



Seven Obstacles to Lasting Personal Change and Growth

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Change is one of the biggest concepts facing today's society. We are all confronted by how fast the world is changing, how we must change to keep up, and we should view change as exciting.

But what is the process we need to understand when seeking to change our behaviour? What are the prerequisites to lasting change? Most people don't do what they want and do what they don't want to do. Why is this? So why is change so hard for many?

1. We are not clear on where we are headed.

A goal is imperative to where you want to go, but how many of us have a clearly defined statement for our life, know our values or have any goals written down?

We can do this through the use of a future letter, personal mission statement or merely by placing a list of goals in a visible place to help us decide where we want to end up. If we aim at nothing, we will more than likely achieve nothing!

It is also important to ensure the goal is done for the right reason and is a compelling reason for us. If we do things, for example to please others, or because we feel we should, we will often give up later on down the track or not have the passion to complete the goal. Finding the right reason will often require an understanding of our values and beliefs and priorities.

2. Our attitude is wrong

The right attitude is crucial for change to be a positive experience. We must see change as something that we want and is exciting and which will provide us with new possibilities. The power of positive thinking has been examined in great depth in many books. A list of good books to help you understand how to tap into the power of positive thinking can be found at the resources page of my website

www.aspectcoaching.com/Resources.html

3. We don't know how to renew the mind

This means learning to look at things from a new perspective. Perspective is how we see things. With a new perspective change is easy. Achieving change with a non-empowering perspective is hard.

Some negative perspectives are doubt, fear, blame, criticism, low self-esteem, and judgement. Some empowering perspectives are trust, positive thinking, respect, commitment, and responsibility.

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Changing our perspective involves considering at how we may look at things differently. It sometimes helps to consider how an outsider would view our circumstances.

Affirmations are one effective way to renew the mind. They can keep the mind focused on our goal if they are referred to regularly. Affirmations need to be written in the present tense, in the first person and with strong positive language stating what you want to see not what you don't i.e. 'I find it so easy to network with people'.

4. We don't form new habits

Habits are one of the main factors that influence how we behave. To change a habit we must action something at least seven times to reinforce the changed behaviour.

Understanding the process of enforcing habits can make a big difference. Some of these are:-

- Getting a support system to put a new habit in place.
- Getting a reminder system
- Making appointments with yourself
- Changing thinking patterns

5. We don't understand or master the areas needed for change.

With all the desire in the world we cannot change without the tools. Tools provide us with the framework to make a difference. Some of the tools may be: -

- Overcoming fear
- Overcoming obstacles
- Knowing where to change
- Having an empowering vision
- Keeping the momentum
- Drawing on the resources of others
- Recognizing our own limiting beliefs
- Aligning change to our values
- Designing an motivating environment

6. We do not get enough support from others.

We are all designed to be in community. We are all-imperfect and so have to depend on the strengths of others to compliment our weaknesses. Getting support from people such as a coach, mentor or mastermind group is crucial to successful change. Coaching is a powerful process to enable a person to clarify what they want and the steps to get there. It allows for accountability, support, encouragement, feedback, and challenge- all things we cannot get alone. How many Olympic medallists would have won a medal without a coach?

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7. We stop before the change has happened.

This is the biggest obstacle to change. Many start off well but do not complete the race. Perseverance is key. Keeping our eye on the goal is crucial and not losing heart. Remembering what was driving us initially and recapturing the vision can help us from giving in. Evaluation is important to recognize ways that have been successful and those that need changing.

A model for change

One of the most well respected models for change is the GROW principle. This is as follows: -

- Goal Setting –
 - Clarifying the goal, breaking it down into manageable steps
- Reality-
 - Considering where you are now and what is the gap. What resources can you tap into
- Options-
 - Considering the different options to reach your goal
- Way forward-
 - Deciding on an action plan and sticking to it. Celebrating success and adjusting the plan as necessary

A personal coach can take you through a model to facilitate change. The questions below may also help you move forward.

Personal Coaching Questions:

Name one area you would like to change?

Do you know where you are headed?

Is there anyway your attitude needs changing?

Is there anyway we need a new perspective or way of thinking that is more constructive?

How may we sustain changes to our habits?

Where can we get support from others?

Have we given up too early?

If you would like to receive a complimentary coaching session to ensure you are doing what you want to do, email Jane Johnson at the address below.

You may also wish to sign up to the FREE ezine at www.aspectcoaching.com/Newsletter.html, which provides valuable information to help you dramatically increase your success in the workplace.

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