



Bridges Newsletter

from Meridian Coaching & Consulting

Building Bridges to Success

February, 2009

In This Issue:

- **One Hundred Percent Solution**
- **Giving Up The Excuses**

Perception

In a study conducted by Edward Lawler in 1972, the average salary of a fortune 500 executive was 40 times higher than that of the average worker they employed. In 1992 Mr. Lawler found that formula had increased to 400 to 1.

Does that make the CEO 400 times more accountable for the results achieved?

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

Barack Obama

The One-Hundred Percent Solution

Inspirational speakers, philosophers and teachers alike share a common message, so succinctly stated by Jim Rohn, "You can't hire someone else to do your push-ups for you."

Unfortunately, when we talk about "being accountable" we are usually talking about someone else--not ourselves. Accountability is something we try to impose on others and others do the same to us.

Whether we are leading others or managing ourselves, if "accountability" is a standard set by others, it will usually backfire, and the result is like "pushing on a rope."

Imposing accountability defeats the purpose. You want others to be accountable. It starts with the operationalizing the Adult-to-Adult paradigm for yourself and in working with others, instead treating the relationship or interaction with a Parent-to-Child perspective.

In his wonderful book *The Success Principles*, Jack Canfield outlines his approach to what is required in order for anyone to be successful. The starting point is taking "one hundred percent responsibility for your life, the successes and the failures." You are responsible for everything

that happens to you. The underlying concept is to acknowledge that you have the power to affect the outcomes you get.

When you hold accountability in this manner, your results will change for the better and your ability to interact with others will become easier.

No matter where you find yourself today, the past is past and you are responsible for the future. You are responsible for the results you achieve tomorrow and you are accountable to yourself for those results. Viewed in this way, accountability becomes an empowering concept, rather than something that is imposed.

You are the one you've been waiting for.

Are your employees experiencing accountability? If not, let Meridian help, [click here](#) or call us at (925) 258-0304.

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## **News/Events**

### **Coaching-On-Call:**

Reach out when you need an objective and knowledgeable sounding board

### **Workshops:**

#### **Angela**

"Coaching for Performance, San Francisco, 2/9-11

#### **Rick & Angela**

"Building Alliances When Times are Tough"  
San Mateo, 2/18

### **Speaking:**

"Transparent Leadership"  
American Business Women's Association, Sacramento, 2/19

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Coaching Testimonial

"Angela and Rick facilitated our annual 2007 and 2008 retreat helping us to focus on integrating and honoring differing work styles. They are a great team, and our people came away from the experience with insights they can translate to action, and they were uplifted, coming away with a lot of positive energy."

Theresa Sullivan, Alzheimer's Association

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## **Giving Up The Excuses**

What typically prevents us from being accountable to ourselves and taking the action to achieve our desires, are the excuses - the "buts." We can be creative be with our excuses; however, if we drive for a root cause, we can find that we either "did or didn't do" something, that led us to where we are today.

The good news is that your happiness, satisfaction and passion belongs to you - the mortgage, the kids, the relationships and the job. You can hold yourself accountable, in the best possible way.

How do you overcome the "buts"?

- Find out what's important to your happiness.
- Create a clear vision of what you want, make it real and hold it with faith and purpose.
- Take action everyday towards your vision, to make your desire become reality.
- Be grateful for each and every bit of progress, focusing on the future - not the past.

**You own your thoughts and your actions,  
make them count in your favor!**

Looking for a sounding board on how to live your life by your design? Call now: 925-258-0304 or [click here](#)

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## Coaching-On-Call

Looking for another point of view, an objective third party? Call Angela, it's affordable and confidential. Contact me at 925-258-0304 or [click here](#).

Warm Regards,  
**Angela and Rick**  
Meridian Coaching & Consulting

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