

Your email address...

Subscribe now

SHARE



View online



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

If reading about teenage vampires, makes us believe that our teeth are longer, (a parasocial relationship), does that mean that the stories we tell ourselves about not being good enough, not worthy or stupid a.k.a. #4amMeanGirl, are parasitic relationships, sucking us dry?

Well, IMHO there is an argument to be made.

From Feeling Vulnerable to Moving Into Empowerment

Recently, I had the honor of coaching some amazingly dynamic, top-of-their class, well, for lack of a better word, overachievers. Each one of them with a resume to impress your socks off, with open minds, hearts, and willingness to learn, and a number of successful projects as young professionals under their belts.

So, what was the surprising common thread in the coaching sessions?

The spiral of negative self-talk and how to get out of it. Negative self-talk reflecting the apprehension of making that next choice, of going into the ambiguous unknown, not being able to meet expectations, and of getting caught out.

Despite incredible proven track records of having succeeded in the past.

This #4AMmean girl - which is what I call my own personal negative self-talk spiral - who won't be quiet, and where self-doubt because almost debilitating, because it is so hard to get "her to shut-up".

The pop terminology of late is imposter syndrome, but in my opinion, that is like calling the phenomena, the 2020's version of hysteria. It doesn't really help.

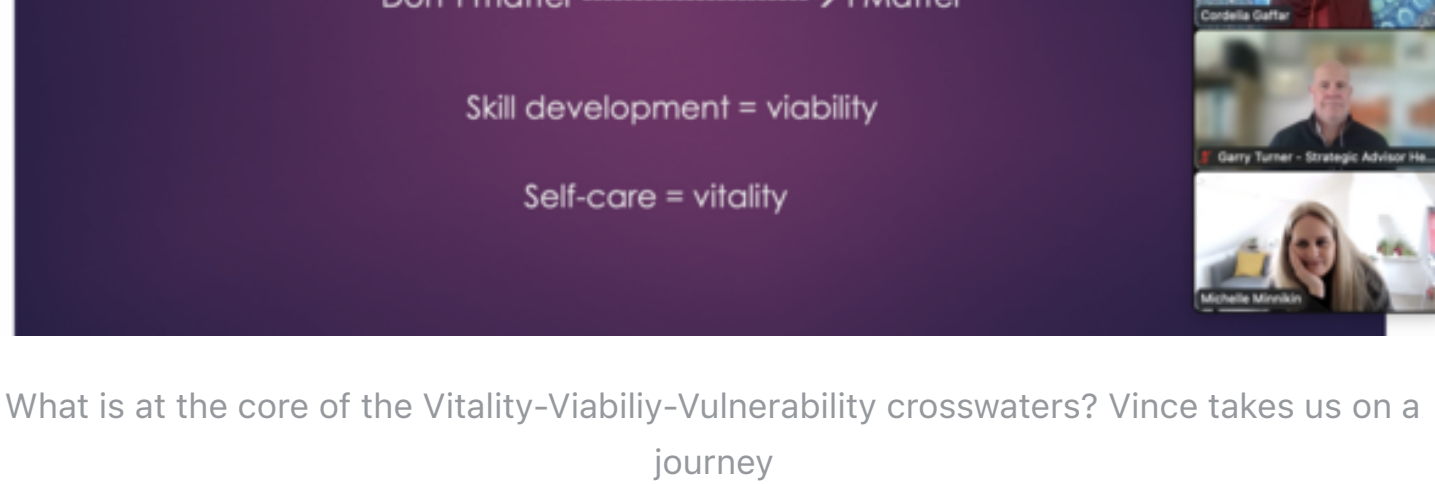
So...what could?

Well, for inspiration and insight, I decided to get a little help from my friends.

Enter Co-Captain Vince Pitre, Therapist Extraordinaire

I invited my wonderful friend, Vince Pitre, to lead the #amaze2022 port-of-call "Vitality - Viability - Vulnerability" for our #transformationpassport, in order to take us on a guided journey of HOW to uncover what is behind the feelings of vulnerability to move into courage and embody empowerment.

In essence, what is the self-talk to rediscovering our agency, IOW being able to influence outcomes?



What is at the core of the Vitality-Viability-Vulnerability crosswaters? Vince takes us on a journey

It starts with being brave to dive into our vulnerability, of our learning wobbles' fear. Of looking in at what is at the core of our apprehension / fear / negative self-spirals and transposing these thoughts into...

What does the "good" look and feel like?

Then moving into: how can we take this self-insight, to no only stop the #4AMmean girl spiral, but boost off of her as a kind of courage rocket as we step into the unknowns.



Garry Turner, of HEXO and Value through Vulnerability, #memabletransformation winner

Like Garry Turner succinctly brought it together "either we embody the three vitality - viability - vulnerability; or we show up disembodied".

So this is why the aspect of how do we not let our negative self-talk be the parasitic relationship to ourselves that sucks us dry, but rather identifying with the strengths of character to believe that we are wanted, we are good (enough), and that truly we do matter.

We are trying, we are learning, we are saying "screw it, just try". By embracing the forward movement of that courage rocket, we blast ourselves into learning zones of our own making.

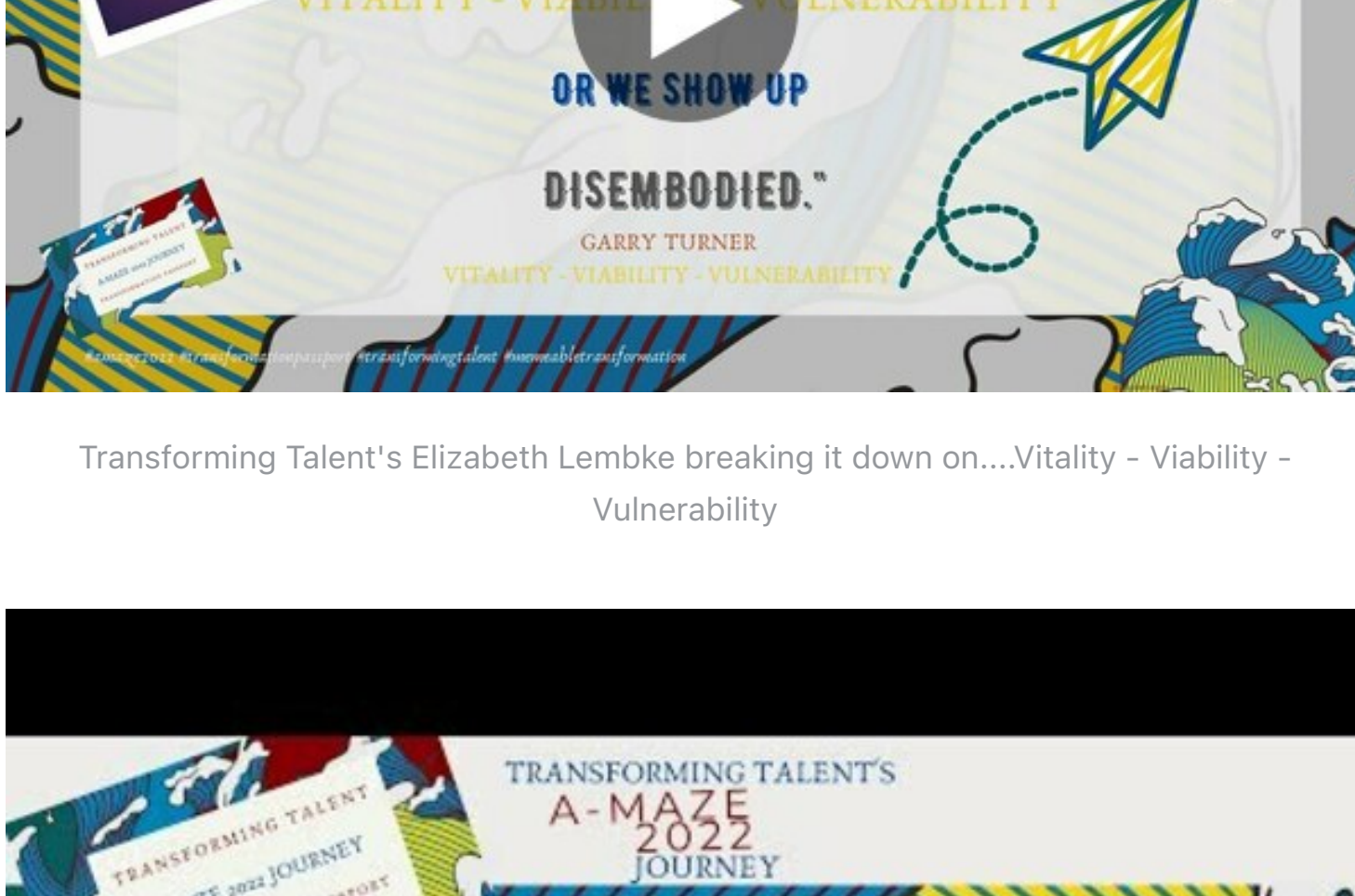
Thereby, actualizing the self-agency of our own empowerment.

And, we learn more and more via our rides on the #couragerocket to tell the #4AMmean girl to put a sock in it.

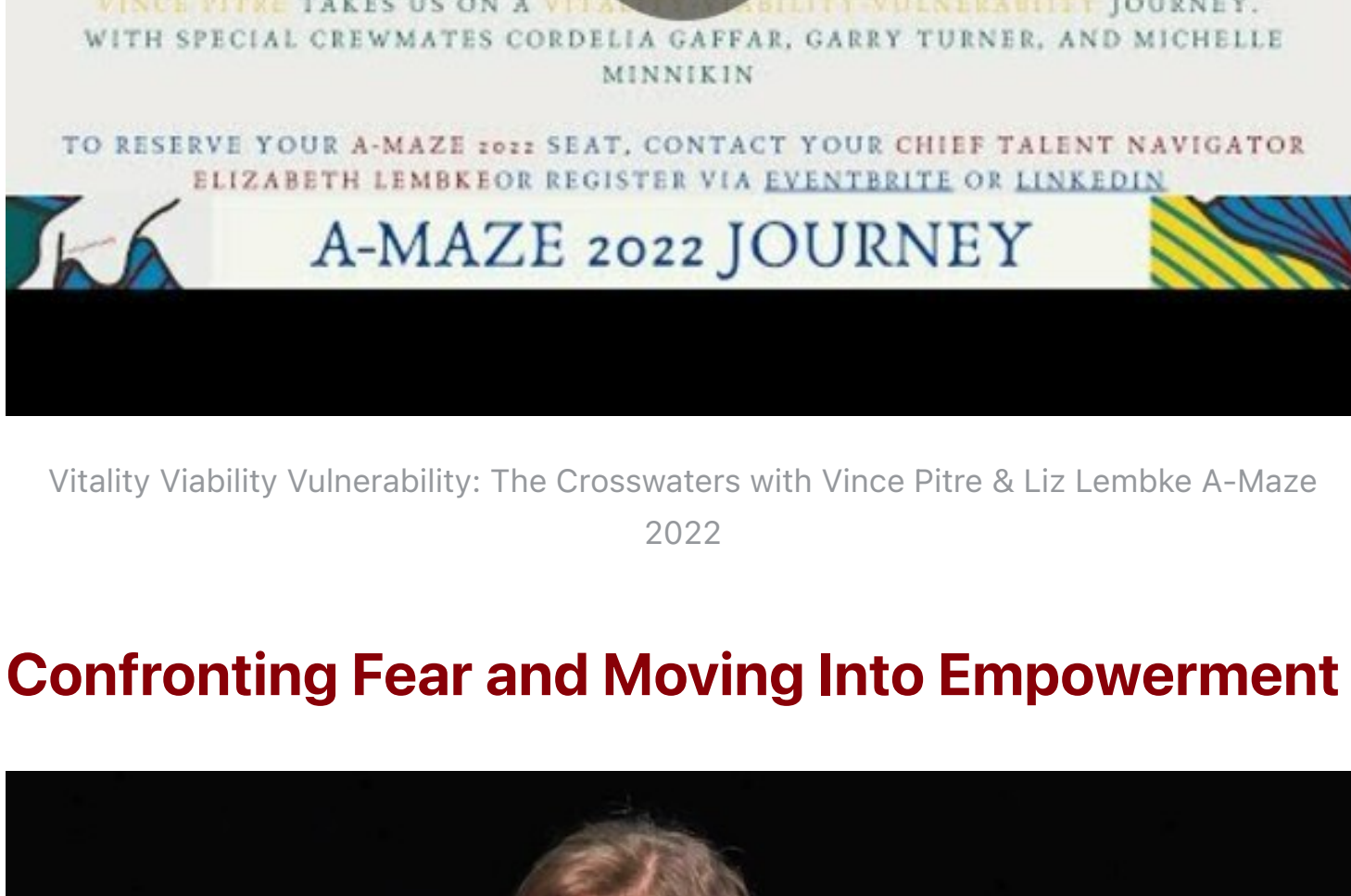
A-Maze Vitality - Viability - Vulnerability Passport

So, with that being said, I would like to share two of the videos from the A-Maze 2022 #Transformationpassport. The first one is a summary, where I pull together why the topic is so critical as a principle behind any real transformation as a quick view.

For those of you who wish to do a deeper, almost master class on Vitality-Viability - Vulnerability, I have uploaded the full length video from Vince with the wonderful perspectives from the expert panel of Cordelia Gaffar, Michelle Minnikin, and Garry Turner, as they add their spice from their learnings.

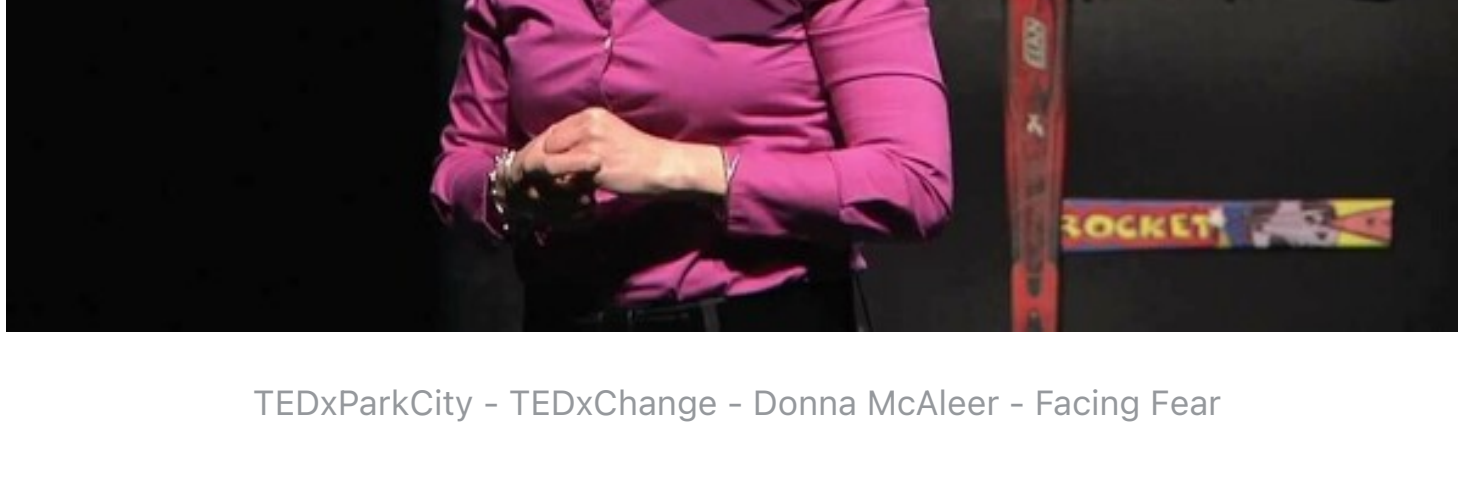


Transforming Talent's Elizabeth Lembke breaking it down on...Vitality - Viability - Vulnerability



Vitality Viability Vulnerability: The Crosswaters with Vince Pitre & Liz Lembke A-Maze 2022

Confronting Fear and Moving Into Empowerment



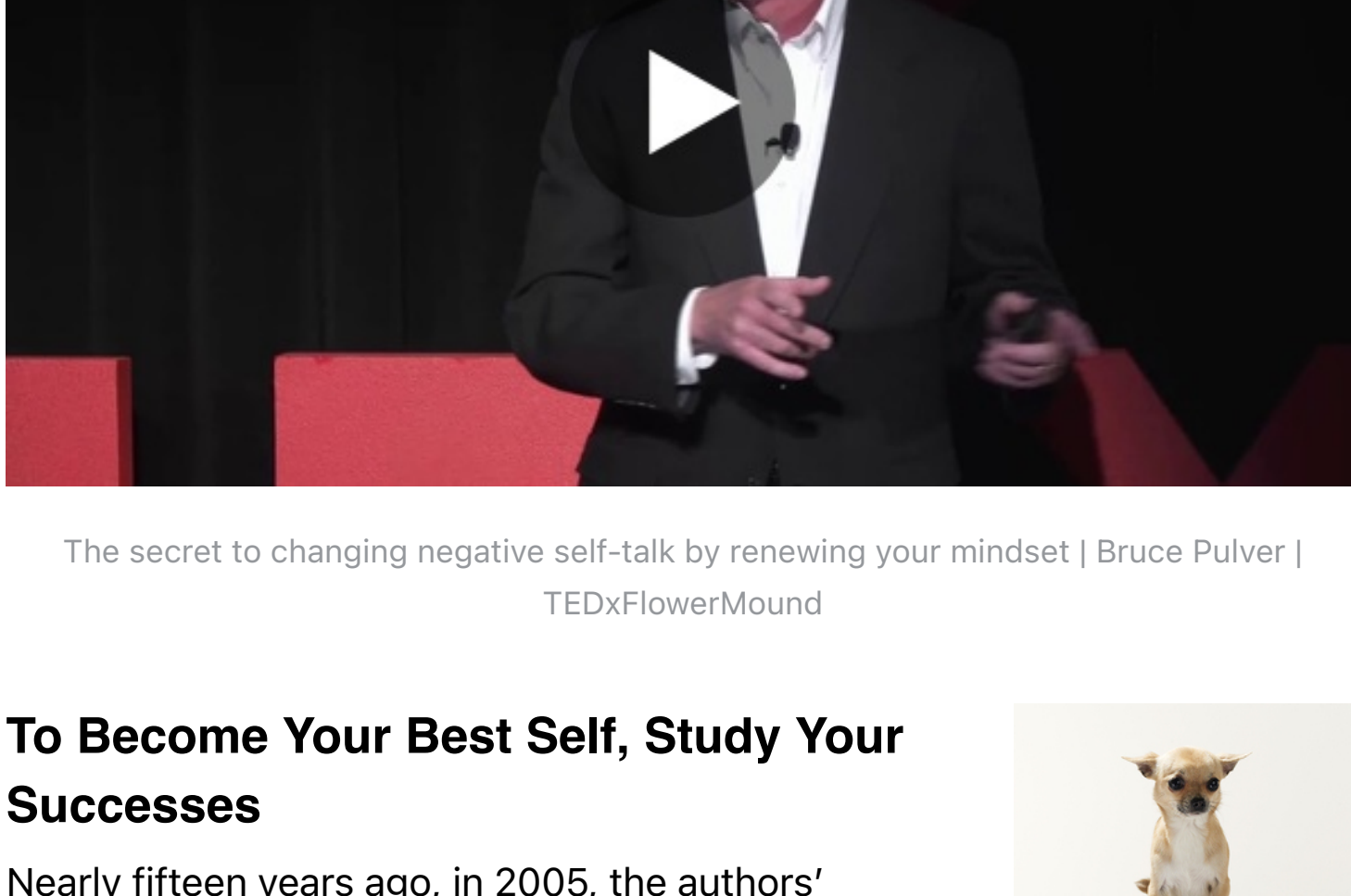
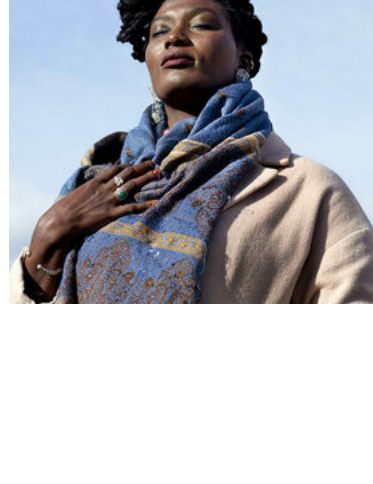
TEDxParkCity - TEDxChange - Donna McAleer - Facing Fear

Challenging Negative Thoughts: Helpful Tips | Psych Central

We all experience negative self-talk from time to time. Learn more about why we do it and how to challenge negative thoughts.

With a helpful worksheet: https://www.therapistaid.com/worksheets/challenging-negative-thoughts.pdf

psychcentral.com

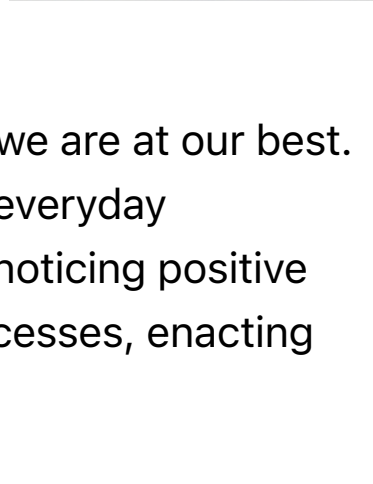


The secret to changing negative self-talk by renewing your mindset | Bruce Pulver | TEDxFlowerMound

To Become Your Best Self, Study Your Successes

Nearly fifteen years ago, in 2005, the authors' Harvard Business Review article introduced a new approach to personal and professional development: the idea that receiving affirmation is a powerful way for us to grow, particularly when it comes in the form of stories describing moments when we are at our best. There are five practices for noticing and capitalizing on everyday opportunities for development based on your best self: noticing positive feedback, asking the right questions, studying your successes, enacting your best self, and the paying it forward.

hbr.org

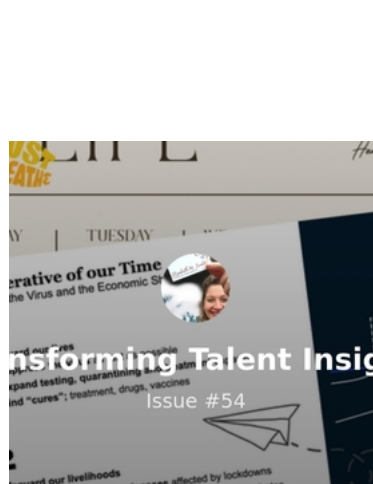


Helpful Transforming Talent Insights Editions

TTI-Issue #39 - No Power to the Dream Thieves - Especially Our Own | Revue

Transforming Talent Insights - Are our biggest "dream thieves and life vampires" the ones of our own making? If so, what can we do to hold them at bay?

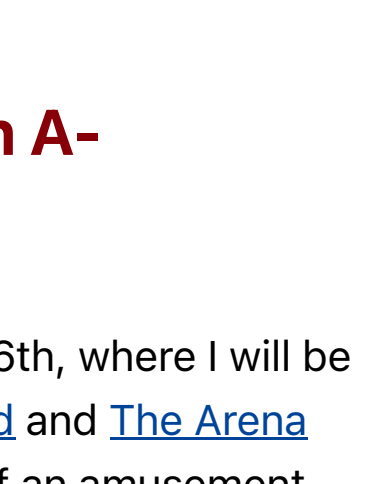
www.getrevue.co



TTI - Issue #54: Of Ants and Our Vitality, Viability, and Vulnerability | Revue

Transforming Talent Insights - What is the juxtaposition?

www.getrevue.co



A-Maze 2022: Talent Development in A-Mazement

The next port-of-call is happening this Thursday, May 26th, where I will be joined by the a-mazing Martin Mason, CEO of Unleashed and The Arena Network, where we are going to be taking the analogy of an amusement park to map the journey of talent development.

Are you experienced? Ha, you will be!

It promises to be an a-mazing ride and adventure! To sign-up simply go to:



Your Ticket to the Talent Universe's All-Access Day Pass? You Betchat

Talent Development in A-Maze-Ment: A-Maze 2022 Transformation Passport Tickets, Thu, May 26, 2022 at 4:00 PM |

Roller coaster rides, going all Topsy Turvy, Concessions... the A-Maze-Ment Park of Talent Development.

If we need any more signs that the Now of Work is personal, social, and adaptive, than we really must be living under a rock. The interconnected that used to seem far-fetched, have, ever since 2020, become more real than ever. The interconnectedness also affects the ability for our organizations not only to survive but also to adapt, thrive & flourish. Topics of engagement, unity, plurality, safety and dignity are at the forefront of how we, not only run our organizations, but our Talents minds.

So, have you got a ticket to ride?

Get yours here!

www.eventbrite.de

Thank you and Talk Soon!

To help us as individuals, leaders, and teams, understand, what can we do, as we step to take that breath, so that we can weigh out that braver, and yes, oftentimes very vulnerable choice for our overall well-being, and stop the spiral of the negative self-talk.

I wish you some good, deep breaths to get the clarity around "what are we busy about": If you would like some breath support, I would love to pop on a call to dive into deeper.

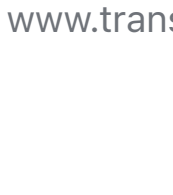
All of my best regards,

Your Chief Talent Navigator,

Liz

Elizabeth Lembke, Transforming Talent

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

In order to unsubscribe, click here.

If you were forwarded this newsletter and you like it, you can subscribe here.

Created with Revue by Twitter.

Elizabeth Lembke, Transforming Talent Consulting: www.transformingtalent.co and www.transformingtalent.de

Your email address...

Subscribe now

