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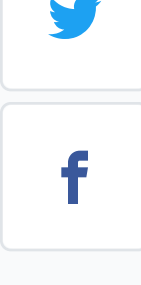
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Dec 19, 2019 Issue #41 - You and Your Holly Jolly Development

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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

As you look back on 2019, what did you learn?

Many of us are currently closing out the year at our offices and getting ready for some good relaxation downtime together with family and friends. Many of us will wish for snow and have a cup of cheer. Which is why we are going to be dedicating this edition to your own personal "holly jolly development" and add a bit of Santa-ty to your day.

What is meant by that?

It means taking the time out to think about yourself and how you have developed throughout the year. How? By taking a trip to the Holly Jolly Development Poles - but don't worry, you will not need a scarf and you can take your mug of hot chocolate along with you.

Ready? Okay, jump in the sleight!

Pole 1: What was something in your life that seemed crucial one day, yet nowadays feels completely insignificant or not even important any more?

What changed since then?

You gained in competence. One of my favourite recipes of competence says that in order to gain competence one needs variety : diversity : intensity : adversity WITH an ability and willingness to learn from experience, feedback, exposure, insights, mistakes and wins.

Pole 2: What is unique about you that leads to your most inspired times and best performance? Reflect on a particular time - perhaps it was on a job, perhaps at home, perhaps in a project - when you were acting the way you were 'born to act.' How did it feel and what were you doing when you were being your best self?

Professor Dan Cable put it well when he wrote:

Does everybody have a best self? Yes. It's the story we tell about ourselves, and it affects how we act and how others respond to us... It is not objective - you can't see it or touch it. But it is very real in the sense that the story affects how we act and how others respond to us. If we change the story we tell about ourselves, we change our behaviors. As organizational psychology professor Laura Roberts and colleagues at the University of Michigan have defined it, a best self is "the cognitive representation of the qualities and characteristics the individual displays when at his or her best." Our best selves are not projections of what we could become someday - they're based on our real-life experiences and actions. And the more our colleagues know who we are when we're at our best, the more likely we can feel like ourselves at work.

Pole 3: Make Up Your Own Title based on the impact you have when you are at Your Best.

Mine is Chief Talent Navigator. I help individuals, organisations, and colleagues navigate through people development based on their North Stars to best reach their destination harbours. Once I got my own clarity as to the impact I wish to have, it really helped me focus on the difference I want to make in regards to people being more fulfilled at work. What is yours?

Pole 4: What do you want to learn?

I always say we need to step away from the question of "what should I do" and instead ask the question "what do I want to do"? Any meaningful change has to start with desire. Otherwise it is a burden that can easily be put off. It is my opinion, that continuing your learning journey with a picture of your North Star's desire in mind helps clarify what points on the map are integral to your own personal journey.

Pole 5: Your commitment to yourself. How will you channel you at your best, and with your unique personal talents to make the difference you wish to see in your life. To keep it simple: What will you start, stop, continue doing?

Wow, I believe I can see you rocking around those Poles!



Reflecting on What you Learn

David Steindl-Rast: Want to be happy? Be grateful | TED Talk

The one thing all humans have in common is that each of us wants to be happy, says Brother David Steindl-Rast, a monk and interfaith scholar. And happiness, he suggests, is born from gratitude. An inspiring lesson in slowing down, looking where you're going, and above all, being grateful.



www.ted.com

How to Identify and Tell Your Most Powerful Stories - Nancy Duarte

The author Nancy Duarte talks through the power of storytelling and why it is so important to building connection. "Telling a personal story from a place of conviction is the most powerful communication device you have. That's what the greatest and most beloved communicators do. They risk transparently revealing their vulnerabilities so that they can be mentors and guides who relate to people from places of universal needs and hardships. They connect to the audience and remind us that we are all human."



hbr.org

The Other F Word: Conversations About Failure: Karen Walrond on the Beauty of Being Different

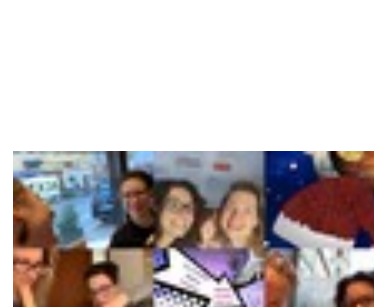
Karen Walrond, lawyer, leadership coach, photographer and author of "The Beauty of Different: Observations of a Confident Misfit", shares her journey of celebrating uniqueness and the ability to see yourself through choosing a different lens.



podcasts.apple.com

Going into Co-Creator.Space - What have we learned on the journey? - Lembke, Graber

Since we are sharing personal stories, here is one of mine. Together with Anne-Cécile Graber, I have been working on a theoretical and very practical model to foster better teaming and innovation verve via the co-creator.space project. We took some time to reflect on our own learning journey in bringing this idea to fruition.



medium.com

You at Your Best

Starting a new job is stressful. But what if there was a better way to do it? Dan Cable

Recently, I was presenting at BridgeCon Employee Development and Professor Dan Cable together with his fellow Squeezing The Orange podcaster, Akin Ombitan held the keynote on Best Selves. It got me thinking again about the real value of doing this exercise. Dan brings in some interesting case studies and extremely simple interventions that bring about a big effect. Tagline is "By using the first day as a time for people to tap into their best selves, companies could bring out their full potential!"



ideas.ted.com

Reflected Best Self Exercise

Back when I was at BorgWarner, we did this University of Michigan RBS exercise as part of a powering potential workshop. Of course, as a facilitator one needs to practice on oneself first so I did this. I can absolutely recommend the process as there will be a few surprises in terms of what people appreciate about you at your best - and perhaps your own assumptions. #Havefunlearning!

my2.ewb.ca

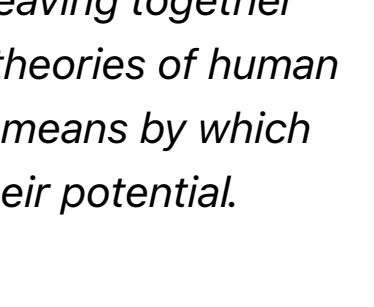
COMPOSING THE REFLECTED BEST-SELF PORTRAIT: BUILDING PATHWAYS FOR BECOMING EXTRAORDINARY IN WORK ORGANIZATIONS - ROBERTS, DUTTON, SPREITZER, HEAPHY and QUINN

This link is hocus-pocus touchy-feely mumbo jumbo that doesn't actually help in organizations? Ha! These researchers at Harvard and University of Michigan dive into their theory as to how RBS helps: We posit that people compose their reflected best-self portrait through social experiences that draw on intrapsychic and interpersonal resources. By weaving together microlevel theories of personal change and macrolevel theories of human resource development, our theory reveals an important means by which work organizations affect people's capacity to realize their potential.

webuser.bus.umich.edu

How to activate your best self and what happens when you do | Dan Cable - London Business School

Professor Dan sheds light on the science behind positive psychology and the body of research that shows that best-self activation can improve people's emotions, physiology, cognitive functioning, and relationships. Why? " When people are affirmed and feel better about themselves, they're more resilient to stress and more resistant to disease. People become better at creative problem solving, performing under pressure, and they're more likely to form stronger long-term relationships with their employers." There is also a youtube video with the highlights that is worth a watch.



www.london.edu

Question: What is the title you would give your best self?

This Transforming Talents Insights edition was inspired by a session I held for the incredible Recruitment Thursday team out of Estonia, who is IMHO one of the best and most active Communities of Practice. They asked me to bring in some sunshine with some SANTA-ty only to be the ones who ended up shining.

To close out this year, I just want to say a big thank you to all of you who have been growing together with me and have invited me into your organizations, your subscription feeds, and your hearts. I look forward to the great things to come and the collaborations moving forward. Enjoy your holidays and see you at the latest 2020!

All of my very best regards and warmest wishes,

Your #devisadvocatefortalentxmasedition

Liz



Wishing you all the best for the end spurt of 2019 and a great start to 2020!

Did you enjoy this issue? Yes No

Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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