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A free, electronic newsletter brought to you by:

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Exner & Associates

Examine, Explore and Excel!

www.ExnerAssociates.com

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INNER CRITICS, GREMLINS AND OTHER BEASTIES, PART II

How have you been doing with observing your gremlins since the last edition of this newsletter? [The previous issue is available at <http://exnerassociates.com/newsletter.htm>]. Several of you wrote to tell me about an episode of The Twilight Zone you had seen as a small child and what an impact the scary gremlin had on you. I rented it from Netflix and enjoyed reliving childhood memories of the show.

If you've been noticing those negative voices, and have written down what they say, you've taken a first important step toward taming the gremlin -- simply noticing it.

The book *The Pathfinder* by Nicholas Lore talks about Yeahbuts, which are a subset of gremlins. They're a little less vicious than the gremlins that strike at our core with sayings like "You're not good enough." "You're so dumb." "You don't deserve x." Lore's expanded version of noticing works well with both types of gremlins:

Make a list of them. Don't bother with the little ones. Concentrate on the big guns, the ones that could shoot your dreams out of the sky. Carry the list around with you, like you would carry the bird identification field book with you on a birding excursion. Give them numbers or short names. When you have an attack, identify them by number. "Here comes old number 9." "Just as I expected, a Willie and a Pete arriving together."

The next step is to be at choice about how you respond to those voices and to play with options. Here are a few more ideas from *The Pathfinder*:

Study them from a distance. Become a Yeahbut scholar. Treat them like bugs stuck on a pin.

Pretend they are a voice coming over the radio, rather than from inside your head or have them speak in the voice of a favorite cartoon character instead of your own voice.

Sometimes we worry "What if our gremlin is right?" You can look for the truth in what the gremlin is saying but leave the judgment about your character behind.

We adopt many of our limiting beliefs early in life, at a time when we have a narrow frame of reference and limited experience and then look for corroborating evidence to reinforce that belief. If your beliefs are holding you back, now is a good time to ask if they are serving you or not. If not, what alternate beliefs would?

Here are a few examples.

* I have a gremlin that is always dissatisfied at the end of the day with what I have accomplished. No matter where I've turned my attention, the gremlin thinks I should have done something else. Now, I use that gremlin as a reminder to see how well I've worked my priorities and make adjustments if needed.

* Gremlins often try to keep you safe by keeping you in your comfort zone. If you are growing into a new job, or considering a career change or move and your gremlin comes up with a laundry list of why this won't work, turn the gremlin into an ally who can help you get organized and create a To Do list. This works especially well with the Yeahbut variety. What new skills can you develop to help you in that new job? How can you deal with the challenges posed by the new career or move? Who would have the inside scoop on the idea you are considering?

Finally, know that this is an ongoing process. I would love to hear what has worked for you in dealing with your inner critic.

TIP OF THE MONTH

Are you contemplating a career change? If so, I highly recommend *The Pathfinder: How to Choose or Change Your Career for a Lifetime of Satisfaction and Success* by Nicholas Lore. *The Pathfinder* walks you through a variety of exercises and self-tests to help you better understand your talents, needs, goals and values, and then design a career direction that fits these. It is an excellent tool for learning how to quiet those "yeah but" voices and provides helpful guidance on resume writing, personal marketing and networking.

Of course, finding the time to read can be a challenge in and of itself! That's why I am facilitating a discussion group around this book.

Jump Start Your Career Change - Book Discussion Group

Dates: Tuesdays 1/4, 1/11 and 1/18 and Thursday 1/27

Time: 7-8 pm Eastern Time

Group Size: 8-10 people

Fee: \$49 (Includes the book which will be mailed to you upon registration!)

The book has three sections:

- Living the Life You Love
- How to Get There from Here
- Designing your Future Career

In our introductory call we will discuss goals and some reading shortcuts and strategies. Then, we will read one section per week for the next three weeks. Each week we will have a one-hour group discussion (via phone conference) about that section. Not only will this group get you reading, but you will also be encouraged to do some of the exercises in the book!

Ready to take a big step forward towards more satisfying work? Contact me today to sign up! Email: dexner@exnerassociates.com or call: 302-478-5919.

Like the idea but the time or dates don't work? Interested in another discussion group around a different book? Let me know! I'd love to hear from you. Also, if you read the book on your own I'd love to know what you think of it.

COMING EVENTS

Sunday, January 2, 2005, at noon

Putting the Lively in your Livelihood

Are you feeling drained and enervated by your work experience? Are you looking for a quick way out? Or are you staying in a job that's comfortable but dead? The new year is a good time to take stock of your options. Tune in to find out how to get more out of where you are or how to navigate a change.

Guests: Mario DiCioccio and Debra Exner

Host: Tony Maxwell

Tune in to Radio Alchemy on WVUD, 91.3 or online at <http://www.wvud.org/>

Wednesday, January 5, 2005

Being Brave - Rising Above Mediocrity To Bring Your Vision To Life

Diamond State Chapter of the American Association of Legal Nurse Consultants

Presenters: Rae Booth, Debra Exner, Wendy Mackowski

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SPREAD THE WORD

Many of my clients come to me because they want to increase their satisfaction with their work – they want to transition to a different career, their job has ended and they need to find new work, they want to start their own business, they want their current business to stop running their entire lives or they may be in a life transition that has them thinking about what's next (i.e., the kids have grown, they want to partially retire, etc).

If you are ready to make changes in your business and personal life or know someone who is, I'm looking for you. I work primarily with people in career transition and with self-directed individuals and business owners who want to maximize their effectiveness and satisfaction at work while maintaining a healthy life/work balance. Curious? Email me at DEXner@ExnerAssociates.com or call 302-478-5919 to schedule a complimentary 45-minute coaching session.

If you are enjoying this newsletter, please forward it to your friends and colleagues! Or direct them to the subscription form and past issues at exnerassociates.com

Thanks,

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You are the same today as you'll be in five years except for two things, the people you meet and the books you read.

— Charlie Jones

The man who doesn't read good books has no advantage over the man who can't read them.

— Mark Twain