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Some Changes Can Be Expensive

The average annual voluntary turnover rate is 23.4% with the highest rate in the South at 27.7% and the lowest in the Northeast at 17.2%. If you had 100 people in your company with an average salary of \$50K p/yr, your cost of turnover would be about \$1,725,000 per year.

News/Events

Angela's presenting "Coaching and Counseling for Performance" in Las Vegas on Nov. 5-7.

Rick's speaking on "Transforming Culture" at the Sacramento ASTD on Nov. 18.

Angela is wrapping up her 'Learning Lab' on Multi-Rater Assessments on Nov. 11.

Testimonial

"Angela has been a compassionate and disciplined coach in helping me sort through my options, evaluate career choices, and ultimately move to a more rewarding path." Director, Santa Clara County Social Services Program

Contact Us

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If you want to go fast - go alone. If you want to go far - go together.



Quick Links

Call today and schedule Rick to speak at your next event..."Good Dirt, Creating Sustainable Cultures" (925) 258-0304

Overcoming Old Patterns

Studies show that only 1 in 9 people who have undergone coronary bypass surgery change their behavior in any significant way that will prevent a re-occurrence. Why?

We are all, to some degree, resistant to change. Resistance is natural. Over the course of time we establish certain patterns of thinking and behaving. These experiences establish sub-conscious expectations about how things should be. When our experiences match our expectations we feel comfortable. When they do not, we feel discomfort, which in turn, creates resistance.

It takes a certain degree of tension, the "burning platform", to prompt us to take action in the first place. We seek change in order to relieve the tension. If that tension is eliminated we have achieved success; but, the longer it takes to realize the benefits of the change - tension increases and resistance is amplified. We even find rational reasons why the change was not a good idea in the first place. Resistance, therefore, is natural. It is an attempt to relieve stress and maintain equilibrium - even if it is not good for you.

Whether you are an individual or an organization, the same cycle applies. But change is good, it is an important ingredient in renewal and innovation. So, how do you make it less painful and increase the chances for success?

1. **Be Inclusive:** In organizations, make sure that the people involved in and affected by the change are involved. Incorporate principles of self-organization. As an individual, involve others by sharing your goals and your progress.
2. **Imprint:** When you begin the change process, envision what it will be like when it is accomplished. Imprint this vision by imaging how it feels, tastes, smells etc. and hold that vision. The more senses that are involved, the more real the achievement becomes.
3. **Attitude of Gratitude:** Be grateful for and celebrate each success. Gratitude keeps the mind focused on the future - what you are moving towards. Gratitude stimulates creative energies that keep your mind focused on possibilities.

Remember, your attitude is the control center of your life.

[Click Here](#) to contact us about our one-day workshop "Creating Resilience in Turbulent Time" or call (925) 258-0304

Paying Attention

According to David Rock and Jeffrey Schwartz, The Neuroscience of Leadership, "The act of paying attention creates chemical and physical changes in the brain." A positive focus creates a positive expectation and repeated-purposeful attention will lead to long lasting personal and organizational change. Organizations achieve this by making positive expectations a value expressed in their culture, individuals by adopting an attitude of gratitude.

Coaching On Call

Sometimes it just helps to talk things through with someone else, someone with an objective point of view and an empathetic ear. The kind of conversation that leads to insight and translates into action. Make it happen for you! Call Angela today at (925) 258-0304

Rick and Angela
Meridian Consulting, Inc.