, because research has shown that when we give love and compassion to others, the parts of our brain that give us joy and energy light up, protecting us in turn from fatigue and burnout. I thoroughly enjoyed the Compassion and Presence seminar. Please contact me if you’d like to know more or go to Spiritual Care at australia@spcare.org.

A Good Read

Anne Summers’ new book, **The Misogyny Factor** (NewSouth Publishing, 2013) is a must read for women and men alike who are alarmed by the fact that Australian women still don’t have full and equal participation in our economic and public life. She confronts us with data, like the fact that women earn at least one million dollars less than men over their lifetime, and the title of her book is the name she’s given to explain this and many other depressing gender statistics. Summers:

I would say that for all the (gender) progress we have made, we are not even close to achieving success. I would define success as Australia being a society where women are included in all aspects and at every level of public activity, where women receive equal treatment and where women are treated with respect. These three things are markers of success: inclusion, equality, respect. And these things are mostly absent (for women) in Australia today.

Summers’ book is not all gloom and doom. She writes that the ASX now requires listed companies to report annually on the number of female staff, executives and board members in their organisation. And her last chapter suggests that women are fighting back. In response to a snide remark by shock jock Alan Jones that Julia Gillard

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and other women in positions of power are “destroying the joint”, Jane Caro tweeted:

Got time on my hands this Friday night so am sitting around coming up with ways to destroy the joint, being a woman and all.

The hashtag #destroyingthejoint has spread worldwide and there’s a Facebook page, merchandise and a book. Summers again:

Yes, that’s right, women responded. .. We utterly reject a joint whose sexism and misogyny is so ingrained that far too many people see it as perfectly normal behaviour.

Summers adds a bit of history: in 1905 a UK tabloid ridiculed the suffragists who were fighting for the vote for women by calling them “suffragettes”. In response they started using the term with pride.

The Dalai Lama on compassion

Love and compassion are necessities not luxuries. Without them humanity cannot survive.