



# The Punk Edition

Dynamic Designs for Education and Change

Energy. Excellence. Tenacity

"For an effervescent life, keep your thoughts fearless, your emotions constructive and your actions venturesome..."

## Accessing Supportive Beliefs

As a facilitator and coach, I am often engaged in conversations about careers. Career development, change of career, finding a career...

Inevitably, the person whose career we are discussing will drive the conversation in one of two directions:

*Possibility Lane, or  
Impossibility Place*

Those who drive straight down Impossibility Place hold a variety of unconscious and limiting beliefs that hold them captive to their current reality. Examples may include how financial security is maintained or their lack of belief in their personal capability. Fears stymie this person's ability to explore beyond their self-imposed lists of 'shoulds' and 'should nots'.

Those free to traverse down Possibility Lane hold beliefs that support their capacity for exploration and experimental thinking. Examples may include a belief in their ability to access resources or ask for help or advice.

It is our internal belief structure that either limits

or enhances what we are able to access externally. Yes. Yes it really is that simple.

The key is to illuminate our unconscious beliefs, break down what is not helpful and consciously and deliberately create new, enabling beliefs.



Loved this, but the feminist in me couldn't rest with the word 'lady'. Credit to Quotesfrenzy.com. (X is my insert)

This process is akin turning on a light bulb in a previously dark room. Suddenly you can see, find what you need, clean up any mess and decide if you need anything else to complete the décor.

Limiting beliefs are changeable and supportive beliefs are creatable!

The way we talk to ourselves and the language patterns we hold determine how we interpret our reality and how we respond to it. It is these patterns that

become beliefs and while we are usually completely unconscious of them, every experience we have is filtered through them! If they are unhelpful or unsupportive, that becomes our reality!

To access supportive beliefs:

- 'Go Meta' and question when a blocker appears. What is belief underlying? Is it helpful or unhelpful in this situation? Whose voice is this? (often it's not ours!!)
- Journal or reflect to notice patterns that occur in your thinking
- Seek a coach who is an NLP Practitioner (Neuro Linguistic Programming) as they will have many enabling tools
- Stay open to experimenting with your beliefs. Ask yourself, what do I need to believe about myself or this situation to feel confident or supported?
- Understand that other people's reactions to your decisions and actions is merely a statement about their beliefs.

## Leading Your Own Career

Issue 1, July 2016,

### Special Events

#### The Leader in the Mirror

The Leader in the Mirror is a radical opportunity for women who want to go to the next level. For women who are ready to accelerate in the direction of their choosing. For women who want to chart a new course with rich authenticity and gusto. For women who are ready to look in the mirror, embrace everything they see, and LEAD! Delivered through Yellow Edge, in August!

#### Conducting Effective Meetings

Don't be fooled by the title! This course is essential for the leader who wants to get things done! High octane emotional intelligence, this course will equip you with the tools to get people moving and shaking!! Delivered through CIT in August.

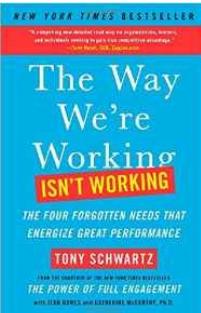
Contact PunkPD to enroll!

## Leading Your Own Career

### Great Resources, Videos, Books & Articles well-worth a look...

This month, as always, I have been head-down and bum-up, indulging in many fantastic resources (and some not so great-and to save you time, these are worth a mention too!).

*The Way We're Working Isn't Working* by Tony Schwartz



(image from Amazon.com)

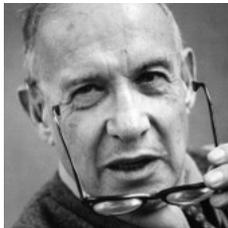
is an easy-to-read examination of the hang-over we still painfully carry from the industrial era.

The book explores ways we can challenge the status quo in the workplace and how we can get and keep ourselves healthy, which is of course essential in leading one's career! There are some clunky and hard to decipher diagrams, but these do not detract from the message too much and if you're looking to shake up your career for a better work/life balance, this is a helpful tool for the journey!

I don't think anyone in the Western world has escaped Sheryl Sandberg's *Lean In*. This is an unapologetic examination of a white, privileged

career path. Not without some good advice and interesting tales about how Sandberg expanded her career, but is very upper-class centric and also will have more relevance to those who are mothers (mothers who can afford nannies, that is...)

Always a treasure that I recommend, Brene Brown's video, *Why Your Critics Aren't the Ones Who Count*. This is the ultimate tear-jerking feel-good video for anyone who has the kind of day that makes them want to find the nearest brick wall to head bang. And, if you are stepping up and out and truly leading your career, you'll be experiencing quite a few days like this! Keep the YouTube address taped to your favourite bottle of wine and crack both open in an emergency!



The quintessential piece that cannot go unmentioned when discussing managing one's own career is Peter F Drucker's article, *Managing Oneself*. (Image from Wikipedia)

This is available in many Harvard Business Review (HBR) collections and

also in audio form online for only a couple of dollars.

Drucker raises excellent and essential elements for consideration when planning and driving one's career such as focusing on strengths and finding the right people to work with. A real winner for the topic!

*"Of all the important pieces of self-knowledge, understanding how you learn is the easiest to acquire... When I ask, "Do you act on this knowledge?" few answer yes. And yet acting on this knowledge is the key to performance."*  
(Drucker, *Managing Oneself*)

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## A Trip Down Memory Lane...

### PunkPD Post from January 30, 2016: Career Armageddon!

A year ago, almost to the day, PunkPD launched in a big way, delivering a huge event at a big venue with nearly 150 people. And in the fashion that only the mighty can fall, the day indeed fell. My one regret was that the ground did not swallow me up. Yet I lived to tell the embarrassing tale and now lovingly call this day: Career Armageddon Day.

Why share this tale of woe? Because I busted my balls to create an amazing day for my clients. Because I was so excited to deliver it. Because it has been the only day in my entire employed life that I actually came home and cried. Because I always have high expectations of myself and I was crushed that it didn't eventuate.

I share this with you because I didn't give up. It was a day that didn't work for a number of reasons, a variety of which were out of my control and I

learned from them. And, although a hard pill to swallow, I also learned from what I could have done far better. I share this because just one year later, PunkPD is now an entirely self-sustaining business and I get to engage with so many amazing people, work on amazing projects, manage my own time, direct my own schedule and work with only those I choose to work with.

There is nothing that can hold us back from what we are meant to do and who we are meant to be. Our ego can take a beating, but we can get back up even stronger. It's often the beatings that teach us far more than what actually goes smoothly.

If you have a dream, embrace the bad days as irreplaceable lessons, celebrate the good days as evidence of your learning and be flexible enough to roll with the punches. Because if you can do this, a year later, the view is very different!!!

The Space for Reinvention by Abby Rees  
Originally Printed in the Performance Architect, a Yellow Edge Publication

It was the much-quoted Drucker who branded the growing urgency for self-management as 'becoming our own CEO.' No longer is the thinking pattern of a 'job for life' relevant in our society -which continues to change and evolve at an ever-increasing pace. So much so that creative mastermind Ken Robinson indicates that this rapid rate of change creates a

future that is an unknown quantity. What are the jobs that will be created in the future? What are the roles that will fast become extinct? How does education and professional development prepare us for this unknown quantity?

There are few certainties as we are whooshed, like it or not, into all that this century is yet to reveal. Moving into and through the changes is when becoming our own CEO plays a crucial role. Will we stride forward with confidence? Shuffle with trepidation? Or be dragged into the tailwind, kicking and screaming? One thing is certain, we need to create the space for our own professional reinvention to stay contemporary. Through cultivating the role of our own CEO, we can actively plan for the growth and expansion of our professional relevancy, ensuring that we will be among the forward-striders.

So how do we plan for our own reinvention in the space of rapid change?

- Cultivate masterful self-awareness

Careful management and awareness of our strengths, capacities and areas for growth will ensure that we are among the striders as this allows us to continually expand our strengths, and work on areas of weakness. Actively seek feedback from colleagues at all levels and give this due consideration and attention. Engage in quality coaching with someone who can help maximise your thinking, creativity and resourcefulness. Be mindful in observing how others respond to you, approach you and refer to you.

- View your career as a jungle gym, not a ladder

Fortune magazine editor Pattie Sellers and Sheryl Sandberg can be thanked for this masterful metaphor. Weaving and moving up, down, sideways and attending to the opportunities for expansion and growth is the only way to move forward

*"One thing is certain. We need to create the space for our own professional reinvention to stay contemporary."*

confidently. A step 'up the ladder' which may result in a small increase of status or prestige, means little unless it is firmly rooted in the opportunity to cultivate new skills, strengths and stretch existing capacities. The future will no longer reward those who can demonstrate one skill set operated at various levels of hierarchy, but a variety of skills developed through flexibility and professional agility.

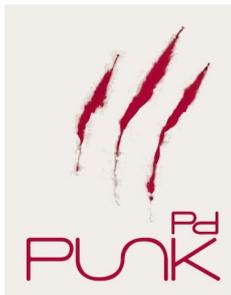
- Structure space for creativity

That sentence may indeed seem like an oxymoron, however without actively planning for the time and space to be creative, it often gets pushed into Quadrant II (Covey's important but not urgent quadrant) in favour of seemingly more pressing, urgent issues. Yet making the space to unlock personal and team creativity is what leads to increased problem solving and productivity. Things do not continue to get 'done as they have always been done', but are reinvigorated and potentially reinvented altogether. Consider Google's success, where 80% of their new business streams are developed during the 20% of time they allocate their employees to work on projects and designs of their own choosing.

- Build the 'Success Coalition'

Focussing on building and strengthening our networks is crucial to our long term success. While 'getting the job done' is undoubtedly important, so is fostering and maintaining our networks and relationships with other professionals, both within and outside of our field. When we do not have the answers, we will often know someone who does, who can point us in the right direction, or who can engage us in a challenging conversation to develop the answer. The brilliance, experiences, creativity and cultural know-how of the people in our networks become available to us if we take the time to invest in strengthening these bonds. Using the principle of reciprocity as a guide (think Robert Cialdini's Principles of Influence), connecting people to people, extending potentially useful information or offering the first 'helping hand' are simple yet powerful ways to solidify our relationships and build our 'success coalition'.

*Continued on next page...*



Abby Elizabeth Rees is PunkPDs Principal Consultant, a self-confessed 'education junkie', University Lecturer, Education and Empowerment Writer, Behaviour and Change Specialist and artistic thinker.

Energy, Excellence and Tenacity are not mere words on our banner, they capture Abby's drive and personality.

Thriving on new challenges to design for education and change, Abby leads with a level of energy that earned her the nickname '240' (240 Volt) from her former colleagues. With the tenacity of a Rottweiler, Abby lives and breathes her design projects, providing her clients with a commitment to excellence that is unparalleled. Abby has a lively personal presence, strong interpersonal skills and uses a wide range of innovative and inventive techniques. With rich experience in facilitating diverse groups, Abby has delivered a range of corporate training and developed education and communication tools to meet individual needs.

In addition to being recognised with numerous National and International awards for her work, Abby embodies the cliché of 'life-long-learning' and has achieved:

- |   |   |
|---|---|
| Masters of Educational Leadership Scholarship   | Sustainable Leadership Fellowship         |
| Bachelor of Education: Inclusive Education, Executive Meta-Coach Accreditation (ACMC-P) | Graduate Certificate in Public Relations  |
| Graduate Studies in Narrative Therapy and Ethics in the Helping Professions             | Neuro-Linguistic Programming Practitioner |

Please stay in touch! If you have questions arise from The Punk Edition, or topics you would like to see anonymously addressed...

If you would like to enquire about coaching, or personal or professional services, please don't hesitate!

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## The Space for Reinvention, continued...

In running a business, a CEO makes the judgement-calls that keep a company or organisation contemporary, competitive, relevant and robust. A CEO invests in people, forward planning and not only seeks but creates new horizons to lead their business forward.

Adopting the role of being our own CEO requires this same approach to developing our career and professional identity. We can all learn from Kodak's monumental avoidance of the evolution of the photography industry and understand that digging our heels in does not stop change from coming, it just excludes us from being a relevant player in it.

For further reading on aspects mentioned in this article, consider these titles:

- Managing Oneself, 1999, Peter Drucker
- Out of Our Minds, 2011, Ken

Robinson

- Lean In, 2013, Sheryl Sandberg
- The 8th Habit- From Effectiveness to Greatness, 2004, Stephen Covey
- The Psychology of Influence, 1984, Robert Cialdini

Image attributed to stephanie-douglas on linkedin.com

