



Russell Heath™
COACHING

FIRST STEP TO POWER



FIRST STEP TO POWER

INTRODUCTION

The tools a coach uses are called distinctions.

A good coach has command of a hundred or more, but, in my experience, there are four that make 80% of the difference.

If you were to add them to your toolkit—your life would be unrecognizable. I'm going to teach you the first one. It's got a lot of different names, but let's call it the Results Model.





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BASIC HUMAN PROCESSING

This distinction is not new. Buddha talked about it, as did the Stoics of ancient Greece. So it's been road tested for some 2,500 years. Adopting it will center you, it will temper you, and it will make you extremely effective at producing the results you want in life.

First, we need to start with how humans work.

1. Something happens—an event.
2. Instantly we attach a meaning to it.
3. We have an emotional reaction that arises from the meaning we've given the event.
4. Our emotional reaction initiates an action.
5. Our action produces a result.

To be clear, all humans do this—in fact, I think we are wired to do this. However, this meaning-feeling-action cycle often doesn't produce the results we want.

Let me put a story to it to better illustrate it...

1. **EVENT:** Lindsey has changed offices and discovers that someone has put a desk in her cubicle that hasn't been cleaned out.
2. **MEANING:** She interprets the dirty desk (event) to mean that she's being disrespected.
3. **FEELING:** She is furious.
4. **ACTION:** She confronts Liz who moved the desk.
5. **RESULTS:** Lindsey and Liz have an argument. Both are angry at the other. At the end of it, Lindsey doesn't feel any less disrespected. In fact, Liz's reaction ("I don't want to discuss it") sends Lindsey down the same cycle a second time intensifying her feeling of being disrespected.



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BUSTING OUT

We bust out of the cycle at Step 2: Meaning. In the example, any number of meanings could have been given to the dirty desk. The different meanings produce different feelings (in parentheses).

Possible meanings...

- No one cleans up after themselves anymore (Irritation).
- Who cares (Indifference)?
- Why do I always have to clean up after others (Frustration)?
- People are always dumping on me (Persecution).
- People don't like me (Sadness).
- Wow, someone went out of their way to move a desk for me (Gratitude).

Different people can assign wildly different meanings to the same event. The meaning—which we make up—has nothing to do with reality. In fact, it says more about us than it does about the event. We break the cycle when we don't assign a meaning to an event—or, since we reflexively assign meanings—when we put the meaning and the associated feeling to the side and not let them drive our actions. To do this, we rely on the Results Model.



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THE RESULTS MODEL

First, look squarely at the situation and determine the facts. In this case, the fact is that a desk with a bunch of paper clips, old papers, and pregnant dust bunnies was moved into Lindsey's cubicle.

Second, ask what results we want to have as a consequence of this fact? Possible results include a clean desk, respect, a good laugh, productive relationships with coworkers, or being free of anger and resentment.

Third, ask what actions could we take that would achieve these results? Possible actions include...

- *Thanking Liz for moving her desk or asking Liz to help clean out the desk*
- *Asking Liz if anything was going on between them that they needed to talk about.*
- *Be straight with Liz: I felt disrespected when I discovered the desk was dirty and I got angry at you.*
- *Taking responsibility for our feelings (I caused the feeling by the meaning I gave the event).*

Any one of these actions would produce results different than those Lindsey got when she acted on her feelings.

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RELATED TO REALITY

The important lesson here is that feelings do not reflect reality. Instead they reflect the meaning we assign to reality. To the extent that your feelings and actions are driven by meanings that you make up, you aren't related to reality. You're off in your own self-made la-la-land.

By stripping away meaning and looking dispassionately at the facts, the Results Model grounds you in reality and allows you to choose your actions so that you produce the results that you want.

This is your first step to true power.

THE NEXT STEP

Nail the Results Model and your life will be different. If you like the taste of that difference—understand that you have only scratched the surface of what is possible. Consider, for a moment, what you could accomplish working with a good coach who can introduce you to the craft of living. If you would like to explore the possibilities, let's talk. No charge, of course. Click on my calendar and schedule a time for us to meet.

**SCHEDULE YOUR
FREE SESSION**