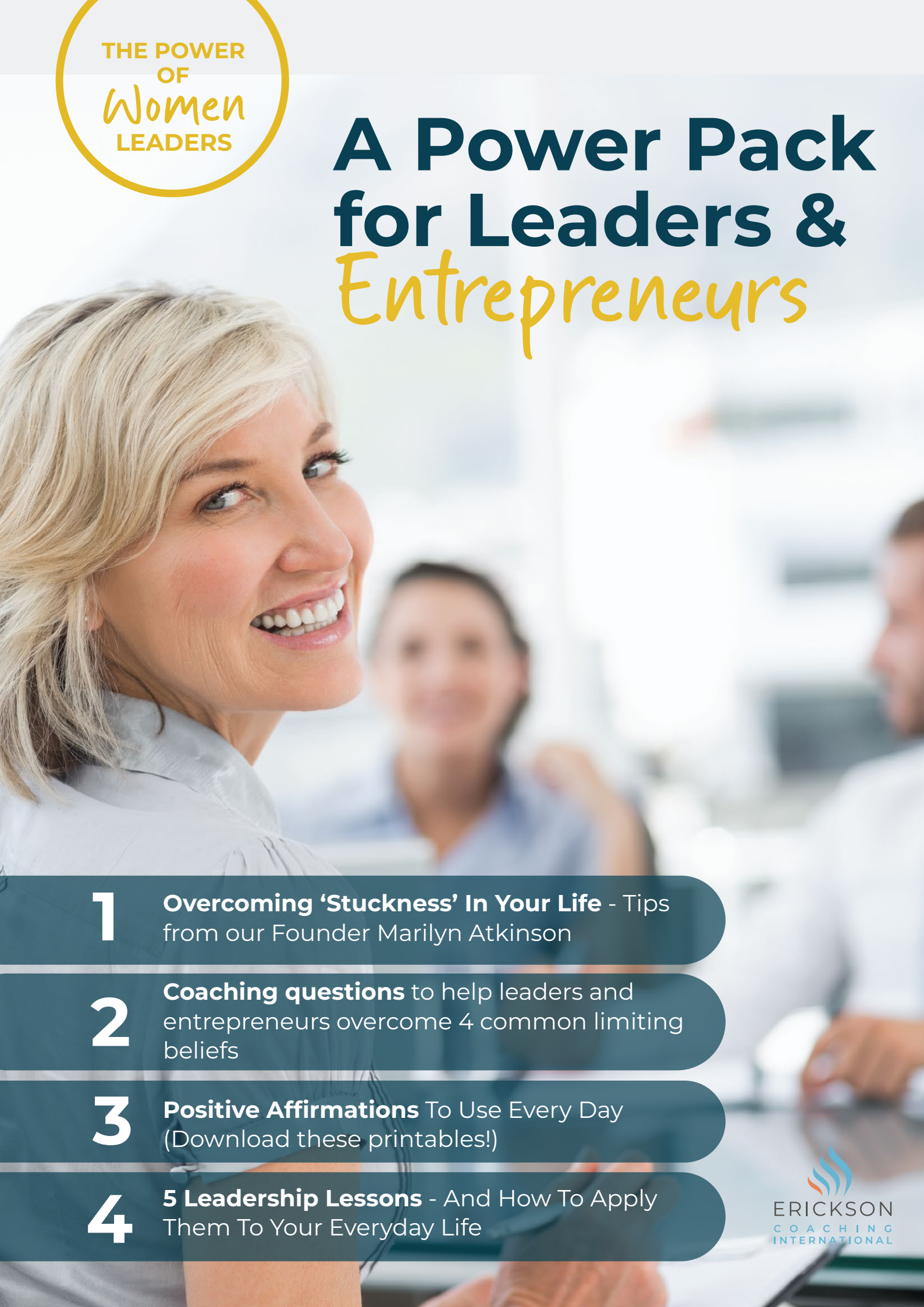
THE POWER OF Women LEADERS

A Power Pack for Leaders & Entrepreneurs



1. **Overcoming 'Stuckness' In Your Life** - Tips from our Founder Marilyn Atkinson
2. **Coaching questions** to help leaders and entrepreneurs overcome 4 common limiting beliefs
3. **Positive Affirmations** To Use Every Day (Download these printables!)
4. **5 Leadership Lessons** - And How To Apply Them To Your Everyday Life

ERICKSON COACHING INTERNATIONAL

Overcoming 'Stuckness' In Your Life

Tips to 'tackle your gremlins' from our Founder, Marilyn Atkinson

Gremlins are the small fears that prevent us from moving forward and taking action. They are conclusions and thought-habits we have made from our past about what we are capable of and what we can all have, be, and do. With our Solution-Focused methodologies, we can assist our clients to address and move around the overwhelming power they believe these Gremlins have in their lives.

Erickson Coaching International's founder, Marilyn Atkinson's, 4 Gremlins Model for overcoming stuckness in your life is a brilliant exercise to help you understand where and how you are stuck, and what you can do about it.

Fear of Dreaming

(Trance of No Dreaming)

What is this Gremlin?

- You're not able to move through the door of, "What do I want?"
- You don't believe you have what it takes to begin anythingyou desire.
- Past disappointments have been internalized as, "Don't dream big," leaving you afraid to even consider what is possible or to imagine your future.

How might a coach help you navigate this?

- By assisting you to discover your ideal vision and by using Use 'As-If' frame questions.
- They might ask:
  - "Just suppose you are watching a movie about (this situation) and it is unfolding just the way you want. What are you seeing?"
  - "As-if you could wake up tomorrow and your ideal life is all around you...what does that look like?"

Fear of Failure

(Victim Identification)

What is this Gremlin?

- You're not able to move through the door of, "How might I get it?"
- You may know what you want, but you're stuck on the "How?"
- Your thoughts and beliefs might be self-sabotaging, usually due to past experiences you consider failures.
- You have difficulty in executing and difficulty organizing your priorities to continue effectively.

How might a coach help you navigate this?

- They might ask you to explore your inner values and capabilities:
  - "What would it give you if you could do it?"
  - "Remember a time when you were successful at something similar."
  - "What did you do then that you could bring to the situation?"
  - "What are the capabilities you could bring forward to this situation?"
- They might ask you about micro-steps:
  - "What might be one small step you can take?"
  - "If you were to see yourself taking that very first step, what are you noticing?"
  - "What would be the next very small step?"
- Report on your progress by checking in at the beginning of your next session so they have evidence of success.
- They might ask:
  - "I wanted to check in with the steps you committed to from our last session. How did they go?"
  - "What do you attribute these successes to?"

Fear of Upsetting People

(System Identification)

What is this Gremlin?

- You're not able to move through the door of, "Why is this important to YOU?" or, "How might you commit to that?"
- You believe the values of others are more important than your own.
- You identify with the 'system' that is not based on your own individual values and needs in order to experience a feeling of safety and belonging.
- This can develop when you put your faith primarily in your emotional support system and you fear the rejection of others.
- It's associated with past guilt, shame, and blame.

How might a coach help you navigate this?

- They might invite you to focus on, reach for, and explore what you can control.
- They might assist you to connect to your own authentic, personal values.
  - "What would this give YOU that's important?"
  - "What might be the deeper meaning for you here?"
  - "How might this really add to and positively affect your life?"
  - "How might pursuing this goal also be a benefit for others, and not just you?"
- They might ask a question from the higher Logical Levels of Identity.
  - "What kind of person would you have to be to satisfy both your values and the values of others?"

Fear of Success

(Conflict Identification)

What is this Gremlin?

- You're not able to move through the door of, "How would you know you've got it?"
- You struggle with the ability to complete things; you have difficulty declaring something complete.
- This gremlin also refers to any conflict on the identity level.
- You don't take pride in, or take credit for your results, and this hampers your exploration towards further Mastery.
- You have a fear of the unknown.

How might a coach help you navigate this?

- A coach might try to strengthen your identity.
- They might ask:
  - "What might you want to declare about yourself that is more than this role (mother, accountant, caregiver, corporate worker, etc.) you believe yourself to be?"
  - "When you consider all those in your life that you have influence on, who are you in the bigger sense of things?"
  - "How might you declare this project, chapter of your life, role, etc. complete?"
  - "How might you celebrate and acknowledge the completion of this?"

This is just one of the many coaching tools that Marilyn Atkinson has created over the years to help people create a life of satisfaction. But as she reminds us, dealing with the 4 Gremlins is a lifetime thing.

"We never quite conquer them," Marilyn admits, "but we need to keep learning and growing and embracing mindfulness to strengthen your ability to recognise and name a gremlin when it starts to arise."

Sources: Podcast hosted by Erickson Alumni, Janean Strong, Keepin It REAL with Janean.
Erickson blog post: https://www.erickson.edu/resources/bust-through-your-gremlins-and-take-action-interview-with-marilyn-atkinson
Erickson+ worksheet for coaches

Coaching questions to help leaders and entrepreneurs overcome 4 common limiting beliefs

At the end of the day, you control your thoughts and beliefs, but a good coach will ask the right questions to help you change your thought patterns.

Take a look at these examples...

Limiting Belief	Coaching questions
"It's too late to make a change in my career, I'm too old."	• Just suppose you could see yourself making that change. What might that look like? (invitation to vision) • What would it give you if you did make this change? (speaking to values) • What skills do you have (or need) if you were to make a change? (focus on capabilities)
"I'm not a good enough leader, I don't deserve to be in this position."	• What might you want to declare about yourself that is more than being the leader you believe yourself to be? (strengthen identity) • Thinking about other leaders you admire or look up to, what are the qualities they have that inspire you? • Yet you are in this position. What are you good at (strengths/skills) that got you here?
"I'm not going to try to fix this relationship anymore, it's just not worth it, nothing ever changes."	• What are you becoming aware of about the kind of relationship you want? • If you're not 'fixing' this relationship, what would you like to be experiencing instead? • What are you learning about yourself through this experience?
"I'd love to take a leap of faith and do (x), but I just can't do it."	• And if you did take that leap of faith. What would be different in your life? • What if you were to see yourself taking one small step as if you could. What might that step be? • What kind of person would you say does take those leaps of faith?

Positive Affirmations For Leaders To Use Every Day

Download these printables and put them up in a place where you'll see them every day

"I embrace challenges **as growth opportunities.**"

"I **learn from failures** and celebrate successes."

"I **inspire success** in those around me."

"I foster innovation and **creativity in others.**"

"I **recognize and celebrate** my team's achievements."

"I lead with **integrity and purpose.**"

"I create an **environment** of growth."

"I help bring out **the best** in others."

"I **adapt and thrive** in any situation."

"My passion **inspires greatness** in others."

5 Leadership Lessons

And How To Apply Them To Your Everyday Life

Good leaders know to:	How this applies to your everyday life
Talk less, and listen more	**Coaching relies** heavily on the active listening technique. **This not only helps** us understand the other person's perspective before we respond, but by letting the other person feel heard and understood, you're earning their trust and respect.
Embrace a growth mindset	**We're never too old to learn,** and some of life's most important lessons come from unexpected sources and situations. Be open to feedback, learn from your mistakes, and understand where your personal development can use some growth.
Communicate openly and honestly	**Be humble, own your mistakes,** and embrace vulnerability. These are all excellent qualities of great leaders, and of friends, partners and parents. When we let go of the facade of perfection, our relationships have even more room to grow.
Cultivate an attitude of gratitude - every day	**By embracing gratitude,** you have everything to gain and nothing to lose. It helps with stress management, relationship building, and fostering a strong sense of resilience.
Take educated risks	**If you don't push yourself,** you'll never know what you're capable of. The ideal is to take (educated) risks, informed by research and planning, and keep your physical and mental health in check so that you can perform at your peak, and bounce back, no matter what the outcome of the risk.

For more information on our coaching courses and to download inspiring resources, visit **erickson.edu.**

ERICKSON
COACHING
INTERNATIONAL