

Executive Excellence

Want Change?

First change yourself.

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You may want to make a difference but don't believe you have the resources (money, power, position) to create real results. You may feel impotent to change your company, but you do have what it takes—if you're willing to change yourself first.

Here are seven ways to create change:

1. Curiosity: Learn on the run.

If you're not learning on the run, you're dying on the vine. Drop your defenses and take in all feedback. If you think, "That's just the way I am and they are," you increase inertia. Become open to learning. Don't justify your resistance. Take feedback any way you can get it. If your boss delivers it in anger at high volume, extract what's useful and move forward.

2. Awareness: Tap your body/mind intelligence.

To make wise decisions, learn to use your multidimensional intelligence and intuition. Your body/mind wisdom invites you to slow down to go fast, leading you to deeper truth in making deals and decisions. It also helps in anticipating future trends and recovering from upsets and losses.

3. Authenticity: Drop the roles that bind you.

Become authentic at work, and you'll joyfully thrive, regardless of the challenges. And as long as you cling to personas like Victim (complaining), Villain (blaming), and Hero (sacrificing), the same problems keep showing up. When you start to feel a familiar murky, mucky, flattening of energy, get real. Your authentic behavior will empower everyone else to shift.

4. Accountability: Take Responsibility.

Some people seem to feel more responsible for explaining their results than for achieving them. Accountable people make solid agreements and take responsibility for their

experiences and commitments. They look inside, wondering about their contribution to problems, rather than making them somebody else's fault. They give frequent updates; they're reliable on deadlines; and they rarely drop the ball or manipulate reality to stand solo in the spotlight.

5. Candor: Tell the truth.

Truth instantly gets all the information out on the table so everyone involved can quickly make the right decisions with the benefit of all details and opinions. True power and enormous speed result when people deal directly with the truth and with one another.

6. Genius: Awaken your sleeping giant.

Focus your energy on capitalizing on your talents and strengths. Get "good enough" at basic skills, then optimize your natural gifts. Recognize where you don't need to be a genius and delegate those areas to others. When you align your purpose and genius with your job and your company's genius, productivity, satisfaction, and joy skyrocket.

7. Appreciation: Express your gratitude.

Vibrant, collaborative relationships require a ratio of 5:1 positive experiences to negative ones. Appreciating a personal quality, rather than a skill, usually touches people more deeply than appreciating contributions, behaviors, or abilities.

If you shift your own thought and take visible action, you unleash the power to change. These seven actions can transform your life. Welcome the next change in your life. Your next decision determines the future of our world.

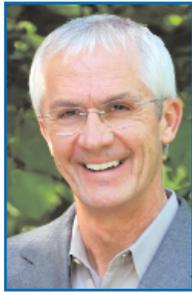
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Kate, a widely recognized executive coach, speaker and author, founded Worth Ethic Corporation in 1988. Her BS in engineering and PhD in psychology give her a unique approach when working with analytical, data-oriented executives, who want to expand their emotional intelligence and create company cultures where people perform at their peak. Kate has worked with over 1,000 senior executives in a wide range of industries. She has coached executives globally on all major continents.

Previously, she was vice president of human resources for a high-tech Silicon Valley company. Her books include *The Worth Ethic*, *Earn What You're Worth*, *The Corporate Mystic* (now in its 11th printing).



Eddie Erlandson coaches executives to transform entrenched leadership habits, especially leaders who need to make their style more inspiring or more trustworthy. As an accomplished physician, Eddie draws on his knowledge of the physiological aspects of change, he's also developed a strategies from competing in endurance sports that he applies to leadership. He's worked with executive teams across a number of industries, including consumer products, education, government, high tech, heavy industrial, medical care, pharmaceutical, and the military.

Previously, Eddie served as Chief of Staff at St. Joseph Mercy Hospital in Ann Arbor, Michigan, where he also practiced as a vascular surgeon for over 20 years and co-directed a wellness program.

Eddie Erlandson and Kate Ludeman consult both individually and together, and have co-authored *Alpha Male Syndrome* (2006) and *Radical Change, Radical Results* (2003). They live and work in Austin, Texas.



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