

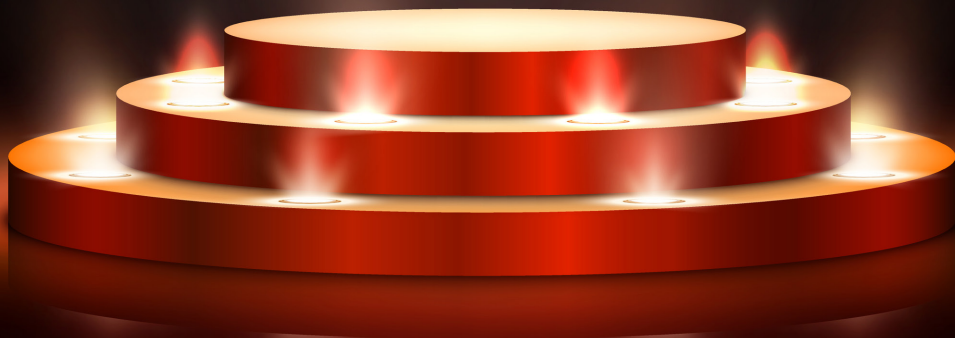
EXPERT PROFILE

SUMMER 2023

MAGAZINE

SPECIAL EDITION

**CELEBRATING OUR WINNERS
OF THE 2023 GLOBAL
SUPER MINDS AWARD**



Wellbeing

Live Better

Health & Fitness

Feel Better

Business

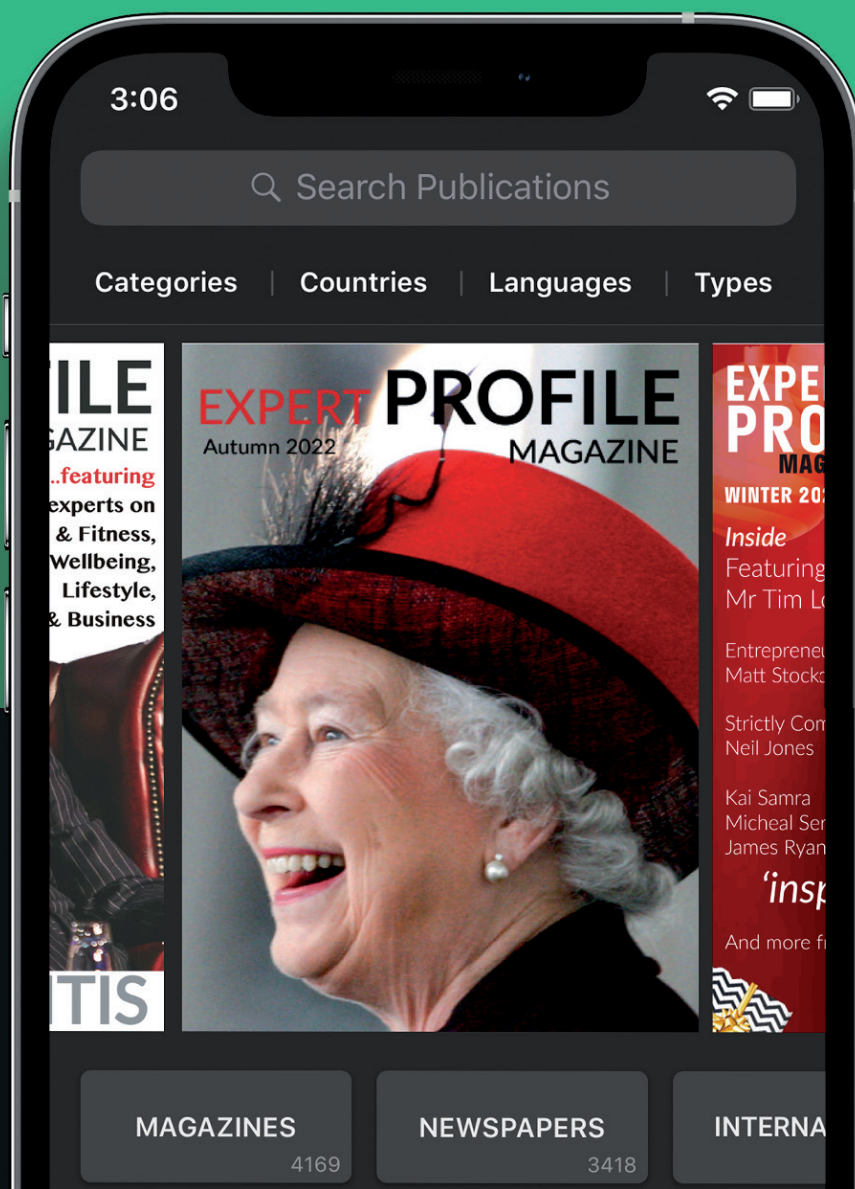
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EDITORS NOTE

I am thrilled to announce two momentous occasions that bring a wave of excitement and pride to our hearts. First and foremost, we extend our warmest congratulations to the outstanding winners of the Magazines Global Super Minds Award.

We would like to express our deepest admiration and appreciation for the commitment and dedication demonstrated by each award recipient. We are truly privileged to witness your incredible commitment, expertise and service to humanity.

Secondly, we are delighted to unveil our latest endeavour—the launch of our new Wellness publication this Summer. In an era when the pursuit of well-being has taken centre stage, we believe it is our duty to provide our readers with the most comprehensive and insightful content to support their journey towards a healthier and more fulfilling life. Our new publication aims to empower individuals, irrespective of their backgrounds, to prioritise self-care, mental and physical health.

Within the pages of our wellness publication, you will discover a wealth of information covering various facets of well-being. From expert advice on nutrition, fitness, and mindfulness to in-depth features on holistic approaches and personal development, we are committed to delivering the highest quality content that will uplift, inspire, and inform.

As we celebrate the incredible achievements of the Global Super Minds Award winners and embark on this exciting new chapter with our wellness publication, we extend our heartfelt gratitude to our readers for your unwavering support. It is through your continued trust and enthusiasm that we are able to pursue our mission of informing and empowering individuals worldwide.

Join us as we raise our glasses to the brilliant minds honoured by the Global Super Minds Award and embark on a transformative journey towards holistic wellness. Together, let us celebrate human potential, embrace curiosity, and inspire each other to reach new heights.

RANY ATHWALL
EDITOR



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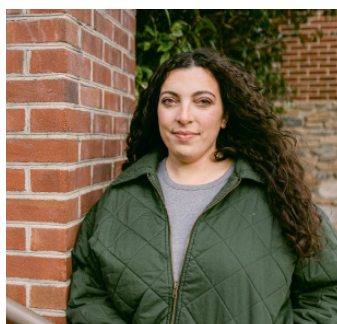
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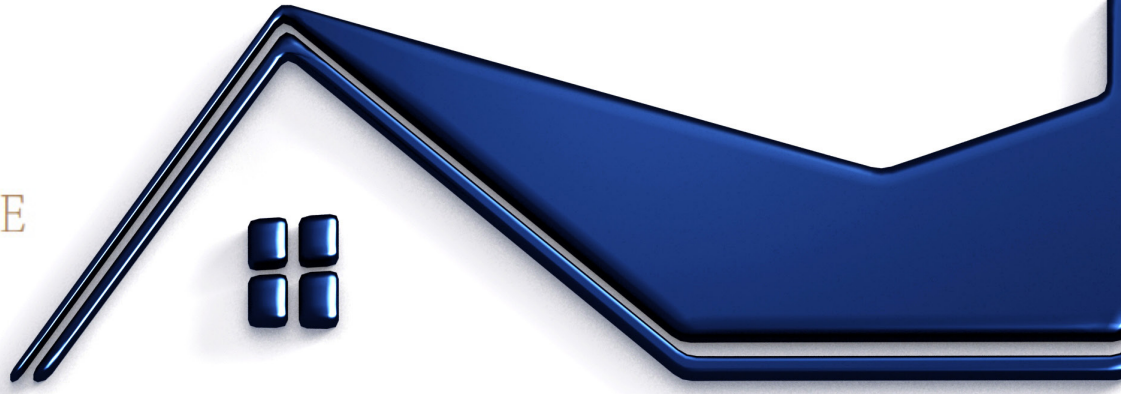
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UK Property Market

Which Way Next And What To Do As A Property Investor

The UK property market is frequently a major news topic. So much of the nation's wealth is vested in property. Over 60% of British households have bought or are buying their home.

UK House Ownership (2021)

Office for
National Statistics

Ownership	% Ownership
Owned the accommodation outright	32.8%
owned their accommodation with a mortgage	29.7%
Rented their accommodation privately	20.3%
Were in the social rented sector	17.4%

This most recent government data shows the picture in 2021. Almost one-third of Britons own their home outright, with nearly 30% having a mortgage on their home and just under 38% renting.

Against this backdrop, there have been multiple repeated dire warnings in the media of an impending housing price crash. Reasons cited include the rapid rise in mortgage interest rates, the cost of living squeeze, inflation, Russia invading Ukraine, etc. Some reports I have read cite "probable" house price collapses of up to 35%.

If you cast your mind back over the last decade, we were all told by the same media that houses would soon become close worthless due to the Scottish independence referendum, Brexit, Covid, Lockdown, and more. For the more "fringe" versions of the media, the "Great Reset" where "You will all own nothing and be happy."

A reasonable observer might want to look at the facts:

1) *UK house prices have never collapsed by 35% or anything close to that.*

2) *Mortgage interest rates of 6%, the "very high rates" the media is shouting about, are normal long-term average mortgage rates.*



3) *In the last 15 years since 2008, mortgage rates have been unusually low.*

4) *The UK population has increased by over 8 million people since 2000. That is roughly the population of London.*

5) *During this time, the number of new homes built was around 50% of what would have been needed.*

6) *Over the last 20 years, house prices have tripled across the UK.*

7) *Homes are not discretionary. Humans need warmth, security, and a place to bring up their family or be with their loved ones.*



2) Remodelling. Typically in the UK, we might say refurbishing; I prefer the version more commonly used in the USA. Refurbishing suggests returning to good condition, which is certainly one of the things we could do. Remodelling opens the mind to create an alternative use that is more valuable than the original.

8) Those seeking to rent are struggling like never before, a true rental crisis. The Times reports up to 50 potential tenants in bidding wars for every rental property, with rents often being 10% or more above the asking price, with advanced rent of up to 6 months becoming commonplace.

9) Inflation is destroying the value of money. This simply means the mortgage is getting destroyed in value (not investor money), house prices are rising (the latest government data still shows house prices going up in every area of the UK), and rents are rocketing due to short supply and inflation.

10) An educated investor can add value to the purchase, transforming the property and when they exit the deal.

You probably guessed by now that I do not believe house prices are about to collapse.

"But what if they are right this time and house prices do collapse?"

However unlikely for the reasons described above, it is theoretically possible that house prices could decrease. A reasonable person might want to ask, how would I protect myself if that did happen?

The answer is simple. Get the education, coaching, positive community, and ongoing expert support to ensure you can invest in property profitably and wisely, irrespective of the environment.

Focus on three areas to create value:

1) Purchase. This is more than simply the price. There are several techniques to create value during the buying process.

3) Exit. How do we monetise the deal once we have finished?

It is always advisable to have more than one exit to provide options. The future is an uncertain place. Property projects have long enough timescales, typically 6 to 9 months in our case, that political and economic change can happen during the project.

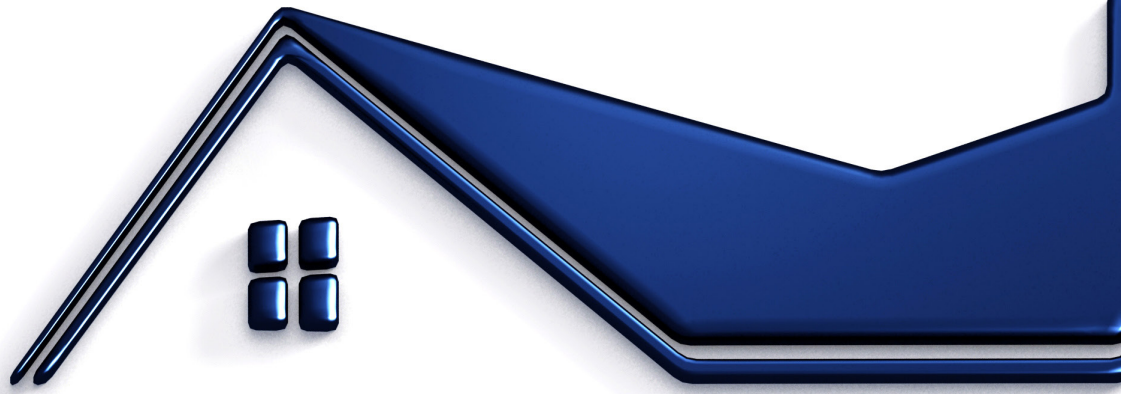
I will illustrate all three of these value-adding areas by using an example one of my companies completed on a property in Doncaster, Yorkshire starting in December 2014.

The purchase was agreed using a "purchase lease option." This is very similar in concept to an option used in financial markets. Traders tend to refer to "put" or "call" options. This means the right but not the obligation (i.e., option) to buy or sell a financial instrument. Advanced property investment techniques use this logic and apply it to property.

My company agreed to right to buy 96 Chequer Road, Doncaster, for £110,723. It was a four-bed terraced house. The price of the option was £1. We used this technique because we aimed to remodel the house into a seven-bedroom HMO, House in Multiple Occupation. This is where each room is let, typically by the week, including all bills, to an individual rather than the whole house to a family by the month. HMO's typically have higher values than houses due to higher profits.

We needed planning permission and an HMO license to convert a three-story house into a seven-bed HMO. We wanted to ensure we had planning approved before purchasing the property, hence the purchase option agreement.

Why would the vendor agree to such a deal? In this case, the property was on the market for £100,000, and we agreed to pay a premium of £10,723 if the purchase lease option was exercised within the agreed 12-month option period. In addition, we also



agreed to pay £800 per month (the lease) until exercise or expiry of the option, which was equivalent to open market rent. The vendor was a landlord who wanted to sell but was open to renting as well. This allowed him to receive both the rent and potentially a higher sale price. He was happy.

From our perspective, as long as we received planning and licencing, the numbers worked very nicely for us. Our maximum downside was £800 per month for a year and planning permission fees if refused, a total of about £10,000. We are always happy to balance reasonable risk with a good reward, and we have had significant experience with the area, HMO, and construction projects.

This shows how value creation at purchase is about far more than price. In addition, the purchase lease option was assignable. This means we could sell the option, with planning gain, without ever having bought the property ourselves.

Planning was granted, and we started the conversion project:



Our company funded the works with cash. The total costs, including monthly lease, fees, legal, stamp duty, and construction, came to £45,465.

The finished seven-bed HMO was valued at £240,000 for mortgage purposes. This demonstrates the value created by remodelling.

For the exit we could simply sell, or what we did was add the property to our rental stock, mortgage it, and operate as an HMO. We purchased and mortgaged the property in November 2015.

As discussed earlier, the agreed option price was £110,723, and the total project costs, including all expenses and fees, was £45,465. This gave a grand total for the finished property of £156,188.

On the £240,000 valuation, we received a £180,000 mortgage, 75% loan to value.

The purchase and mortgage all happened on the same day, as is normal when buying a property.

This meant we received £180,000 of mortgage funds, paid the £156,188, and received our balance of £23,812 tax-free. Mortgages are debt, not profit.

Simply put, my company was paid £23,812 to buy a house and to enjoy £60,000 of equity.

This demonstrates value creation on exit.

The property also made a profit of £950 per month from renting the rooms out after paying the mortgage, letting fees, utility bills, and other smaller costs.

Finally, in February 2023, the company decided to sell the property and achieved £240,000 as a sale price.



If I add together the rental profit over eight years and the profit from sale after repaying the mortgage, the grand total is close to £180,000 on a property that costs £1 to acquire on a lease option.

The only cash needed was for the remodelling. Here is the record of the property purchase and sale.

Property Value & Sale History				
The current estimated market value of the property is £285,000. This property was sold 3 times in past, last time sold in £240,000 on 13 Feb 2023. There is an increase of £45,000 (18.8%) in price as compared to last sold price.				
Following are the details about property sale history and change in value over time.				
	Sale Price	Sale Date	Tenure	New Build
Value Change				
1	£240,000	13 Feb 2023	Freehold	-
				↑ 118.8%
2	£110,723	17 Nov 2015	Freehold	-
				↑ 10.7%

This shows how we can all protect ourselves even if the property market collapses, which I do not believe it will.

Some people reading this may not be impressed with a property project yielding £180,000 over eight years; it would be life-changing for others. The final element of what I would like to share is that during 2015, one company of mine did 48 such projects, some larger, some smaller, but all similar. This is when property investment becomes a business, not a hobby. Forty-eight projects with similar profits give a grand total of £8,640,000.

My aim by sharing this article is to inspire you to take action to change your life. I would be delighted if my education company could help you with your property investment journey. Until next time,

Paul Smith BSc MBA

Paul, together with his wife Aniko, founded Touchstone Education in 2014 to focus on education and coaching people to become Wealthy. Over the years they have helped tens of thousands of people to become Wealthy.

Visit www.touchstoneeducation.com for more information.

Subscribe to Touchstone Educations Youtube Channel and Join the Touchstone Education Community on Facebook.



Self Care Corner

Facing the Giants



Let's face it - nobody likes to fail. The mere thought of not living up to your own or others' expectations can send shivers down your spine. What if we also told you that you don't actually have to live with this feeling and that there is a way to overcome it?

Let's dive into this not-so-fun but very necessary journey.

What Causes You To Fear

Let's begin by talking briefly about the causes of this dreaded feeling.

Known as **atychiphobia**, the fear of failure is a common emotion that various factors can trigger. One of the most common causes is a person's past experiences of failure.

The fear of failure may affect people in a variety of ways, which means that it's not always easy to identify. Some of the ways that people may experience the fear of failure include:

Believing that you don't have the skills or knowledge to achieve something

Feeling like you won't be able to achieve your goals.

Procrastinating to the point that it affects your performance or ability to finish on time.

Telling people that you will probably fail so that expectations remain low.

Underestimating your own abilities to avoid feeling let down [1]

For example, if you have experienced repeated failures in the past, you may become anxious about future losses. Similarly, fear of failure can also stem from your own perfectionism and high expectations that you have set for yourself.

Overall, the causes are complex and can vary from person to person, making it essential to address the root cause of the fear to overcome it.

What Are The Consequences

As you might have guessed, experiencing fear of failure can have many negative consequences. One of the most significant consequences is that it can prevent you from taking risks and trying new things.

And naturally, this can lead to missing out on opportunities for personal and professional growth, thus leaving you feeling regret and dissatisfaction.

Let's also not forget that fear of failure can negatively impact your self-esteem and self-confidence, making it difficult for you to feel good about your accomplishments. Sometimes, fear of failure can lead to social isolation or withdrawal from once-enjoyable activities. It becomes clear how important it is to address and overcome your fear of failure to lead a fulfilling and successful life.

But enough with the negative side of things - we are here to help, so this next part will focus on helpful strategies for eliminating your fear!



Strategies For Overcoming Your Fear

While overcoming any fear sounds extremely difficult, we can achieve it with the right strategy and tools.

Reframing Failure

Reframing your view of failure can be a winning strategy when it comes to overcoming your fear. Rather than seeing failure as a negative outcome or a reflection of your abilities, reframing involves seeing failure as an opportunity for growth and learning.

By shifting the focus from the negative aspects of failure to the potential positives, you can approach challenges with a more positive and growth-oriented mindset. Reframing can also help to reduce said fear, as you are less likely to view failure as a personal failure or an indication of your self-worth.

Instead, you can view failure as a natural part of the learning process and an opportunity to improve your skills and abilities.

Challenging The Negative

Often, fear of failure stems from negative beliefs about what will happen if you fail. For example, you may believe that failure will lead to negative consequences or that you cannot handle failure. Challenging these negative beliefs involves questioning their validity, and this is done by considering alternative perspectives. By challenging negative beliefs, you can gain a more realistic and balanced view of the situation and reduce the intensity of your fear.

Next time you feel afraid, take a deep breath and write your thoughts in a journal. You can use these questions to prompt a different way of thinking:

What am I really afraid of? Writing down your fears can make them feel less overwhelming. Problems tend to look a lot smaller on the page.

Who am I fighting for? Sometimes your fear stops you from helping people you care about. Reminding yourself of this can give you the push you need.

What's the worst that could happen? The worst-case scenario may not be as bad as you think. In many cases, failure doesn't change much about your current situation, so what do you have to lose?

What if I succeed? Think of how your life would improve if you followed through. Remember why you got into this in the first place.[2]

And just as important, challenging negative beliefs can help you develop a more resilient mindset and increase your confidence in handling difficult situations. By reframing negative beliefs about the outcome, you can start approaching challenges with a more positive and empowered attitude.

Growth Mindset

Adopting a growth mindset is vital in overcoming your fear of failure. Dr. Carol Dweck introduced this concept nearly 30 years ago. A growth mindset means that you thrive on challenges and don't see failure to describe yourself but as a springboard for growth and developing your abilities. Your intelligence and talents are all susceptible to growth.[3]

This mindset focuses on the idea that failure is a natural part of the learning process and that challenges are opportunities for growth and development. By adopting a growth mindset, you can approach challenges more positively and resiliently.

You then will be less likely to view failure as a reflection of your abilities or a permanent state and more likely to see it as a stepping stone to future success.

Final Thoughts

Fear of failure is a natural emotion that can hold us back from achieving our full potential. By embracing failure, reframing negative beliefs, and adopting a growth mindset, we can conquer our fears and achieve success beyond our wildest dreams. And, remember, even the greatest successes in history were built on a foundation of failures.

[1] What Is the Fear of Failure?, <https://www.verywellmind.com/what-is-the-fear-of-failure-5176202>

[2] What is a growth mindset? <https://www.wgu.edu/blog/what-is-growth-mindset-8-steps-develop-one1904.html#close>

[3] 7 ways to overcome fear of failure and move forward in life, <https://www.betterup.com/blog/how-to-overcome-fear-of-failure>

BEVERLY JOHNSON

beverlykjohnson.com

IG handle: imbeverlyjohnson

Facebook: Coach Beverly K. Johnson

Email: hello@coachbeverlyjohnson.com



TRANSFORM

WITH GERRARD FINLAYSON

The Triad of Longevity

As a highly experienced Personal Trainer with a passion for promoting longevity, I have had the privilege of working with individuals from all walks of life who prioritize their well-being.

Throughout my two-decade career, I have come to understand the significance of a holistic approach to fitness, encompassing weight training, mobility exercises, and the simple act of walking. In this article, we will explore the profound impact of this triad on longevity, emphasizing not only the aesthetic benefits but also the preservation of independence as we age. By incorporating this triad into our lives, I believe it will help us embark on a journey toward a vibrant and fulfilling life.

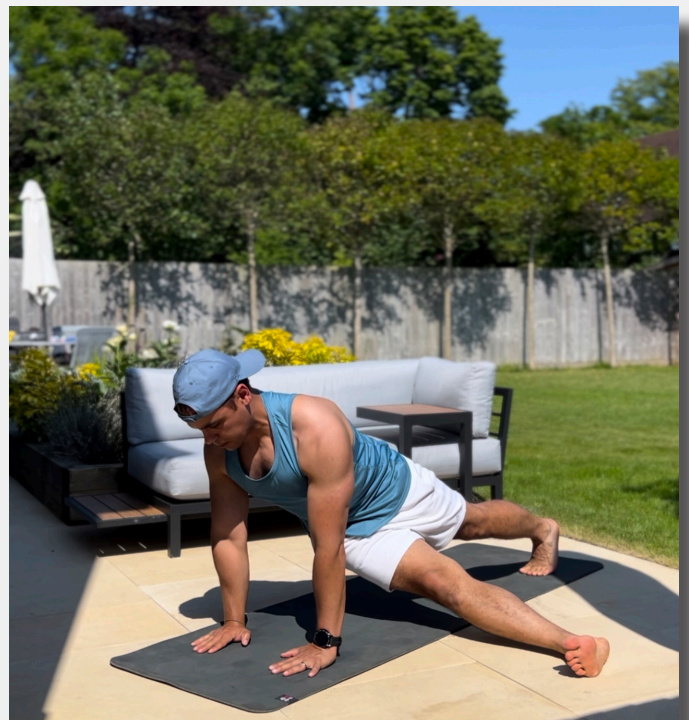
Strength, Symmetry, and Aesthetics

Weight training lies at the core of physical well-being, offering a plethora of benefits that go far beyond the surface. Even though there is more awareness as to the benefits, I still find that many people view it as something designed solely for “bodybuilders.” Nothing could be further from the truth. Doing weight training doesn’t make you a bodybuilder anymore than driving a car makes you a Formula 1 driver. Engaging in regular strength training exercises allows us to build a strong, balanced, and aesthetically pleasing physique.

When we get down to it, this is something most people want! When we sum it up, the default goal for many is “to lose weight and tone up.” You can’t actually “tone” a muscle, but that’s another subject for another article. But I understand the sentiment;

to reveal a more lean and defined physique. Even though this is the case, weight training is a sporadic component for many people that exercise.

The visible transformations derived from weight training contribute to a sense of self-confidence and body appreciation. This aesthetic boost improves our self-image and positively impacts our mental well-being. By cultivating a strong and symmetrical physique through weight training, we not only look good, but we also feel good, radiating vitality and zest for life. Two of my female clients recently competed in a Golf Club Championship at Beaverbrook in Surrey, one aged 66 and one aged 70. They came



first and third! They played 36 holes two days in a row up and down the hills of Beaverbrook during the hottest weekend of the year in June! The rest of the competitors were in their 30's & 40's. Much of their sustained excellence is down to their body's ability to keep working under duress for a period of time. In the fitness world, we refer to this as our "workload capacity." The stronger your body is, the longer it will last.

Technically speaking, you'll reduce osteoarthritis and osteoporosis risk factors - two real threats to our ability to be independent as we age.

If longevity is important to you, incorporating a consistent weight training routine into your weekly repertoire is a must. In fact, I'd go as far as to say that weight training is the best investment in your future self.

Mobility: The Key to Movement Freedom

Maintaining mobility is a crucial aspect of preserving our independence as we age. The ability to move freely and without pain allows us to navigate the world with confidence and grace. Incorporating mobility exercises into our fitness routine is essential for promoting joint health, flexibility, and range of motion.

For my clients, I often program mobility into their overall workouts as opposed to stand-alone mobility workouts. I find that when utilised in conjunction with strength training and cardiovascular exercise, it helps them get more out of the time they have for formal exercise as well as keeping workout content aligned with their goals.

So much of our ability to stay consistent with exercise and a generally active lifestyle comes down to injury prevention. Our mobility, or lack thereof, directly impacts injury risk. I like to refer to the mobility components of my client's programmes as "prehab."

If we move better, we will perform better when engaging in formal exercise as well as general every-day active living. The better we are able to perform



consistently over time, the results we yield from our efforts will be superior. The more superior our results are, the more likely we are to keep putting in the work.

Actually, it starts to not feel like 'work' at all! It's just what we do.

The Simplicity and Power of Walking

Amidst the array of sophisticated fitness programs, we must not overlook the humble act of walking. Walking is a natural and accessible form of exercise that is often underestimated in its impact on longevity, mental health, and weight loss.

Walking is an activity many can perform without any physical drawback, expense, or risk. We can do it every day, every week, year in and year out.

Beyond its physical benefits, walking has a profound impact on mental health. Taking a stroll in nature, in particular, can have a calming and soothing effect on the mind. The rhythmic motion of walking, fresh air, and exposure to natural surroundings promote relaxation and reduce stress levels. Walking also stimulates the release of endorphins, the feel-good hormones, which can elevate mood and alleviate symptoms of anxiety and depression. It provides an opportunity for introspection, mindfulness, and a break from the hustle and bustle of daily life. Incorporating regular



walks into our routine can be a simple yet powerful strategy for improving mental well-being and achieving a balanced state of mind.

When it comes to weight loss, more specifically - body fat loss, walking is the real MVP outside of our nutrition. How so?

Our total daily energy expenditure is made up of several parts. The single largest area most people can reasonably influence is our non-formal exercise. This largely relates to our daily step count, a.k.a - walking.

A realistic goal for most people is 7-10k steps per day. To hit 7k steps per day, walking at a brisk pace would require approximately 70 minutes of walking per day. That is largely possible for all, certainly when broken up, including my busy professional clients.

Here are some strategic suggestions:

- Start your day with a walk
- Schedule walking meetings
- Take regular breaks: Avoid sitting for prolonged periods by taking short walking breaks throughout

the day.

- Use stairs instead of elevators
- Utilize lunch breaks
- Park farther away
- Invest in a desk treadmill

Sometimes when I tell new clients that walking more is the missing link, they look at me as if to say: "Is that it"! My answer; yes, it is.

Independence and Longevity Through the Triad

The triad of weight training, mobility exercises, and walking synergistically supports our ability to maintain independence as we age. By embracing this comprehensive approach to fitness, we lay a solid foundation for a vibrant and fulfilling life.

Weight training builds strength, endurance, and resilience, enabling us to perform daily activities easily. Mobility exercises improve joint health, flexibility, and range of motion, ensuring we can move freely and without limitations. Walking promotes cardiovascular health and mental well-being and positively impacts our weight management goals, thus allowing us to navigate life's journey confidently.

By investing in the triad, we empower ourselves to lead independent lives, free from the constraints often associated with aging. We break free from societal expectations and redefine what it means to age gracefully.

www.gf-fitness.co.uk
instagram: @gerrardfinlaysonpt



CHEMISTRY AND CURIOSITY:

TAKING DATING TO THE NEXT LEVEL...

I recently coached a client who was keen to get back into the dating scene and meet his ideal partner. He had been on a number of first dates, but they had not progressed as he said there was no 'chemistry.' When he came on to our initial coaching call, he was feeling frustrated about the whole dating process, and I asked him to share details of his latest date with me. He told me she was lovely; he enjoyed her company, and she was an interesting conversationalist, but he had no plans to see her again. I noticed that he was quite animated when describing what happened on the date, which prompted me to dig deeper into the elusive 'chemistry' issue...

We talk a lot about 'chemistry' regarding dating and finding that special someone. But what is chemistry? It is something intangible, indescribable, but we know when it is there because we sense it, and it feels right. It is all about the energy exchange between us and the other person – the energy feels good – so we are more drawn to some people and not others.

But chemistry does not necessarily mean sparks flying when we meet someone. It can be more of a subtle energy. When I explored my client's dates with him, I discovered that he had been dismissing all of these women as he had not felt an immediate "buzz," although he admitted to liking his latest date and that he did feel a degree of attraction to her. Something worthy of more consideration, perhaps? I encouraged my client to be curious, go on a second date, and be open to possibilities.

Now, in my view, you definitely have to feel some level of attraction to someone when you meet them to want to pursue any potential romantic relationship with them. This is not something that can be forced. I coached another client who was very attracted to someone she briefly dated and felt that if she pursued him, he would 'realize' how much she loved him and reciprocate her feelings. Only, he did not feel the same way, and the outcome was not the happy ending she had envisaged.

But if something about your date sparks your curiosity and you are alive to taking it further, why not go with it and see what happens? And it is worth bearing in mind that people will not always show up at their best on a first date. They might be feeling a bit nervous or slightly more reserved than they usually are, which means there is potentially something there, but it is hidden below the surface and needs exploring. You may be surprised to find them more open and relaxed on the next date.

Also worth mentioning here is the concept of 'opposites attract.' Have you ever observed a couple and regarded them as a total mismatch, yet they have amazing chemistry? We talk about polar opposites, and The English nursery rhyme Jack Spratt provides a useful analogy:

***"Jack Spratt could eat no fat;
His wife could eat no lean.
So 'twixt them both, they cleared the cloth.
And licked the platter clean."***

We could look at their relationship in one of two ways. They are completely incompatible, and yet they complement each other perfectly. They have an amazing dynamic.

But what of my client? At our second coaching session a few weeks later, he came onto the call beaming. He was laughing as he told me that he had been on a second date and a third and was enjoying exploring his new relationship. Encouraging him to be curious had completely changed his mindset and his approach. He said he felt more relaxed and was now enjoying the dating process.

As is clear from my client's case, it is not black and white when it comes to relationships. There are so many variables because people and relationships are complicated. But why not have a little bit of curiosity and see where it leads you...



Celia Conrad, your Relationship Guru, is a former family lawyer and relationship expert offering emotional and practical support on dating, thriving relationships, break-up and divorce, personal loss and bereavement.

www.yourrelationshipguru.com



MOVING BEYOND MINDSET WITH ANCIENT UNIVERSAL PRINCIPLES

“KNOWING HOW TO YIELD, IS STRENGTH,” LAU TZU

Achieving greatness by acquiring power is a universal theme throughout history. Seeking “power to control” and “power over” is evolving into creating “power to support” and “power within.” Leaders are striving to become strong enough, powerful enough, to manage any circumstance, weather any storm, and be respected, trusted, and revered. As the concept of power evolves, so too are the concepts of leadership, success, and strength.

Welcome to my fourth column exploring how you can move beyond mindset with ancient universal principles. These principles will help you master your energy and manage your stress, so you can live in the power of your health and lead in the power of your greatness.

The Capacity Principle™ of Conscious Leadership and Success: Know Your Limit, Live Within It.

As a high performer, you likely use your intellect with your will “power” to achieve your goals. In doing so, you may eventually push yourself and live beyond your capacity. The unsustainability of the highs and lows leading to depletion and burnout is a dangerous way to live. Mindset tools can effectively create tangible results with a clear definition. But what is the point of being so focused on your outcome, working so hard to climb the mountain, when you are unaware of your limits and become too drained, exhausted, or sick to enjoy the exhilaration of reaching the highest peaks?

Pushing oneself “at all costs” is now being replaced with a conscious choice to balance oneself with strong health and self-awareness. Valuing health and wellness are part of a new foundation to achieve greatness and lasting success. Imagine being so in tune with yourself, so aligned, so Centered, Connected, and Conscious™ that you forget you are moving through challenges. The circumstances of life

become inconsequential to who you are and how you live. Your passion and purpose carry you. You keep moving forward, not noticing the external drama. Nothing can dissuade you or hold you back. You live without fear, anxiety, and overwhelm. You feel vital, engaged, and “on track” as you fulfill your vision and achieve your mission. You lead with immutable strength and power. Without trying, you become a conscious leader of our time.

Living in this flow of Taoist non-attachment is next level of High Performance. Learning to live within your energetic capacity, to “know your limit and live within it,” is the key to creating flow states that lead to personal and professional success. This requires “knowing how to yield” in order to become stronger. When you learn to manage your energy and stress with ancient universal principles, you can continuously expand your capacity and create your future without inner struggle. The concept that there must be a loss to achieve a gain is no longer relevant.

As a Renaissance woman and high performer, I don’t want to do less just because I don’t have enough energy. I want to create more energy to match my drive and vision.

My Capacity Principle™ was born out of my own journey of learning how to manage my energy while healing from chronic health conditions. As soon as I felt better, I wanted to do more than my body and brain could sustain. I had to learn “how to yield” so that my life force served me instead of me serving it.

As my macrobiotic mentor, Michio Kushi, would say, “You are a slave to your condition” if you are not able to stay centered, energized, and focused at all times. When I started working with high-performing men and women, helping them resolve their chronic illnesses, I recognized they had the same major challenge.

... their mind and willpower were not connected with the reality of their present condition. As I supported them step-by-step through my Capacity Principle™, they were able to expand their awareness of their own energy, connect with their present state of being, conserve their energy throughout the day, and then strengthen their capacity to hold more space for themselves and others.

My “Capacity Principle™: Know Your Limit, Live Within It” is the culmination of my Ancient Universal Principles.

- 1. Everything Is Energy**
- 2. Energy Never Lies. You Can't Fool Mother Nature**
- 3. For Every Problem, There Is A Solution**
- 4. Everything That Happens To You Is What You Lack. All That Is Antagonistic, Unbearable, Is Complementary**
- 5. Everything That Has A Front, Has A Back. The Bigger The Front, The Bigger The Back.**
- 6. Everything That Has A Beginning, Has An End.**
- 7. Everything Changes (aka Change is the Constant of The Universe)**
- 8. There Is Nothing Identical**
- 9. Divine Alignment, Is Divine Timing**
- 10. You Are Only As Strong As Your Weakest Link**
- 11. Yin and Yang Are Greater Than Willpower**
- 12. The Capacity Principle: Know Your Limit, Live Within It™**

Knowing one's capacity, aka “knowing how to yield,” is an expression of deep internal balance applied via external circumstances. Being able to let go in a flow of energy, fully conscious of your position and state of being, is a self-mastery from which you will forever grow and evolve. Ancient universal principles will ignite your insight, expand your awareness and align your vision. The Capacity Principle™ will support you in achieving more as you consistently build your energy and strengthen your power without cycles of depletion.

When your core energy, your fundamental life force, becomes strong enough, you spontaneously discern and deflect external stressors. This creates an inner ease of living, a continuous rejuvenation and regeneration, minimizing overwhelm, anxiety, and stress. The first step in learning how to manage your energy and stress effectively is the recognition of the importance of your core energy.

Create More Energy

Abundant, sustainable energy is your inner power that arises from the strength and quality of your core energy. Your energy originates from the infinite vastness of the universe, not from your mind. You cannot merely think your way to success. If you could, everyone would manifest everything they desire in every moment. Ancient universal principles govern all of life, including you. You are not exempt from the Order of the Infinite Universe; You are part of it and made of it. Scientists have determined there are more than 100 billion stars in our galaxy and over 100 billion galaxies in our universe. You are an expression of this infinite energy. You have access to over 100 billion x 100 billion sources of energy. Now that is power!

Your core energy is your personal signature of infinite universal energy. This is the true, lasting source of your power. You create more energy through your connection to, your alignment with, the energy of the universe.

Five Demands On Your Energy

You rely on your core energy to power every aspect of who you are. It must always be strong enough to meet the major demands of:

- 1. Basic biological functioning**
- 2. Mental-emotional requirements**
- 3. External stressors**
- 4. Providing substantial and powerful energy to heal a chronic illness**
- 5. Surplus energy for vitality and abundance of living.**

"Everything Is Energy" is the first ancient principle of my High-Performance Wellness Coaching. Recognizing this principle in everything you do will help you understand when and why you become depleted or energized.

The Quality Of Your Energy Determines The Quality Of Your Success

The strength and quality of your energy determine how your success impacts your life. Mindset techniques alone will not stop you from overworking and becoming drained, depleted, and burned out. Ancient universal principles will bring you into alignment, support you at the deepest level and help you create more energy. They are a timeless roadmap to help you live your most remarkable life in any circumstance.

Learning how to navigate change and uncertainty without being overwhelmed and how to hold space in the midst of the unknown are critical qualities for

personal and professional mastery, leadership, and success. "Everything Changes (aka Change Is The Constant Of The Universe)" is my 7th ancient universal principle, a powerful guide for life.

We are living through epic times. Moving from a model of deferring your power with reliance on external authority towards a model of reclaiming your power with self-responsibility and personal sovereignty creates a life of health, freedom, and security, supporting you in becoming the conscious leader of your life and a conscious leader of the world.

A new paradigm of high performance, wellness, and power is emerging. The quest to achieve greatness by grasping the "ring of power" to control and dominate is becoming the quest to master your inner power to support and liberate. "Knowing how to yield" is the strength of the new model of conscious leadership and success.



Lidia Kuleshnyk is a High Performance Wellness Coach, 3X Best Selling Author and Founder of AponaHealing.com. As a Renaissance Woman and Thought Leader, Lidia offers pathways, for every stage of personal development, to help you reclaim your sovereignty and live a Centered, Connected, Conscious™ Life.

**Connect with Lidia Kuleshnyk
www.AponaHealing.com**

The Marriage Fixer

www.liamnaden.com

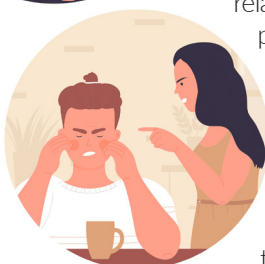


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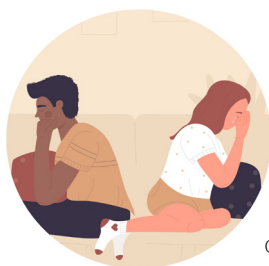
Much of the frustration people experience when their marriage isn't going well comes from feeling they are not being listened to by their spouse and that their spouse doesn't consider them. ***"They are selfish and only care about what they want. They're not interested in what I want."***



This creates a situation where the relationship becomes stuck - two people stubbornly sticking to their own position and trying to change the other's mind so that they see things ***"their"*** way.



Of course, each thinks their way is the right way and has the true answer to their problems. That their spouse is wrong. ***"If only I could get my spouse to see the truth that I see, we could solve this problem and heal our marriage."***



You will know how frustrating this is if you are in this position. You continually feel that you're just one conversation away from solving your problems. Unfortunately, however, you are not "just one conversation away." In fact, you are miles away - and the distance between you is only getting greater.

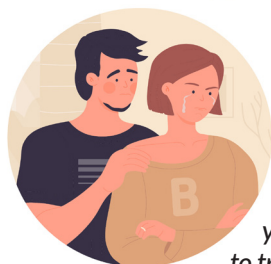


And here is why.

What are you really doing when you are trying to convince your spouse to see your point of view and do what you think should be done? More importantly, what do you think your spouse is seeing you are doing?



You are telling them that they are wrong. That they don't know or can't see the right answer. That you are superior to them because you know, but they don't. And what they are hearing is: ***"You don't respect me. You're not listening to me when I give you my point of view. You're not willing to try what I'm suggesting. You're selfish and don't really care about me. All you care about is yourself."***



And here's one way to know that this is how your spouse feels: it's how you feel when they are not listening to you. Perhaps there is an issue to do with the future of your marriage. They may want to end the relationship, and you don't want to. It might be something to do with how you are raising your children. Or a financial issue where you disagree on spending some of your money.

Whatever it is, if you want to break the impasse, you need to make your spouse feel listened to and respected. Only then will they listen to and respect you. And if you find yourself saying: ***"I am listening to them. I am respecting them - but they're still not doing that to me...."***

You need to be honest with yourself. You are not really listening and respecting them, are you? You are just saying that you are, while waiting for your next chance to put your point of view across and try to change their mind. So what do you do in practice? Here's a simple (if not easy) process for showing your spouse you are willing to give them what they want, laying the foundation for getting what you want.

1) Replace trying to get them to understand you with you trying to understand them.

Listen to what they say and genuinely try to understand.

If you don't understand fully, ask questions. Ask them to explain in more detail.

Thank them for sharing their thoughts with you.

Don't comment or pass judgement (other than ask for more clarification if you need it).

Instead, say: "Thanks for sharing. I want to understand you, and I think I get it. I'd just like some time to think about what you are saying."

Take time to think about what they said. Seek to understand to the point where you could even agree with them.

2) Try what they are suggesting. After all, whatever it is, if it goes wrong, it won't end the world. You can always go back to your way if it doesn't work.

By taking this approach, you might be surprised at what you learn. You will definitely be surprised at how much better your marriage becomes.

And you will get what you really want: their cooperation and respect. All because you were willing to cooperate and respect them.

FUNCTIONAL TRAINING - EXCEEDING REGULAR TRAINING



“The unsurpassed way to turn physically & mentally super-functional”

Many sports enthusiasts and even athletes don't seem to get enough workouts that blend functional movements with high-intensity resistance training. Workouts using dynamic, high-intensity, full-body movements are great for strength and health — provided exercise techniques are correctly executed, and there's no body dysfunctions. The training most of us use in the gym is insufficient to repair the decades of neglect we've shoved into our bodies.

What Is Functional Training?

Functional fitness emerged from the rehabilitation of soldiers who returned from World War I with injuries that affected basic daily functions like walking, bending, sitting, and standing. Their physical therapy emphasised core strength and mobility, essential for virtually all movement.

Functional training helps you build strength, power, and mobility that translates beyond the gym because it focuses on compound movements that work out more than one muscle group simultaneously. Think of it as “real world” fitness. In recent years, fitness ideology renewed its focus on function, concentrating on compound (multi-joint) movements instead of isolation (single-muscle group) exercises. As a result, the equipment has expanded from more traditional tools like medicine balls, barbells, and

dumbbells to include relatively recent innovations like slosh pipes, battle ropes, sandbags, kettlebells, and suspension trainers.

What to expect from functional training?

Functional training focuses on movements, not muscles. Often, strength training workouts train individual muscle groups, such as biceps, pecs, quadriceps, or hamstrings. Human movement doesn't recruit one muscle group at a time since our bodies are designed to have a much more complex and wider range of motions. Functional training focuses instead on movement patterns like pushing, pulling, carrying, stepping, walking, crawling, jumping, and squatting. In other words, functional training expands and improves movement quality.

Strength training programs often emphasise a single plane of motion: the sagittal, which involves forward and backward movements and encompasses most classic exercises like the squat, biceps curl, and running. However, everyday movement occurs in three planes of motion: sagittal, frontal (side-to-side), and transverse (rotational). An effective functional training program typically favours free weights over machines, incorporates instability work, and focuses on working muscles through full ranges of motion (no “half rep” curls or presses). But there's more to functional training than simply incorporating more compound movements...



How Can It Benefit You?

Improved core strength

Functional fitness workouts train your body as a unit, so you simply can not engage your core. For example, if you try to do a squat to press without using your core, you'll lift less and risk injury. Engaging your core during every exercise helps with all movement.

Better stability

When you hear the words "balance training," you may think of exercises done on a balance board or half ball. However, those mainly improve stability on unstable surfaces. That can be helpful if you're a surfer, slackliner, or sailboat racer. But if you're looking to enhance real-world balance and stability, you'll be better served by keeping at least one foot on solid ground and doing unilateral movement. Single-leg squats, lunges, and single-arm pushing and pulling enhance stability and the body's ability to move fluidly. Without stability, the joint, surrounding musculature, and/or the joints above or below can become injured, or movement compensations may develop.

Boosts calorie burn

The more muscles you work at once, the greater your caloric expenditure. And since you do compound movements in functional fitness workouts, expect to burn more calories than doing a routine of biceps and leg curls on a machine.

Enhances movement

"Functional training can improve our mobility, overall strength, and endurance when programmed and executed correctly." "By including movements like squat, lunge, push, pull, and rotate into exercise plans — and programming these movement patterns through different planes of motion — the exerciser will enhance their overall ability to function and perform in both sport and life."

Reduces risk of injury

Core strength and stability aren't the only ways functional fitness makes you less susceptible to injuries. "By strengthening the body's ability to work as a unit, the transfer of energy throughout the kinetic chain is more efficient, therefore reducing the risk of injury or movement compensations."



Functional training doesn't come without risks, and here are some common Exercises and Injuries.

Joint and muscle dysfunctions can elevate the risk of pain and injury from high-intensity exercises. Here I'll explain how to identify musculoskeletal problems and a few ways to fix them.

Think about some of the most popular high-intensity movements:

***Squats, cleans, and rowing
Split-stance exercises (running, lunging)
Pressing and pulling (pushups, pull-ups, handstands,
and muscle-ups).***

Experts understand the musculoskeletal benefits of combining functional motions with intense exercise like gymnastics, weightlifting, running, or rowing. Still, we cannot ignore the risk of pain or

injury from these workouts if movement and muscle imbalances keep the body from functioning optimally.

All these exercises have one thing in common: They require peak functioning of the lumbopelvic hip girdle (legs, hips, pelvis, lower back) and thoracic spine/shoulder girdle. These upper and lower girdles stabilise and mobilize loads to allow extreme ranges of motion, transfer stress throughout the musculoskeletal system, and generate tremendous power.

However, they're also prone to imbalances such as anterior pelvic tilt, excessive lumbar lordosis, excessive thoracic kyphosis, protracted and elevated shoulder blades, and internally rotated arms. Thus, it's no surprise that inflicting high-intensity, full-body exercise on dysfunctional lower back and shoulder regions often leads to injuries such as sacroiliac joint dysfunction, labral tears, disk degeneration, shoulder impingement, and glenohumeral joint inflammation/arthritis.

Addressing and Correcting Musculoskeletal Imbalances

Helping individuals deal with musculoskeletal imbalances of the lumbopelvic hip girdle and thoracic spine/shoulder girdle comes down to two processes:

Starting a dedicated program of corrective exercises
Integrating specific movement techniques into exercises programs to improve muscle function and decrease injury risk

Dedicated Corrective Exercises

Suppose an assessment finds that an individual has pain, injury, and obvious dysfunction. In that case, one of my options is to create a dedicated program of regular corrective exercise to prevent high-intensity exercise from exacerbating musculoskeletal problems.

Corrective exercises should start with the self-myofascial release of all major muscles in the lumbopelvic hip girdle, thoracic spine, and shoulder girdle: glutes, hip rotators, adductors, abductors, hamstrings, quadriceps, rhomboids, trapezius, latissimus dorsi, pectorals, rotator cuff group, spinal erectors, hip flexors, and abdominals. The goal is to improve circulation,

decrease adhesions, loosen scar tissue, eliminate excessive tension, and release endorphins to help break the pain cycle.

The next step is to introduce stretching exercises, progressing from isolated strategies to integrated movements that mimic common exercises, such as hanging from a chin-up bar, sitting into a squat position grasping the handles of suspension-exercise equipment, or the upright of a squat rack to help lower the body correctly, or doing a split kneeling hip-flexor/lunge stretch. Once these strategies have been performed regularly and successfully, we can integrate more dynamic movements into the individual's program.

To address muscle or movement limitations and decrease injury risk, adjust exercises in various ways to ensure long-term musculoskeletal health.

Integrative Strategies

Any ongoing program should include self-myofascial release and stretching exercises in the warmup and cool-down. Common exercises can also be tweaked to address underlying musculoskeletal imbalances and enhance muscle function. For example, using externally rotated (or neutral) grip and hand positions during activities will help address excessive internal arm rotation.

Other examples:

Use pushup bars and externally rotate the arms by 45 degrees when performing pushups.

Use rings rather than a chin-up bar to perform muscle-ups.

Use dumbbells with deadlifts.

Externally rotating the arms during these movements helps retract the shoulder blades, depress the scapulae, and extend the thoracic spine—improving muscle function of the entire area.

The key to designing (and redesigning) high-intensity movements that reduce injury risk is to understand how muscles function during real life when gravity and ground reaction forces are present; to appreciate the biomechanics of musculoskeletal function during movement; and to adjust exercises or body positions, when needed, to improve muscle utility and encourage better body mechanics.

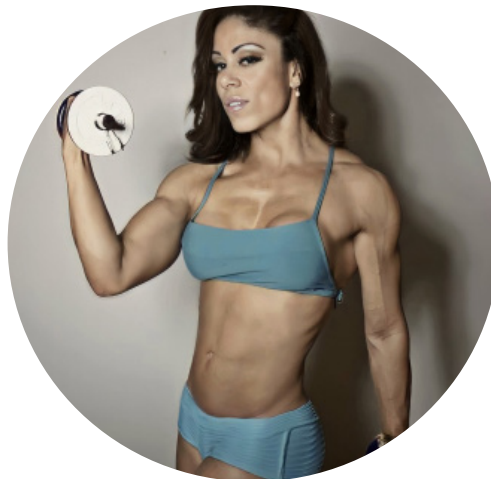
It's All About Gain, Not Pain

Understanding how to assess and correct musculoskeletal imbalances will improve an individual's muscle function and elevate their enjoyment of dynamic, full-body, high-intensity exercises. Moreover, enhancing overall movement capabilities will ensure that most individuals can succeed with any dynamic activity without injury and (apart from a little muscle soreness) free from pain.

Results may vary depending on starting point, goals, and effort. Exercise and a proper diet are necessary to achieve and maintain weight loss and muscle definition. Consult your physician and follow the safety instructions before beginning any exercise program or using any supplement or meal replacement product, especially if you have any unique medical conditions or needs.

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www.marizahofer.com



Constructs of Racism

According to an article published in 2020 by the Guardian, 7 out of 10 young black people in the UK (United Kingdom) have felt under pressure to change their hair to appear more professional in school or at work, according to a new survey.

Research by YMCA found that black children felt they had to change to be accepted in society, prompting warnings that fixed school and workplace policies could result in a “cancel culture.”

YMCA Poll found that 70% of children feel pressure over wearing their natural afro hairstyles. Furthermore, 95% hear racist language, and half say. Racism is the most significant barrier to their success. The UNCRC Article 2 NON-DISCRIMINATION applies to every child regardless of their ethnicity, gender, religion, language, abilities, family background, and whatever they think or say But this is not the case for people from BAME groups as research suggests discrimination is very much alive.

Student Adele Tondou, a 19-year-old woman, is in her second year at university. She is a member of the YMCA's BAME youth advisory group, which led the research. She said: “The way most black children are brought up is like this, as soon as you get into school, you are taught to work twice as hard to succeed. In addition to this, Seven out of 10 young black people in the UK have felt pressured to change their hair to appear more professional in school or at work, according to a new survey. When asked about racism in education, more than nine out of 10 (95%) said they had seen racist language at school, and almost half (49%) said they believed racism was the biggest barrier to academic attainment. (78%) reported experiencing the use of racist language, and more than (54%) believed bias or prejudice during the recruitment stages, including name bias, was the main barrier to employment. Moreover, Pupils shared their negative experiences of teachers making statements about their black afro-textured hair as ‘untidy’ and ‘needs to be brushed’; in addition, these young black men said that the policies in school surrounding our appearance is racist by not being inclusive of young black people,” the report says.

Pupils that attended the focus groups also felt they had been labelled as “unintelligent” and “aggressive” at school, resulting in higher exclusion rates. Reports suggest that black Caribbean pupils are around three times more likely to be permanently excluded than white British pupils.

According to Article 31 of the UNCRC, a child has the right to relax and participate in various cultural and artistic activities. The Equality Act 2010 also protects those from discrimination against race, gender, and culture. So why are ethnic minority groups still facing this issue after decades of campaigns and legislation that set out to protect the rights of the disadvantaged within our society?

In October 2021, an article published by an independent newspaper said that youth offending services are letting down young black boys in the UK. The chief inspector of probation said that there was a disproportionate number of young black boys with complex needs within the youth justice system that have been failed immensely by the system. Data found that 60 percent of those convicted of an offense were also excluded from school. However, in 2021 new data on lone parents from the UK Office of national statistics showed that “Lone parent families have become more common since the 1970s.

This has resulted from increased divorce rates and an increase in never-married lone mothers.” Within the UK, there is an enormous number of lone parents among ethnic minority groups. The least stable being Black Caribbean families. 63% of children live in lone-parent households compared to just 6% among Indian families who are the most durable. There is evidence to suggest that children that come from a single-parent household are more likely to suffer from ACEs. This can then develop into a behaviour disorder and emotional attachment issues. The stigmatisation of lone parents results in single parents’ marginalisation and social exclusion. Instead of looking the other way, we need to dig deeper to help understand the deeper rooted issues that cause the breakdown in the family unit. According to (Bowlby,1953), the effects of a child’s upbringing can lead to emotional, intellectual, social, and behavioral disorders. This can have detrimental impacts on a child’s development.

Freire’s pedagogy recognizes that “In order to change people’s subjectivities, we must change their social reality” Developing one’s environment cannot wholly change people’s social experience. However, it can supply an opportunity where people experience being heard, valued, and feeling part of a group where change is possible. When working with young people, we may work with people who have or may still experience adversities such as poverty and a lack of education. Intersectionality plays a significant role in the power construct within society. It is a way of understanding

social relations by investigating intersecting forms of discrimination. One example of intersectionality would be the importance of understanding and acknowledging how the experiences of black women are different from black men and white women. Black women experience both gender and racial discrimination. However, the theory goes beyond race, as diverse groups of people from



different social and cultural backgrounds can also be affected by the social categorisations that overlap with each other. For example, a child from an ethnic background with a disability lives in poverty. This could lead to the child being discriminated against due to age, ethnicity, and disability. Another would be a woman from Sudan who cannot speak English; she may suffer from racial, gender, cultural, and class discrimination. As a society, we ALL have a part to play in how it is constructed.

Some will argue that social media has played a key role in negatively affecting the younger generation. According to research, 81% of teenagers use social media. This puts a large population at risk of feeling anxiously depressed or even physically ill. Postman (1994) argues that the innovation of technology and media combined is causing the compulsion of childhood. He also argues that the future of childhood is problematic and depressing for many. Furthermore, he sees childhood as a social artifact rather than a biological category, arguing that our genes have given no explicit instruction of who is and who is not a child. In addition, he adds that the people of America have fewer children and spend less quality time at home nurturing them.

This may be the result of the change in communication within the environment, the women's liberation movement, and society's increased affluence. The media has had an enormous impact on the constructs of today's society and has been a significant enabler for what Postman believes to be a disappearing childhood. He considers children to have more rights, so the gap between children and adults is smaller. However, Darbyshire (2019) argues that children are far from disappearing. He believes that concept is an overreaction to the issues children face today. In addition to this, he suggests that the health and well-being of

children can be supported through local initiatives with the help of parents and adults. Also, he believes it will have an enormous impact on enriching the lives of younger people. According to The Good Childhood Report 2017, Children's happiness is at its lowest since 2010, and crime is the most widespread problem affecting children.

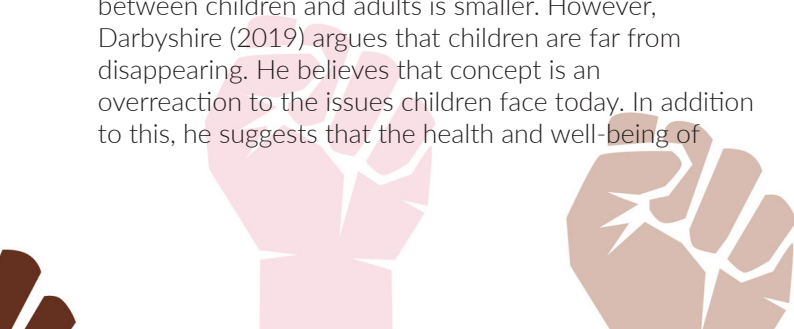
In 2020 Another article from the Guardian reported increasing pressure on the government to make black history a part of the national curriculum. Not just for black history month. The school's minister, Nick Gibb, told a parliamentary debate recently that he was not in favour because teachers needed the freedom to "teach lessons that are right for their pupils." ("Students need to know the harrowing truth': teachers on black history ...") According to the head of the history teacher Funmilola Stewart, she was never taught anything about her history. She believes someone decided that "she did not need to know, and it was ok not to." Studying the British Empire is compulsory in the UK, but learning about black history is not.

How can we fully understand our world without studying the slave trade and the civil rights movement? Students need to be exposed to the harrowing truth. In my opinion and the opinion of many, it is not enough to teach black history as just being about slavery. Why does the curriculum solely focus on Henry VIII and his six wives? We should explore the fact that some black people survived and thrived in Tudor society. But the



curriculum still reinforces the idea that black people were late coming to the UK and positioned outside it. The Black Tudors: The Untold Story disproves the notion that slavery was the beginning of Africans' presence within the UK. Exploitation and discrimination were not our only experiences when we came here. The book comprises ten true-life stories that tell you about the lives of those who did not suffer from discrimination or oppression.

We should also be instructing the children about all the positive aspects of black history, including the fascinating and lucrative African kingdoms, to the skilled black individuals who helped build nations in early civilization and contributed to early modern British society. We must educate our students to understand that



black history did not begin with slavery; we were highly skilled workers that built and sustained nations whose existence and relevance did not depend on the influence of white Europeans.

These “unquestioned truths” enable labelling individuals and groups within society. The labels those in power give us can influence the labels we give ourselves and others, which can negatively and positively impact an individual and their environment. How we feel about ourselves can often be projected onto others, and from my observations and perspective, it is also a significant enabler for the stereotype within society.

Funmilola Stewart said she felt uncomfortable learning about black history as an adult and knowing I was not taught it at school because someone decided that I did not need to know about it. As educators, we are responsible for ensuring that the history we teach is as relevant as possible to our students. Thompson (2011) argues that power in one form is the ability to achieve one's goal. People or groups with power can often use their position to exploit the most disadvantaged in society. The dominance of one group over another can lead to discrimination and oppression. This is precisely what we see today in the UK.

However, there is enough emphasis on Racism in all forms, and we need to teach more about tolerance and resilience. Throughout history, at least one group of people has been excluded, suffered extreme discrimination, and oppressed and poorly treated. If we teach that, students can make that comparison with what is going on today. Hardy (2001) argued that the privileged and those that hold power must come to terms with the existence of inequality to appreciate the differences within a given society. Furthermore, acknowledging those of a disadvantaged background and the oppression they suffer due to their disadvantages will enable the healing of the relationships between the privileged and the subjugated. The privileged must stop disregarding the effects of their actions and behaviours.

Moreover, those from a disadvantaged background have been conditioned to protect the feelings of the privileged resulting in them compromising themselves due to the uncomfortableness of the privileged. In 2017 The Guardian published an article that revealed the most powerful men were white middle-class C of E married males. This is evidence that white privilege is still a major concern in today's society. This suggests that there is a lack of representation amongst disadvantaged groups. Moreover, an article from The Guardian reported that only 3% of Britain's most powerful and influential people are from Black and ethnic minority groups (Politics, Economics, education, law). According to Foucault (1977), Socially sanctioned “truths” allow ways of acting, knowing, and thinking. This has a major influence on how we come to know, perceive, and behave. Consequently, such ways

then become the “common sense,” “questioned rules,” and “taken-for-granted truths” that rule over a given society.

Social constructs are the driving force behind the discrimination and oppression within a given society that is culturally bound. I am a massive fan of reflection and think it is imperative as professionals and individuals to reflect on our actions and behaviours that affect others. It is necessary to sit back on our actions from the past, present, and future. This allows us to understand who we are and who we should become clearer. Gibbs (1988) is a useful reflective tool used by professionals working with diverse communities. I believe that a person's thoughts and how a man thinks about things are decided by what he believes about them.

As a young black woman, the sky is the limit. I have faced many adversities throughout my life, but I did not let those get in the way. Yes, discrimination does exist, but only if we give power enough power to stop you from becoming who you were destined to be. If we want to live in a more respectable and happier society, we all must appreciate and understand the differences among the

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www.shadesofreality.co.uk
Shardia O'Connor

RETHINKING RECRUITMENT STRATEGIES

EMBRACING CHANGE IN THE WORKPLACE

Recruitment is the backbone of any successful organisation. It ensures a continuous influx of talented individuals who contribute to a company's growth and success. However, traditional recruitment strategies are no longer sufficient in today's rapidly evolving work landscape. Workplace dynamics have changed, and companies need to adapt their recruitment strategies to remain competitive and attract the best talent. In this article, I explore why recruitment strategies need to change in the workplace and highlight key areas that require attention.

1. Evolving Job Market

The job market has undergone a significant transformation in recent years. Technological advancements, automation, and artificial intelligence have shifted the skills and qualifications required for various roles. Traditional recruitment methods that rely solely on standard qualifications and experience are no longer adequate. Ideally, employers should embrace a more dynamic approach that considers candidates with diverse backgrounds, adaptable skill sets, and growth potential.

2. Changing Candidate Expectations

As millennials and Generation Z make up an increasing percentage of the workforce, their expectations and values have profoundly impacted recruitment. Candidates now prioritise meaningful work, work-life balance, and opportunities for professional development. A rigid recruitment process that fails to highlight these aspects may lead to the loss of top talent. Organisations need to reevaluate their recruitment strategies to align with the changing expectations of candidates and promote their unique employer brand.

3. Embracing Diversity and Inclusion

Diversity and inclusion are not just buzzwords but essential elements of a thriving workplace. Companies that prioritise diversity and inclusion in their recruitment strategies benefit from a broader range of perspectives, increased innovation, and improved employee engagement. Traditional recruitment methods often perpetuate biases and limit diversity. Organisations should implement strategies that proactively attract and retain talent from diverse backgrounds to foster an inclusive culture, ensuring equal opportunities for all.



4. Utilising Technology for Efficiency

Technology has revolutionised every aspect of our lives, and recruitment is no exception. Traditional recruitment processes can be time-consuming, inefficient, and costly. Organisations can harness the power of technology through applicant tracking systems, artificial intelligence, and data analytics to streamline the recruitment process, identify top candidates, and improve decision-making. Embracing technology saves time and resources and enables companies to make data-driven hiring decisions.

5. Employer Branding and Candidate Experience

In a competitive job market, the perception of an employer brand can make or break the recruitment process. Candidates now have access to an abundance of information about potential employers through online platforms and social media. Therefore, organisations must prioritise employer branding initiatives that showcase their values, company culture, and employee experiences. Additionally, creating a positive and personalised candidate experience throughout the recruitment journey can significantly impact a candidate's perception of the organisation and increase the likelihood of successful recruitment.

Conclusion

In today's rapidly changing workplace, traditional recruitment strategies are no longer effective in attracting and retaining top talent. Organisations should embrace change and adapt their recruitment strategies to align with the evolving job market, changing candidate expectations, and the need for diversity and inclusion. Leveraging technology, prioritising employer branding, and enhancing the candidate experience are essential components of a modern recruitment strategy. By embracing these changes, organisations can position themselves as employers of choice, attracting exceptional talent and fostering a culture of innovation and success.

Penelope Layzell



penelope@penelopelayzell.com

Pets – Powerful Pillars to Improve Our Mental Health

Focusing on our mental health is more crucial in an increasingly chaotic world than ever. In both the United States and the UK, these numbers are particularly alarming - almost 20% of Americans experience a diagnosable psychiatric condition each year, with over half having at least one diagnosis in their lifetime; meanwhile, 1 in 4 British citizens face mental illness annually but only receive proper medical attention for an eighth of those cases. These figures shed light on just how serious this matter has become!



Beyond seeking professional help, finding comfort in seemingly simple practices is indispensable to nourishing our minds. One such solution lies in the heartwarming presence of pets—our beloved companions that serve as robust protectors of our mental well-being. Dogs and cats, in particular, are among the most cherished members of countless households. As highlighted in my award-winning book *Your Pet, Your Pill®. 101 Inspirational Stories About How Pets Lead You to a Happy, Healthy, and Successful Life*, these loving creatures present

endless opportunities to unveil the power of affection and companionship in improving our mental states. By providing support without judgment, these furry friends effortlessly cater to our emotional needs and trigger a cascade of psychological benefits. But how does this magic of pets work? Let's delve right into this topic. Loneliness and social isolation are becoming increasingly prevalent worldwide, which can cause mental health issues such as anxiety and depression as well as physical problems like cardiovascular disease. Loneliness can increase the risk of early death or suicide attempts due to certain factors. It is important to address this issue and protect vulnerable individuals.

This global problem can be seen even in America - highlighted by Cigna Insurance's 2018 study of over 20,000 people, where almost half reported sometimes or always feeling lonely and one-fifth admitting that they never or rarely feel close to others. In addition, the Covid 19 pandemic lockdown has had a detrimental impact on mental health across the globe, dubbed by experts as a "mental health tsunami."

The bond between humans and their pets has always been considered as unbreakable, but now science can prove it. According to a recent study from Mars Petcare and the Human Animal Bond Research Institute (HABRI), an astounding 89 percent of participants found that having a pet helped them fight off loneliness. 76% reported feeling less isolated thanks to human-animal interactions! Pet owners over 55 revealed that the majority were using a new animal companion as a method to combat mental health issues. In contrast, 87 percent of cat owners reported feeling their cats had positively impacted them emotionally and mentally. Furthermore, three-quarters experienced an easier day-to-day life due to having furry companions around! Our beloved four-legged companions continue proving they can make us happier and improve our mental health - what better way than lifting our spirits by chasing away loneliness and social isolation?

It seems to be very clear that our furry friends can be more than just a source of companionship; they may also help us combat depression. According to the World Health Organization, an estimated 264 million people suffer from this condition globally - but research has found



that pets have been proven effective anti-dotes to depression and in lifting symptoms like anxiety. Even just envisioning owning a dog showed reductions in negative mental states associated with depression compared to those picturing cats. Furthermore, patients with clinical depression exposed to therapy dogs reported improved moods and self-esteem along with the mentioned decreases in their anxiety levels!

More amazingly, pets can even influence our hormonal excretion. This applies to Oxytocin, that magical “love hormone” or “cuddle hormone” that has been shown to produce stronger social bonds and feelings of joy. We can all relate to the “happy hormone” dopamine, and it turns out that our beloved pets are a great way of boosting those levels! Several studies have found evidence suggesting that just seeing or thinking about your pet increases dopamine. Endorphins are the body’s natural painkillers and mood boosters; they activate opioid receptors in the brain. But you don’t have to run a marathon or experience hardship for your hormone levels to rise - just spend time with your pet! Just three to five minutes of stroking or snuggling with a furry friend result in higher levels of those hormones for both humans and their canine companions, and even gazing at pictures of them has been shown to be enough for your brain chemistry to kick into high gear.

Pets are more than just furry friends - they can actually help combat stress and provide peace of mind! Interacting with your pet in any way- whether stroking them or even looking at pictures of them- has been scientifically demonstrated to increase serotonin levels. It is often called the “calm hormone” and is responsible for regulating mood and sleep, both vital for good mental health in people. In addition, pets can lead to lower levels of cortisol, the stress hormone, and they are far more effective in reducing perceived stressful situations than being around family or friends. Isn’t it amazing how something so simple can bring us such joy? Good sleep is essential for our mental health. Pets not only provide companionship but can help us get a better night’s rest as well! A number of studies have found that spending time with animals is beneficial for reducing anxiety and insomnia. Dog owners specifically were more likely to sleep peacefully through the night - avoiding nightmares or other terrifying episodes - rather than those without canine friends. People

who even slept along- experienced lower levels such as cortisol, leading relaxation level while in bed.

side their pets els of stress hormones to an overall improved they slumbered away

In summary, the exceptional bond between humans and pets holds an unparalleled power to bolster our mental wellness and health. Dogs, cats, and other furry companions permeate our lives with love, joy, and security, transforming them into havens of mental and emotional stability and improved hormonal balance. The powerful impact of pets extends beyond the personal level as they work their magic in alleviating feelings of depression, loneliness, and social isolation. They drive us to lead healthier, more active lifestyles by compelling us to take walks or play with them—ultimately encouraging us to go outdoors and interact with the world around us. This fosters connections with fellow pet owners and nourishes our minds, hearts, and souls by refueling our sense of belonging. Embracing these treasured pets is a fantastic investment in our mental health that truly knows no bounds.

Dr. Margit Gabriele Muller is an award-winning Certified Mental Health Coach specializing in Inner Dynamics, Professional Certified Coach by the International Coaching Federation ICF, Master Life Coach, NLP Master, Certified Mindfulness Practitioner, award-winning author, and sought-after speaker.

Award Winning Book. *Your Pet, Your Pill®. 101 Inspirational Stories About How Pets Lead You to a Happy, Healthy and Successful Life* is available on Amazon.



www.coachformentalhealth.com



Harnessing the Power of Dreams

You may have been raised to believe that daydreaming is a waste of time and that you should get your head out of the clouds and back to reality. That is not true. Daydreaming is a good thing! Dreaming is a powerful tool to unlock new ideas and achieve goals you thought were out of reach.

Reality keeps you safely in your comfort zone, doing things you know, understand, and are good at. Reality may tell you that you should be happy with what you have and that wanting more is selfish or greedy. Like a pool of water, your comfort zone will become stagnant unless you agitate it. By choosing to stay in your comfort zone, you may become complacent or bored and perhaps even angry or resentful.

When you choose to dream and allow your mind to escape the cotton wool confines of your comfort zone, anything and everything becomes possible. You can harness the power of dreams to plan your retirement, create your company's strategic plan, write your bucket list, or set incredible personal goals. The options are truly limitless.

The film director James Cameron conceived the blockbuster movies Terminator and Avatar through dreaming. The inventor Nikola Tesla created the electric motor from a design that came to him in a vision. Dr. James Watson won the Nobel Prize for Medicine for his work on the double helix DNA structure, which came to him in a dream. Larry Page imagined Google in a dream where he downloaded the entire internet.

Early civilizations thought that dreams were a bridge between the physical world and the gods. Freud

believed that dreams allow us to process unresolved thoughts. What if they are correct? When you are dreaming, your brain stitches together any number of disparate pieces of information it has gathered over time. Some information is new, some is old, some is factual, and some is fantastic. Gravity, time, financial resources, family commitments, or otherworldly constraints do not bind dreams. In your



dreams, you can enjoy unbridled creativity. The thing is, you probably don't decide what you dream about and aren't very good at remembering what happens in your dreams. This is where intentional daydreaming comes in because you are awake, in control, and able to recall and record the information.

Increasingly dream work is becoming more widely accepted and understood. There are several ways to access a dream state in which you can do your creative thinking. You may have heard of lucid dreaming and astral travel as ways of controlling your dreams. Exploring an altered state through plant medicine or hallucinogenic drugs may be possible depending on the laws where you are. And you can access an altered state using natural tools that you carry with you all the time—your mind and your breath.

Our brain has four states of consciousness which are marked by Alpha, Beta, Theta, and Delta brainwaves.

When awake and relaxed, your brain produces Alpha waves at around 8-13Hz. Beta waves have a frequency of 14-30Hz and are produced when your brain is awake and alert. Deep sleep is marked by Delta waves which have the slowest frequency of 0.5-4Hz. When you are deeply relaxed, in meditation, or during light sleep, your brain produces Theta waves which have a frequency range of 4-7Hz. For you to harness the power of daydreaming to unleash your creativity, you need to get your brain into a Theta state which you can do using this Theta meditation practice.

Find a quiet space where you will not be disturbed. Decide what you would like to dream about and express that intention. Perhaps you wish to perfect your turns on the ski hill and ask to see how to adjust your technique. Maybe you are seeking your soul's purpose. Or you could want to plan a special vacation. Commit to sticking with any topic you dream about throughout the exercise. Make yourself comfortable either seated or lying down. You may find it easier to stay conscious by choosing a seated position. The goal here is to dance



in that space between wakefulness and sleep, and many people find it takes several attempts before they can find the balance. Your hands may be resting in your lap or by your side, or perhaps your left hand is on your heart, and your right hand is on your belly. If you feel comfortable doing so, allow your eyes to close or take a soft, unfocused gaze. Allow your muscles to let go, softening any tension in your body and face.

Gently rest the tip of your tongue against your bottom teeth and bring your attention to your breath. Ideally, you want to breathe through your nose; however, this technique still works by breathing through your mouth if that is more comfortable for you. Adjust your breathing to pause at the top of your inhale without effort or forcing it, and extend the exhale to double your inhale. Your goal is to achieve 4-7-8 breathing. As you inhale, count to four, hold your breath for a count of seven,

exhale for a count of eight, and repeat. You may find holding for seven is too much initially, so try six or five. Similarly, you may not be able to exhale to a count of eight at first but can build up to it with practice.

Once you have found the pace of breathing that is comfortable for you, allow that to be your default pattern and bring your intention forwards. Silently ask yourself the question that you came here to ponder and see where your mind takes you. When you notice your mind wandering to daily chores or distracted by a noise, lovingly bring it back on topic. Avoid allowing yourself to get excited by an idea, and keep your breathing slow with prolonged exhales. When you return to wakefulness, do so gently and slowly, taking a few minutes to note down what you experienced and learned.

As part of your meditation, you may try listening to binaural beats, which are an auditory illusion created by playing two different frequencies. Your brain hears the difference between the two frequencies, so a track for the Theta state might play at frequencies of 210Hz and 215Hz, which your brain will pick up as 5Hz. You can search for tracks online or in your favourite meditation app to find one that resonates with you.

The more you practice, the easier it becomes, and soon you will be able to slip into your dream state easily. Like any exercise, you will get the best results through consistency. Make time every day for a month to do your dream work. Start small and build up to longer sessions. Set an alarm (with a gentle tone, please!) for five minutes on day one, and increase the time each day until you reach the desired duration. You get to decide the perfect length of time for you. Perhaps you spend five minutes at the beginning and end of each day, except on Sunday mornings when you treat yourself to an entire hour of dreaming.

It's time to start harnessing the creative freedom and limitless possibilities that come from thinking without constraints. What will you dream into reality?

By Emma Hull
www.lifeuntethered.com



Are you owning your **Personal Brand**?

The irony about personal branding is that it has a branding problem. For years it has been seen as the remit of influencers and avoided by those who don't want to spend 24/7 glued to their phones. When, in fact, the origins of personal brand couldn't be further away from today's technology.

The concept of personal branding was first introduced by the author Napoleon Hill in the 1937 book 'Think and Grow Rich' which, to date, has sold over 100 million copies. It was not until 1997, however, that personal branding was thrust into the spotlight when Fast Company magazine put Tom Peters' article 'The Brand Called You' on its front cover.



Peters never intended for personal brand to be synonymous with our digital presence. Incredibly, in 1997 only 19% of the US had the internet, and influencers weren't even a 'thing.' Peters saw personal branding as a transcending concept and predicted it would become increasingly important in business. He advocated for business owners to take control of their own brands, saying, 'There is no right way to create the brand called You. Except this; Start today. Or else'. His ideas at the time seemed radical. It turns out that he was onto something.

Whether we like it or not, the availability of information online means that everyone has a personal brand. Still, we should view this as an opportunity to represent our business and ourselves best. Personal branding is bigger than social media. It's your whole reputation. Personal branding intentionally influences public perception of yourself via social media and public channels.

In essence, personal branding is taking control of your reputation. It's not only about being known for something; it can mark you as a trusted expert in your area. This focus on trust is becoming increasingly relevant for business

growth. 90% of Millennials say authenticity is most important when deciding on a brand. 89% of Gen Z will select a brand that is able to authentically show it cares about societal and environmental topics¹. Consumers buy based on what you stand for, not just what you create. A great example of this is the athletic brand GymShark and its founder, Ben Francis. Even if you haven't purchased from GymShark, you're probably aware of Francis.

His story of founding the brand from the small beginnings of his garage in Birmingham to building it into a \$1billion+ global player is well-documented. Francis himself epitomises the values of the brand. He uses social media and public engagements to share the struggles of his journey alongside the highs. He is authentic and unapologetic in his realness. When you look at GymShark's brand values - the first of which is 'Be Human'- it's clear to see how Francis' personal brand elevates and strengthens his company's positioning.

Aside from sales opportunities, personal branding opens up choice. When you create a personal brand, you represent your values and expertise beyond today. This flexibility is a strength. If there is one thing we have learnt from 2020, it's that the climate of our business is never certain. The ability to adapt to new environments, different trends, and shifting economies is becoming increasingly important. A clear personal brand helps you to navigate change and keeps you open to opportunities that may not yet be on the horizon.

6 steps to establish a stand-out Personal Brand

Personal branding offers long-term opportunities for both you and your business. If you want to start or enhance yours, there are 6 core steps to build an authentic, stand-out personal brand:

1) Define your WHY: The strongest personal brands focus on creating impact rather than impressions. Personal brands heavily curated for social media are seen for what they are. Worse still, they can have the opposite effect and create mistrust amongst your audience. When you start with a strong purpose and identify the value you want to share, this creates trust and helps you stay motivated to share your message consistently.

2) Identify your target audience: You don't just want to become known; you want to be known to the right people. It is crucial to understand who you want to appeal to and what their needs are. This will help you create

relevant content and effectively drive word-of-mouth awareness.

3) Focus on your expertise: What is the specific knowledge or area that you want to be known for and why? What are you good at? It's a lot easier to establish your personal brand when you can easily add value. You may have several areas of interest or strands to your business, but it's important to establish one clear area of expertise at the outset. Once people start associating and trusting your expertise in one area, it's easier to build out your presence in other topics.

4) Set your Story: People remember stories 22x better than facts². Start by writing out the story behind your personal brand. Why are you committed to sharing expertise in your area? What is a unique point of view that you feel passionate about sharing? Remember, this does not need to be complicated. The entrepreneur Steven Bartlett talks about how his personal brand was built upon offering transparent advice.



He felt that there was a lot of fakeness in the online space, and he wanted to be simple and honest. At the time, Bartlett's approach was refreshingly different. The most important aspect of your story is that it matters to you. It should be something that you can talk about without notes.

5) Amplify your Authenticity: Personal branding is about how people experience you, so being very intentional about how you build relationships is key. Put energy into building authentic relationships. There will be a snowball effect if you can become known amongst a small, highly engaged group. Your authority will build much more quickly, and you will see the wave of influence from that small group. The most important thing is that your brand has to be real. It should reflect your personality and how you genuinely want to connect. If not, it will be much harder for you to maintain consistency.

6) Create a Visibility Strategy: A personal brand can only be established if you're seen and known. First, think about how and where you can easily add value. Are you a great educator? Do you like connecting in person? Find outlets where you can share value and focus on creating connections and collaborations. Later down the line, there



are multiple platforms to explore, such as PR, podcasts, or speaking. The first step is to hone in on how and with whom you can add value. Learn what works, refine how you position your brand, and then you'll be in a much better place to approach more prominent media and publicity opportunities.

Building a stand-out personal brand takes time. It's built upon the trust of others, and that doesn't happen overnight. It may be tempting to focus on the vanity metrics of social media or want to become known fast, but the personal brands that will stand the test of time start and grow through establishing authenticity. Which, in its very essence, cannot be bought or fabricated.

When approached with intentionality, establishing your personal brand offers big opportunities to drive sales and enhance your prospects for the future.

Steve Forbes, Editor in Chief of Forbes, once said, 'Your brand is the most important investment you can make in your business.' In a world where people increasingly value genuine differences and experiences, Forbes' words continue to be sage advice for the business leaders of tomorrow.

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By Rachel Pearson

www.iamrachelpearson.com
[Instagram@rachelpearson.co](https://www.instagram.com/rachelpearson.co)
www.linkedin.com/in/iamrachelpearson



Rock Your Midlife and Make Your Next Chapter Your Best Chapter

Cancer was not on my vision board. I'm the healthiest person I know and have no family history of cancer. Yet there I was on my son's 21st birthday, hearing the news, "You have breast cancer." Why me? How did this happen? Will I lose my hair? A tsunami of fear flooded my mind as I wondered how the dime-sized tumor would transform me and my life. Little did I know when I was writing, *Rock Your Midlife: 7 Steps to Transform Yourself and Make Your Next Chapter* how I would soon see the lessons unfold.

My 7-step signature system became my Rosetta Stone providing clues to deal with a life-threatening diagnosis that felt undecipherable.

After working with hundreds of clients, I see many, if not most, of us struggle with midlife. We don't always know how to handle the challenges, stressors, and unraveling that are so common during this pivotal time period. Our youth-obsessed culture is clueless.

Google "midlife," and what appears is crisis or "the wrong side of 40". Loss of confidence, low energy, empty nest, caring for aging parents, finding work-life balance, health issues, financial problems, menopause ... there's a ton to deal with. Self-doubt, fear, and low self-esteem make changing your habits and trajectory feel impossible. Simply surviving is hard. Thriving and creating a new you,

is daunting. That's why I wrote *Rock Your Midlife*. I wanted to provide an encouraging roadmap to help you become who you want to be FAST because time is precious, and the world needs you. Follow the steps sequentially or pick one that resonates with you, and I guarantee that you will let go of the old "not____ enough" beliefs and make room for a magnificent next chapter.

Step 1: Know Yourself

Your midlife adventure starts with becoming authentic. Why? When you know yourself, you trust yourself and can say yes from the bottom of your heart and the top of your soul to the life you are creating. Conversely, if you don't know yourself, you may create a life that looks good on the outside but doesn't make you happy because it's not in alignment with your soul and true self.

Don't worry if you have no idea how to do it. Begin by discovering your strengths (yes, you've got those), weaknesses (yes, you have those, too; we all do), passions, desires, and dreams.

Start today, not in an imagined future when you like yourself more, lose weight, change jobs or partners, get out of debt, or... Getting to know yourself is fun; after all, you're unique and interesting. Spend time with yourself.

Ask deep, meaningful questions like What lights me up? What accomplishments am I proudest of? As a kid, who did I want to be when I grew up? (My book contains dozens of journaling prompts to support you.)



Stay curious. Keep asking: Who am I? Own the truth of who you are. You are free; you are powerful; you are good; you have value. You are the authority—master, leader, author—of your life.

Step 2: Love Yourself

Figuring out who you are naturally leads to deepening your relationship with yourself, which is the most important relationship you will ever have. Partners, parents, children, and friends will come and go, but you'll spend, on average, about thirty thousand days with yourself.

Unfortunately, we're often nicer to others than ourselves. However, you can flip the script and learn to treat yourself like a good friend by practicing self-compassion, the "how-to" of self-love. Self-love isn't just about getting massages and mani-pedis and lighting lavender candles. Being kind to yourself, especially when you are suffering, is how you deeply love yourself.

And love is free and abundant. Regardless of your relationship status, you can be in love 24/7—madly, passionately in love with yourself. You don't need the perfect partner to feel loved, nourished, and whole. The only person who can fill your inner void is you.

Step 3: Energize Yourself

Riding the waves of menopause and midlife can leave you dizzy and exhausted. There's so much to do and so many people to care for. Your plate can overflow, especially if you've forgotten how to say no to others and yes to yourself.

What's exciting is that you can change daily habits and behaviors to feel more energized. Start by working on five areas: body, mind, heart, spirit, and relationships. To determine which to prioritize take my Raise Your Vibe Quiz (raiseyourvibequiz.com). As you get energized, remember two things. Change from a place of self-love, not self-loathing. This is key because when you work on yourself from a place of self-loathing, focusing on changing what you don't want rather than moving towards what you do, you drag what's wrong with you into your future reality, and that's what shows up. Second, be patient. Making lasting energetic shifts takes time.

Start where you are. Examine your lifestyle, and ask: what changes would feel expansive, not punitive? Moving more and sitting less? Prioritizing sleep? Scheduling self-care? Eating more produce and less junk? Starting a meditation, breathwork, or yoga practice? Then set SMART (specific, measurable, achievable, realistic, and time-related) goals. If you're not happy with your energy level, take action.

Step 4: Reprogram Your Brain

Due to neuroplasticity, you can literally change brain structure and chemistry. The key is balancing four neurotransmitters -- serotonin (responsible for feeling calm, optimistic, and confident), dopamine (responsible for keeping you motivated and energized), and cortisol (responsible for revving you up when necessary), oxytocin (the love hormone).

There are strategies to boost brain health and improve mood, memory, and concentration.

Here are five

- 1) Unplug.** *To improve focus and concentration, reduce social media and electronics use, especially prior to bedtime.*
- 2) Enjoy brain-boosting activities** *like reading, listening to music, or doing puzzles.*
- 3) Exercise.** *It enhances memory, increases brain volume, and decreases how age-related brain changes impact cognition.*
- 4) Be mindful.** *You'll improve memory and reduce mind-wandering.*
- 5) Declutter mentally** *to reduce stress and overwhelm and enhance focus.*

Step 5: Empower Yourself

The Oxford Dictionary defines empowerment as “authority or power given to someone to do something” and “the process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”

Like all the steps, empowerment is a process. To grow stronger within your stress and nourish empowerment muscles by facing your fears and doing what’s challenging. As a result, you feel more confident and in control. You stop being a victim and become a heroine.

It’s an inside-out process that entails believing in yourself and developing an empowered mindset and vibe, especially when life is challenging. To quote Nietzsche or Kelly Clarkson, “What doesn’t kill you makes you stronger.”

Step 6: Rehab Your Relationships

Warning: When you transform, certain relationships won’t fit neatly into your new jigsaw puzzle of life. As you show up authentically, love yourself, and bust out focused, energized, and empowered, not everyone will like the new you. Congratulations—your new Me is emerging! Now you want to be that new me, but what about all those other relationships in which you were a “we”? How do you make the transition?

First, revisit Step 2: the most important relationship in your life is your relationship with yourself. Then follow my three-part Relationship Rehab Process:

- 1) Let your Good Girl—the people pleaser who puts others before herself, wants everyone to like her, and avoids conflict at all costs—go;**
- 2) Set healthy boundaries, and**
- 3) Communicate powerfully so you use rather than lose your voice.**

While not easy, the process will help you balance your relationships so giving and receiving are equitable and your relationships are energizing and fulfilling rather than draining.

Step 7: Enlighten yourself

While this is my favorite step, it isn’t simple or easy. I know it’s taken me decades to emerge from the spiritual closet. I now agree with the French philosopher and Jesuit priest Pierre Teilhard de Chardin, who said, “We are not human beings having a spiritual experience; we are spiritual beings having a human experience.” Let that statement infuse your self-concept. Wherever you’re in your relationship

with God or Spirit. You don’t have to strive or be perfect to be spiritual! You are already a spiritual being. You can experience the Divine at any time. Simply sink into silence, feel into your heart, and you will radiate joy and connect with the piece and peace of God that is inside you.

An 8th Step: Get Unstuck

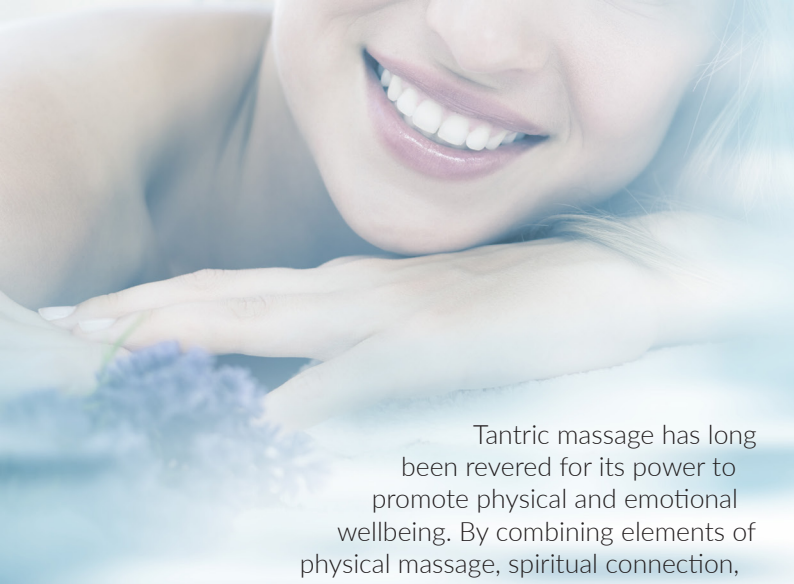
I’ve discovered that there’s also an eighth step: Get unstuck. You can get unstuck by choosing one step to work on. Don’t wait. There never is a “right” or “perfect” moment to start.

Something interesting and infinitely wonderful can happen in midlife. Knowing there is no knight in shining armor and nothing to save you, you save yourself. You mend your own life now because you’re running out of time.



Dr Ellen Albertson
www.themidlifewhisperer.com





Experience the Power of Touch: Exploring the Health Benefits of Tantric Massage

Tantric massage has long been revered for its power to promote physical and emotional wellbeing. By combining elements of physical massage, spiritual connection, and ancient healing techniques, tantric massage offers a range of health benefits that can be experienced both during and after a session.

The Origins of Tantric Massage

Tantric massage has its roots in ancient Hinduism and Buddhism, where it was believed to be a path to spiritual enlightenment and an important part of the tantric ritual. The practice spread throughout Southeast Asia and eventually made its way to the West, where it has gained popularity as a way to achieve physical, mental, and emotional wellness.

In tantric philosophy, the body is seen as a sacred vessel for energy, and massage is used as a way to awaken and channel that energy. This is done through the use of touch, breath, and movement, which together create a sense of deep relaxation and connection between the recipient and the giver.

Today, it is widely regarded as a holistic therapy that can profoundly impact a person's overall health and wellbeing.

How Tantric Massage Works

Tantric massage is a form of sensual massage that focuses on increasing body awareness and promoting a deep sense of relaxation and wellbeing. Unlike traditional massage techniques that primarily focus on the physical body, tantric massage integrates the body, mind, and spirit.

During a tantric massage session, the practitioner uses a variety of strokes, pressure, and touch techniques to awaken the body's energy centres or chakras. The massage is typically done in a dimly lit room, with soothing music playing in the background to create a calm and tranquil environment.

One of the key elements of tantric massage is the focus on breathing. Both the practitioner and the receiver are encouraged to take deep, slow breaths throughout the massage. This helps to promote relaxation and mindfulness, allowing the receiver to become more aware of their body's sensations and sensations of pleasure.

Tantric massage also involves the use of oils to enhance the sense of touch and relaxation. The practitioner uses long, sweeping strokes to stimulate the nerve endings in the skin, promoting relaxation and reducing stress levels.

Combining breathing techniques, soothing music, oil, and sensual touch makes tantric massage a deeply healing and rejuvenating experience for the body and mind.

The Benefits of Tantric Massage

There are many health benefits associated with tantric massage that are physical, emotional, and psychological in nature. Here are just a few of the benefits that you may experience from a tantric massage:

Reduced stress and anxiety: A tantric massage's slow, gentle touch can help relax the mind and body, lessening stress and anxiety. This can lead to improved mental health and an increased sense of wellbeing.

Improved circulation: The movements and pressure of tantric massage can help to improve blood flow throughout the body. This can result in better oxygenation of the tissues and organs, and may even help reduce cardiovascular disease risk.

Enhanced intimacy and connection: Tantric massage is a deeply intimate practice that can help to improve the connection between partners. It can help to increase trust, communication, and emotional bonding.

Improved sexual function: Tantric massage can help to enhance sexual function and pleasure. By helping to relax the body and mind, it can lead to increased sensitivity and arousal, as well as improved stamina and control.

Emotional healing: Many people find that tantric massage can help them to process and release difficult emotions. It can be a safe and nurturing space to explore feelings of grief, anger, or other emotional pain.

Overall, tantric massage can be a powerful tool for improving physical, emotional, and psychological health. Whether you're seeking a deeper connection with your partner, reducing stress and anxiety, or simply seeking a pleasurable and healing experience, tantric massage may be a great option.

Lorraine Crookes

www.orgasmiclife.me



MINDFUL MOMENTS

CREATE A BETTER MINDSET TO REFRAME YOUR LIFE

How many times have you heard about mindset being key? Lots right?! The thing is - it's true and right on all levels for **EVERYTHING** in life.

Mindset is paramount; it affects your being, peace, and soul. And what I mean by that is - think about when you're in a traffic jam, at a red light in your car, late for something, searching for a car park space. How about when an unsuspecting bill comes through the door, you read something on social media, someone says something to you, or something shows up for you in the world.

What are you thinking and feeling in all cases, and how do you react? Be honest with yourself. So, now I want to make it even more personal for you.....

YOUR DREAMS / GOALS

- *they're important to you*
- *you can't think about achieving anything else*
- *you desire them more than anything*
- *they make you smile*
- *they make you excited*
- *you light up whenever you talk about them*

Dive deep and think about your feelings when they're in your mind's eye. Are you smiling? Excited? Happy? And that's how it should be, but...As you go through your life, work, relationships, business, and much more - things get you side-tracked and feeling not-so-good! People and situations can distract you and make you second-guess too. It's **YOUR** job **NOT** to allow anyone or anything to get you off-course for anything.

Reframing is very important, and so actually doing the vulnerability work of going back to the source and route of the issue of what's showing up for you in order for you to honestly work through it, to heal from it all, understand and acknowledge it so that you move forward positively, by reframing what was and knowing what is - is a powerful technique that you can use whenever you are triggered by something or someone - when you are feeling down, or second-guessing.

Whatever you are dealing with at any given moment can be looked at differently and turned around. The past is not true right now, in this present moment - it's a story from way back when that you may keep replaying in your mind that it's still happening and it's true now - when truthfully it isn't.

You must give yourself permission to "go there" and be brave and vulnerable simultaneously (seek professional help if needed). To reframe and change your belief patterns and clear the old stories and blocks holding you back, it really does help to go back to truth and soul and don't give the key to your brain to anyone. Protect your energy and what you're building, too but do the work required.

You could have all the riches in the world, cars, houses, company, money, investments, etc.; on the outside, it seems like you have everything. But.....On the inside, you may feel broken, sad, upset, and you haven't healed from years of trials and tribulations. The thing is.... Mindset will set you free, and it affects everything. I live and breathe mindset

every millisecond of every day. Yes, it's my work of being a Mindset Mastery Mentor, and I walk the talk as I embody everything that mindset relates to. I heal what needs to be healed, and I'm gentle with myself on significant days. I ask questions, take time to reflect, work things out, and have the touchpoint of "How am I feeling right now? Is it helping me, adding to my life, or subtracting, and is it aligned with how I want to feel and where I want to be?"

You can ask yourself those questions and see what shows up for you. Mindset is different for everyone, but there are three relationships you have in your life that you can't put down or give to anyone, so working to empower yourself with them is crucial. They are:

Yourself - Money- Food

All of which require MINDSET.

Working on having a high-level mindset and being on the vibration of it is key. Embody the way of life you desire and, most of all - focus on being truly happy on the inside, which means being at peace, healing from the past, and releasing and letting go of things that don't empower or inspire you. Reframe your life today!



Finding your way back

Detachment

Every life has always been unconditionally and infinitely formatted to its unique form. This is happening equally to every individual in our perceivable existence named reality. According to my own point of view, and I believe as to opinions of many others, the great visibility in the presence of never-ending and continually evolving transformation of our lives can always be found over time.

This process can be perceived as if we would be given our own expanding horizontal time-line through which we are allowed to move constantly. Our moves will, however, not be happening only in one form as we all are way more than that. Imagine this time-line having several sub-floors and the various upper levels and us, moving through it in multiple forms as if we would be experimenting through our life's journey while browsing through them with the lift among the various stages. As our life's path isn't straight, there would be certain twists, turns, and forks on our journey. During being on one of the floors and spending the time allowed to us, via challenges, experiences, risks, learnings, growth, and so much more, we experience the current form of a reality that we had consciously imagined and decided to live.

Once life's permit of being on this particular grade ends, we may find ourselves in a place so-called "in-between." This is a place connecting what was, what is, and what is about to be, often interpreted by our mind as a gap or a break. What might be displayed in our mind via restoring process of our conscious and subconscious mind, our heart, and our soul during this period are all of the pictures of the situations, moments, memories, feelings, achievements, losses, or hurts collected along the journey via this imaginary, yet so realistic time-line.

Before providing ourselves the approval to move to the next stage, we may consider our individual evaluation of all that was up until now. Depending on our ever-given values and related significance to certain priorities, we are, as of now, able to evaluate everything.

During this process, our present being with an idea given by our future self can be advising to go layers deeper in this unique assessment. Once we start examining the details of the

situations in our mind that we were once in, we may find a way of honouring ourselves by being equally grateful for our lessons & blessings as well as for all past versions of us without which we wouldn't be where we are by now. We may be equally thankful for everything that was and all that we went through.

After this evaluation of the positive or negative situations via our mind is finalized, we may reconnect to our soul and heart to find out what was our most joyful, happy, or valuable moments and what positive feelings are prevailing with them as well as to identify the feelings of hurts, the pains, the fears, we don't intend to keep anymore. These are the ones with which we would need to stay for a while longer and invite our partner, the - Detachment, along our journey to serve us.

How frequently do we find ourselves attached to negative aspects from the past? Our mind remembers these moments equally well as everything that has ever been said to us, whether actual or untrue. Our heart reflects the feelings we connected with it, and our soul remains all we have taken personally to us.

We can view detachment as a procedure that would help us to remove all of these parts that we perceive as unwanted or not helpful for us while presenting this all collected along our path, which is, however, not supporting our near or future journey. Detachment can do this for us while acting as a saver of our needed wins, equally working on removing our self-wasted moments, feelings, and emotions in unwanted fights.

By the act of detaching us from everything not serving our newly refreshed identity, we may feel reconnected to ourselves and detached from the old patterns we once lived in, finding better ways for us and our reality.

At the same time that we are in the progress of being re-healed from our past, we indeed start to feel ready for our upper levels waiting for the thrive of the best versions of our lives, yet to come!

By Simona Petkova
Mindset & Life Coach

levellifecoach@protonmail.com
[instagram:@levellifecoach](https://www.instagram.com/levellifecoach)



We Can Age And Still Be Youthful!

Young, middle-aged, old... Why can't we appreciate what everyone brings to the table?

It can be incredibly debilitating for those over fifty to appreciate their worth in a society that constantly upholds the power of being young. The fact is, we can age and still be youthful!

For as long as I can remember, the media and beauty industry has focused on elevating the 'anti-ageing' story, waging war on the natural aging process as if it were an infectious disease requiring a cure.

At all costs, we must aim to be wrinkle-free, grey-free (unless you're male because you get to be a silver fox), a particular body size and shape reminiscent of our twenties and do everything in our power to look younger... whatever that means!

The question that springs to mind is why can't we focus on ageing youthfully? Why do we need to fight against a natural process when we can embrace lifestyle choices that help us age in a healthy, vibrant way? Good health is the key driver to how we experience ageing, and good health keeps us youthful.

Sadly, the anti-ageing message prefers to elevate the fear of growing old and encourage people to make life-changing decisions that are not necessarily healthy, simply aesthetically pleasing, or age-defying. It's camouflage at best because ageing still occurs inside the body if the lifestyle is not being addressed.

And why should the over-fifty population, women, in particular, feel ashamed of ageing? Our demographic has so much richness to offer in terms of experience, knowledge, and skills, and when we get to utilise them, they help keep us youthful, vital & energetic.

Pro-ageing is a more supportive term with a different lens. It sees ageing as a gift, a celebration of longevity. Unlike anti-ageing, it doesn't scream, 'You are old and past it,' The language of pro-ageing reminds us of the potential we have to live a vibrant long life that focuses on the things that truly matter.

It's time to release the worn-out scripts and dialogues that would have us purchase every anti-ageing product and service known to humankind, a global market estimated to be worth 62.6 billion U.S dollars in 2021, rewriting the narrative with a kinder voice that understands youthfulness is a mindset, not an age.

Develop A Youthful Mindset

Remain open to learning to experience what life has to offer. Drop the 'it's too late' speech and replace it with the 'it's never too late' attitude. What are the things you have put off doing, whether due to a perceived lack of time or your age? What languages do you yearn to learn? What countries have you had a hankering to visit? What juice do you want to squeeze out of life? Believe you can do it and do it without regret (and have fun doing it!)

Love You, Love Your Health

From the inside out. This means taking care of your needs first. Running around putting everyone else first while your health suffers will age you. It will drain you of your energy and potential and cause you to think your value is tied to people & things external to you. When you love you first, nourishing & moving your body and taking time to meet your needs shows how much you value yourself. And remember, the way you treat yourself shows others how to treat you! Take the time to meditate, have a 'do not disturb' sign when you need to take five, choose healthy foods as nourishment, not punishment, and every so often take a cheeky look in the mirror and say, "I love you!"

Maintain Good Posture & Functionality

We are designed for movement, and the worst thing we can do as we age is stop being active. It affects our posture and mobility, which, in turn, begins to create pain in the body, ageing us in unnecessary ways. Practice mimicking functional movements daily, like reaching up to the high shelves, sitting down without holding on for support, bending to pick things up correctly, and standing upright.

Choose to age youthfully without apology and take responsibility for your health!

Statistics Referenced: <https://www.statista.com/statistics/509679/value-of-the-global-anti-aging-market/>

Yvonne Bignall - AKA YvonneB
www.yvonnebselfcare.com



Moving on From Divorce



When you divorce or end any relationship, you may be told, "just move on." But what does moving on even mean? Moving on can mean different things to different people, and it can also mean different things to you over the course of your journey.

Recover

For some people, moving on means recovering from the emotional pain that often accompanies the end of a marriage. We feel angry, sad, lonely, guilt-ridden, shameful, hurt, empty, and fearful ... and often don't know how, or we avoid processing these emotions altogether. You may feel judged for being divorced or a single parent, and you may feel a loss of identity as you navigate your new roles.

But avoiding these feelings and pushing them aside can have dire consequences that rob you of living a happy life. Having unprocessed emotional pain can negatively impact your physical and mental health and future relationships, lead to trust issues, fear of intimacy, and cause difficulty connecting with others.

Therefore, the best thing you can do for yourself is to learn how to cope with and process your negative emotions. Doing so will help you come to terms with the loss and move on. The first step is just to be willing. Be willing to feel any emotion – even the ugly ones. Then, allow it. This is actually a skill and takes practice.

But, once you learn how to process your emotions, you will gain authority over them and no longer feel like you are at the effect of them.

Rediscover

For others, moving on means rediscovering what they are all about, tapping back into their self-confidence, and knowing their worth. After divorce, you may feel inadequate, rejected, or unworthy of love. Knowing these feelings are normal, and part of the healing process is important. The secret to working through these difficult emotions is to practice self-care.

- Pay attention to how you talk to yourself.
- Be kind to yourself.
- Focus on your needs, wants, and desires.
- Work on setting healthy boundaries.
- Meditate.
- Journal.
- Practice gratitude.
- Move your body.
- Take care of your physical health.

In order to be the best version of ourselves, we must take care of ourselves. Doing so will allow you to become more independent and self-reliant and establish healthier relationships in the future.

Repurpose

And still, for others, moving on means finding new meaning and repurposing their life. When you got married, you probably thought it would last forever. We imagine our lives decades into the future, and when our 'happily ever after' doesn't prove true, we suddenly have no idea what our future holds.

Rather than see it as a crisis, look at it as an opportunity to evaluate, "What do I want now?"

The best part is: you get to decide.
Bring the focus back to you.

Ask yourself, 'What do I really want?'

Let yourself dream up all the possibilities. You don't have to act on them. But if you could have, do, or be anything you wanted, what would it be?

Conclusion

Moving on from your divorce can be both liberating and frightening. Continue to process any difficult or uncomfortable emotions as you step out of your comfort zone and explore new parts of yourself. This process will ultimately lead you to greater self-awareness, growth, and personal fulfillment.

Contrary to what many believe, healing doesn't have to be a long and difficult process.

And dare might I say it can be fun?

Shandy Arguelles, Esq.

Divorce Attorney and Certified Life Coach

www.newdirectionafterdivorce.com

Podcast: www.divorcewithatwist.com





THE BENEFITS OF USING INTUITION MORE

In 2023 there seem to be more conversations around spiritual awareness than ever before. Most, if not all, of us, would have at some point heard about intuition. How many of us, when faced with uncertainty or a difficult decision, seek out advice from a friend only to be asked, "What is your intuition trying to tell you?" or 'Listen to your gut?' Intuition has been spoken about for centuries. **Albert Einstein, the famous physicist, described intuition as being a sacred gift. It is often referred to as the highest form of intellect.**

It is a powerful tool that can help us successfully navigate through life. Our intuition comes from the depth of our subconscious mind. It is an inner knowing that doesn't rely on our logical self. If you have ever experienced a situation in which you have felt so strongly about someone or something without being able to explain why only to discover later it was correct. Your intuition was likely communicating with you. Intuition resides in all of us. Although, it can be argued that some people have been naturally gifted with strong intuition. It is still accessible to each and every one of us.

Working as a psychic, tarot reader, and intuitive healer, I often get asked how my intuition is so strong and reliable. **My answer to this question is I have taken the time to nurture it, to listen to it, and to trust it.** Twenty years ago, my life was very different from how I live now, with a racing mind full of anxious thoughts. I would overthink most things, and making a decision was challenging. I had detached from my intuition.

Fast forward to now, I have simplified my life by reconnecting with my intuition. **Choosing to use my intuition more has made life choices easier and fast-tracked me in the right direction.** It helped me choose people and places that resonated with my soul on a deep level. Before being intuition led, I would make decisions based on social expectations, leaving me feeling less like myself and empty.

To fully develop my intuitive side, I first needed to understand the difference between anxiety and intuition. Anxiety is often chaotic; it leaps ten steps ahead and keeps

our minds busy. Intuition likes stillness; it thrives on a calm state of being, in being present. **When we are still, we can feel more. The right side of the brain rules intuition.** The same side favours creativity over logic. Therefore, it would make sense that creative activities can help strengthen our intuitive side. I made it a part of my daily routine to do the things I love. The things that make me light up.

For me, music was an integral part of reconnecting with my intuition. Many of my sudden insights and what I like to call my 'A HA' moments have come to me while listening to my favourite music, for it is in these moments that I am enjoying the frequency of the music. I am also disconnecting from the left side of my brain that rules logic. **Having a relaxed nervous system is pivotal for distinguishing high levels of intuition and enabling us to use it more.**

Messages received from our higher selves will most likely appear calmly and softly, which is why music can help, as it helps create the right environment. Other valuable contributors which allow us to use our intuition more are meditation and the great outdoors. **Nature enables us to centre ourselves, helps us become peaceful, and blocks out the hustle and bustle of everyday thoughts.** The moment we submerge ourselves in nature, our brain slows down. It uses the alpha brain rhythm instead of the beta state, which is used regularly in everyday activities involving problem-solving and survival. The alpha brain rhythm is regularly associated with meditation.

Being outdoors in nature can also accomplish the same level of consciousness. To successfully use my intuition and receive the best guidance possible for my clients, I have to get in the present moment and have a clear mind. I incorporated meditation into my everyday routine. It took time for me to get used to it. When I first started meditating, I had terrible concentration. My mind would often shift back to thinking of my daily chores instead of being calm and present. Consistency and perseverance won, and it became part of my daily routine after a short while. **The more present I was, the more my intuition grew. It is now an intrinsic part of who I am and ultimately led me to live a calmer life connected to my higher self.**



LISA ANDREWS

www.lisaandrews.life
[@lisa_andrews_psychic](https://www.instagram.com/lisa_andrews_psychic)

Kindness begins with you first - by Tosh Brittan

Our relationships mirror our lives. They reflect how we feel and treat ourselves and how we react and respond to various situations and individuals around us. Each and every interaction is an opportunity for personal growth, at home, in the workplace, and in our communities.

We can all settle for relationships that are less than perfect or even disruptive or dysfunctional. We know all relationships can be improved and rebuilt through awareness and intention. However, if you're ready to take the next step to improve your relationships, here is a valuable self-care practice tip that I suggest clients can begin with to enable this to happen.

Get to know you first. It is always easier to sit with someone we might not know so well and ask about their lives, what they do, their family, their likes and dislikes, and so forth. However, it is not as easy to ask ourselves.

It is almost as if we are unable to give ourselves permission to check in with ourselves to see what is working for us and what is not.

When was the last time you asked yourself what you really liked, as opposed to going through your week doing what you have always done? You may have spent some of the week complaining about the parts that no longer bring you joy rather than celebrating and focusing on the good aspects.

Grab a pen and paper or your phone and note down all the parts of your week that nourished you and parts that depleted you. Maybe put a column at the end to note down an N (nourishing) or D (depleting) next to each part so you can really see what is working for you or not.

You might want to begin with a day – list all the activities you do, such as brushing your teeth, eating a healthy breakfast, showering,

exercising, checking emails, meetings, lunch, a walk, etc., and next to each, put down whether this nourishes or depletes you, bring you joy or feels like a chore. Take a look down the list and count out the 'N's and the 'D's and see how your day has been.

Next, check out the depleting activities and see how you could improve how you see them; for example, could making yourself a lovely cup of flavoured tea (perhaps without caffeine) as a treat before opening up your inbox of emails help you feel better like you have treated yourself to something lovely before a dreaded morning task?

Could eating a healthier lunch rather than one that you get from a fast-food outlet help you feel more recharged for the afternoon (and less guilty), or does multiple checking on dating site apps deplete you energetically and leaves you feeling less than worthy, so take it off your phone or reduce the use. Hence, it is less likely to spoil your day. Or does exercising in the morning invigorate or leave you exhausted for the day ahead, could changing when you exercise help so an evening walk or run allows you to decompress from a busy day at work and perhaps help you sleep better too?

How you feel about an activity changes depending on the acronym HAILT (Hungry, Angry, Lonely, Ill, Tired). This is why checking in on yourself throughout the day is an act of kindness. If you have had an argument with your partner which leaves you anxious or angry, does this impact your day? Make checking in a part of your daily schedule, so you can help be kinder to yourself, especially if you know you are feeling a little more sensitive than usual.

Kindness to ourselves, seeing what works for us, or having an honest conversation and making authentic changes is about a better relationship with ourselves.

If you hate your job, stop talking about it and take the steps to either change it or speak to your HR department – with constructive suggestions about how you can improve it.

Self-care is having the courage to say yes to yourself first, to care about yourself enough to show up and make changes as you would in other areas of your life. Better relationships come from your relationship with yourself; always be kind to yourself first.

Kindness for Conflict

www.divorcegoddess.com



Toxic co-workers and how to handle them

“Freeloader,” “Micromanager,” “Mood Hoover,” “Victim,” “Drama Queen,” “Gossip,” or “Bully” - Just a few words used to describe those displaying toxic traits in the workplace. Several red flags can help you start to identify whether a coworker is displaying toxic traits or needs support, as not everyone who displays these sorts of behaviours means to be toxic.

You may experience the following:

A lack of these - trust, collaboration, accountability, teamwork, positivity, communication, and admittance of mistakes.

Or an abundance of these - gossip, negativity, manipulation, talk about others' incompetence, judgement, criticism, covert communication, overtly over-communicating, micro-management, lies, drama, controlling behaviour, bullying behaviour, and playing the victim.

Tips on toxic coworkers

Dealing with the behaviour early on can be helpful to all involved, so let's look at how best to do that.

Are they struggling?

Not all people who display these sorts of behaviours mean to be toxic. Often if someone is stressed, has an unsupported mental health problem, or is experiencing signs of burnout, they may display some of the traits mentioned above. The first thing to do is check in with them and ask them if they are okay. You can explain that they don't seem like their normal self and, if appropriate, be ready to signpost them to a Mental Health First Aider, HR, or an Employee Assistance Programme (EAP).

Be clear on your boundaries.

Sometimes removing ourselves from situations like office gossip is key. If they insist on getting you to join in, explain

that you would prefer not to be involved in negative talk about others. Stepping back from the situation will allow you to gain more perspective rather than feeling dragged in as someone taking part in it.

Cover your back.

Ensure you make notes or keep evidence of any behaviours that sit wrongly with you. Document any meetings, and follow up with emails about what you have done or have agreed to do if you are working solely with the toxic person.

Talk to them.

If you feel able to give feedback to your coworker, ensure you are objective and give specific examples of things that have negatively impacted you. There is a great non-violent communication technique called the DESC model, which American Psychologist Marshal Rosenberg developed, that you can use to support this. If you need support in doing this, you can always plan how you will give feedback and role-play it with someone you trust, such as your line manager, a supportive colleague, or even someone at home.

Point out the positives.

If someone is being negative, you can show them a different perspective or advise them to think about what solution may help to counteract the negative. You can even point them in the direction of someone who may be able to help make the change.

Reach out for support.

Finally, if you have tried everything to handle the situation yourself but feel like you are getting nowhere and you're unable to resolve the situation, speak to an appropriate line manager, or you can always contact HR, your EAP, or a coach to help you to work through the problem.



Emma Last is a Mental Health Advocate, Strategist, and twice No. 1 best-selling author on Amazon. She talks openly about her own burnout after a 19-year leadership career. She supports public and private sector organisations and individuals with effective mental health and wellbeing strategies, including training, talks, and coaching. Her mission is to help people to understand both mental health problems and positive mental health so they develop effective life skills, empowering them to Look after themselves and balance their own mental wellbeing, thus preventing them from getting to where she did.

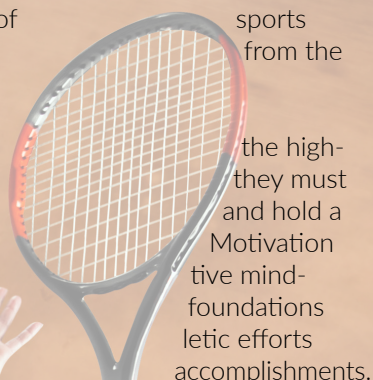
Book a call here <https://linktr.ee/EmmaLast>



Let's Talk About How Hypnotherapy Can Help With Sports Performance

Sports performance is a complex mixture of bio-mechanical function, emotional factors, and training techniques. Performance in an athletic context has a popular connotation of representing the pursuit of excellence, where an athlete measures his or her performance as a progression toward excellence or achievement." This definition of performance is an extract from the Encyclopedia website.

For athletes to perform at the highest standards possible, they must be highly motivated and hold a positive mindset. Motivation and a positive mindset are the foundations of all athletic efforts and accomplishments.



Sports Hypnotherapy has proven to be very effective in all disciplines and for professionals and amateurs alike whatever your personal level of expertise or technical ability, a positive mental approach will enable you to perform consistently to the very best of your ability.

Many of us have heard the term "being in the zone." In sports, this is a natural state of trance in which everything on the field seems to slow down for the athletes, and the game comes easily to them. Hypnotherapy can help them get there. Strong mental focus, concentration, and visualisation are key components of success in any endeavour, including sports, and adding mental and mindset training to physical training can greatly increase athletes' confidence, consistency, abilities, and overall performance.

Harnessing the power of your mind is just as important for athletic performance as physical abilities. Mental performance in sports has always received a lot of focus and attention. Many professional athletes talk about how they rehearse routines as part of their preparation, which can improve performance significantly.

And this is when hypnotherapy can be a game changer, as this kind of therapeutic approach can sharpen the athletes so they can achieve being in the zone in mind, body, and spirit.

Research has shown that psychological and mental well-being can affect overall athletic performance. Hypnotherapy can help with athletes' mental health, leading to better performance. Hypnotherapy can help improve concentration and reduce stress, allowing athletes to be in a better headspace, giving them the capacity to think clearly, without interference, and ultimately helping boost their overall performance.

What is hypnotherapy?

A broad definition of hypnotherapy is an altered state of consciousness characterized by certain physiological attributes such as relaxation, slowed breathing, and enhanced receptivity to suggestion.

Hypnotherapy creates a natural state of relaxation with increased awareness during which you are not asleep and are fully in control. You will experience a pleasant state of mind with increased attention and a high level of focus on what is important for performance and what is excess, static, or noise. It is a shift in consciousness that enables you to tap into core thoughts, emotions, perceptions, and beliefs — and with the guidance of a trained hypnotherapist — to change your thinking pattern and drive performance.

How Can hypnotherapy help with sports performance? "Hypnosis appears to restructure cognitive processes that are essential for athletic performance, including self-confidence, attention, and memory. The enhanced positive self-affirmations and rational-emotive strategies are commonly reached through the use of hypnosis" (Taylor et al., 1993).

Athletes may take advantage of this "believed-in" state to enhance and tap into the potential of their physical conditions. The result can be achieved by the positive suggestions that the hypnotherapist conveys to them, such as "You can perform well today," "You can push your limits," and "You can do this" These positive suggestions can help them rebuild their self-confidence, improving their performance. The athletes will also be guided to visualise their success before it happens, which helps them achieve their goals faster and improve their overall performance.

The applications of Hypnosis in sports performance When applied in the field of sports, hypnosis can be used with different objectives:

- To reduce stress or anxiety before a competition.
- For better mental preparation and increased self-confidence.
- For stimulation of the recovery mechanisms.
- To boost visualisation and concentration.
- To alleviate fear and obstacles.

While performance is the primary concern for athletes, the process of hypnotherapy is expanded to focus on growth, healing, and transformation. It can be a way to focus the mind, spirit, and body.



Nadija Bajrami

www.nbhypnotherapy-mindcoaching.com

The Science Behind Stretching and Why We Should All Be Doing It!

By Isobel Cripps

We are constantly reminded that active living reduces our chances of illness and disease, but does that include stretching? In short, **Yes**. For health and vitality, we should view stretching as one of our 5 a day –

Movement, hydration, diet, sleep & STRETCH.

But put aside what we are told for one moment, and let's tune in to how we feel. Our modern lives, filled with incredible technology, have robbed us of many things – good posture, for one, and the natural instinct to stretch when we wake up in the morning. It's alarming to think that rather than stand up and stretch first thing (just like our furry friends,) we reach for our phones instead and dive head down into social media and emails. Oh dear, guilty as charged, your honour!

Understanding body basics can be helpful when it comes to forming new habits, so let's start with what muscles are made up of and how we can keep them healthy.

In simple terms, muscle tissue is composed of cells that can shorten and contract to support the body's movements. In fact, even at rest, they are working to hold us in position, hence why we often feel stiff and sore from just laying around! This cellular tissue is well supplied by blood vessels, and the blood carries the oxygen and nutrients to the muscles, so getting the blood pumping around the body through movement and stretch, is essential. It also enables the body to naturally heal and flush out toxins and metabolites, which naturally occur and contribute to muscle soreness if left un-removed.

So let's look at the three main properties of muscle tissue: Contractibility - the ability to contract; extensibility - the ability to be stretched without tearing; and elasticity - the ability to return to their normal shape. This is why feeding the muscles by way of good hydration and protein in our diets, along with quality supplements like collagen (which ideally should ideally contain the amino acids, proline, and glycine, as they make up over 50% of the collagen contained within the cells) is now considered to be an essential part of a healthy lifestyle and will ensure the muscle properties are sufficiently supported to avoid an impairment of contractility and strength. We can't prevent

ageing or our natural collagen levels from dropping, but we can keep the muscles healthy to support us in old age and make the process much less challenging.

So, what is the science telling us, and why is stretching so beneficial to our health and mental wellbeing?

Not only has stretching been shown to reduce physical markers like blood pressure and stress hormones, but it also gives us increased muscle control, range of movement, and flexibility, which in turn helps to alleviate pain and stiffness.

Without stretching, the muscles will continue to weaken, which puts you at high risk of pain, strains, and, even worse, joint pain. Joint replacements could literally be a thing of the past if we maintained healthy, balanced muscles. When muscles shorten to contract but aren't stretched afterward, they retain unnecessary tension. Therefore blood flow is restricted, and oxygen and nutrients can't reach all the muscle fibres, which leaves you susceptible to injury and dysfunction.

When talking to my clients about this, I often use the analogy of a river blocked by debris and fallen trees, preventing its natural flow. Tight muscles form painful knots and adhesions, preventing good blood flow and blocking the body's natural ability to flush out lymphatic waste, toxins, and metabolites; so, just like the debris in the river, it gets stuck and stagnates, then before you know it, you're losing strength, lacking energy, cramping and tightening up, and ultimately struggling to move freely and painlessly.

Hold it, hold it, hold it.

It's important to know how long we should be stretching for. I am a great believer in 'bite-size' tasks – especially if we're adding them to an already busy day – so I encourage my clients to do between 5-10 minutes of stretch each day (morning & night if possible). However, there's something called 'muscle spindles' inside each muscle group, and these rarely get the message to release tension if we don't **hold a stretch for at least 30-60 seconds**. So I encourage people to first focus on the muscle groups that are limited or restricted in their range and give them the time and attention they deserve. Believe me, once you start feeling better and more energised, this is a habit you'll enjoy rather than loathe.



Could you benefit from a personalised programme to support your health and mobility?
Contact me at isobel@abody4life.com for more information on a bespoke stretch and wellbeing plan.
www.isobelcripps.com
Physical Therapist and Wellbeing Coach

DID YOU JUST SHOW UP OR SHOW OFF?

With so much talk about the cost of living, interest rates increasing, and families and business owners struggling to juggle those finances, it can feel like a minefield when it comes to sharing your successes. This is a common struggle among my purpose-based, business-owning clients.

Here is the thing though, whatever your industry, if you are passionate about what you do and your business is purpose-based, you feel you were put here to make a difference, then you need to break through the fear of what other people will think of you.

Every day, we are constantly swamped with content, and those all-important potential clients are scrolling through, reading just a few words before choosing to move on to the next post. Potential clients continually never really engage with your content or message to the world. You need to be seen. You need to stand out. Without this, we cannot make a difference.

Part of leadership is to be a thought changer, create content, and have conversations that hold within them the moment of breakthrough, breaking through the patterns of thinking, learnt behaviour, and of course, fear. Without that, we cannot bring change. We cannot serve those around us well.

I have a lot of public conversations around money, wealth, and creating success. Something that those who are spiritually minded have been led to believe for decades we should not have, but without wealth, without revenue,

it is extremely hard to make a difference in the world. If you are struggling with being seen, you are sitting in your fear-based ego. You are making your work about you and not the mission, purpose, or audience.

Are you showing up or showing off?

Showing up and showing off are two very different actions. When we are showing off, we are seeking attention; we feel we must be seen flying high to be admired for people to 'want in' on whatever it is we are selling. We are feeling under pressure to be seen a certain way, to be perceived as successful, and through that pressure, our fears start to control how we show up in the world.

Showing up is about serving others. It's about connecting with your audience and opening up conversations and thought changes. It is about having an impact through the words we use that leave people remembering and thinking deeply about what we have said. When we are showing up, rather than showing off, it becomes all about the audience we serve, and because of that, the ego loses its hold over us, and we do not struggle with imposter syndrome.

When sharing content that comes from the heart, we are confident enough to share our successes knowing that our audience is our cheerleaders and will rejoice in our successes and, most importantly, be inspired by them. We are showing them that we, too, are doing the work, taking action steps, bringing change, getting out of our comfort zones, and creating success.

What to ask yourself before you post?

1. **Read and re-read the content. Is it a 'me, me, me' post, or is it a 'we' post? It is solely about you or your audience.**
2. **Check in with how you feel as you read the words. This will strongly indicate the energy behind what you are writing/creating.**
3. **Ask yourself what is the purpose behind the post?**
4. **Ask yourself if this is actually relevant to the work you are doing? The way you serve others.**
5. **Make sure there is a question too. Let's get them talking!**

By Samantha-Jayne
samantha-jayne.co.uk



THE TRUTH BEHIND BUSINESS

The year was 2018. I had just been laid off from my dream job - Content Strategist working remotely for a travel brand. I had no idea what was coming next for me, except I knew for sure I would not be willing to give up the freedom of working remotely. I had dabbled in freelance work in the past, and 24 hours after being laid off, I had a social media marketing business plan built out.

Within six months of starting my business, I pivoted into marketing coaching and finally landed on business coaching. This is what I have been doing for the past nearly five years. Becoming an entrepreneur has truly been the thrill of a lifetime, one I wouldn't trade for anything.

In this column, I will share with you the unvarnished truth about the challenges of running your own business and the insider secrets on how to push through to success and personal fulfillment.

In 2020 there was a massive influx of online business owners, especially in the world of online service providers and coaches. I think it's amazing that we're in such a renaissance in this industry, but there's a big conversation that simply is not happening as much as it should be - the truths about business.

Nobody wants to talk about the difficult times that come with entrepreneurship - the weeks, if not months, of little to no income, the doubt and uncertainty, and the existential crises that come up more than you'd think. The majority of entrepreneurs market being an entrepreneur through their social media as this glamorous thing that allows them to make \$25k-\$150k+/month.

As someone who has built a multiple six-figure business in the nearly five years I've been doing this, I think it's time to pull back the curtain and be honest about what really comes with entrepreneurship. The truth is, I've considered quitting my business and getting a corporate job more times than I care to admit, but I love my business way too much ever actually to quit.

Here's an important lesson that you often hear but often don't digest: unless you are absolutely in love with the business you're creating, it will be hard to stick with it. Starting a business solely to make a lot of money will not drive you to keep going when your income has flatlined for a few months. The truths of business that we will explore through this column are not going to be worth it for you to deal with if you're only in it for the money.

The real drive, passion, and motivation to keep going no matter what comes from having a deep love for what you do. In my case (and this is what it comes back to for most people), it always comes back to wanting to be of service to others. I'm a business coach; I understand what it takes

to make money in business. I specialize in online businesses and how to leverage your branding, marketing, and sales to make as much money as you desire. My passion is rooted in my belief that more people (especially women) deserve to have a lot of money and not have to worry about how they'll pay their bills every month. My services allow me to help others create this reality for themselves.



Every time I've thought about quitting, I think of all of those people I won't be able to help. Sure, there are plenty of other business coaches out there, but there are none quite like me. And if I were to quit, I'd be letting my future clients down.

That's what I remind myself of whenever things are hard, and I start to falter. I leverage my passion for being of service to keep me going no matter what hard times come my way. So keep that in mind when the hard times come, and remember that you're not alone. Every single entrepreneur has had at least one moment of considering letting it all go. The real test is whether you let those thoughts win or if your passion is strong enough to keep you going.



Managing energy not time



The Myth of Time Management

We have long believed that managing time is the ultimate key to success. However, the truth is that we cannot create more time, but we can optimize our energy within the time we have. By shifting our focus from time management to energy management, we unlock a new paradigm that propels us toward peak performance.

The Four Dimensions of Energy

To truly engage in life and work at our fullest potential, we must cultivate and balance our energy across four dimensions: physical, emotional, mental, and spiritual energies. My busy clients often exert excessive energy in their mental and emotional dimensions while neglecting their physical and spiritual energy.

The Ultradian Rhythm

The ultradian rhythm is a recurring pattern that regulates our energy levels in approximately 90-120 minutes cycles. Throughout the day, our bodies go through high alertness and focus phases, followed by periods of decreased energy and the need for recovery. Warning signs that your body craves rest and recovery include yawning, stretching, hunger pangs, increased tension, difficulty concentrating, and a higher chance of making mistakes. In today's fast-paced world, there's a trend of trying to "hack" these cycles by working long hours without breaks. People resort to caffeine and sugary snacks for artificial energy boosts. Ignoring our natural energy cycles can also result in feeling the need for alcohol and fast food to reward ourselves for powering through the day and to unwind in the evening. Then we can't sleep well and wake up tired the next day. This unhealthy cycle leads to symptoms such as impatience, irritability, anger, headaches, gastrointestinal disorders, and in extreme cases, heart attacks.

Finding Balance

To find balance, it's important to recognize that the solution doesn't lie in continuous pushing. What you truly need is to shift gears periodically to renew yourself mentally and emotionally while also challenging yourself physically and spiritually. In this article, I will delve into the art of physical energy management, and in my future articles, I will show you how to renew yourself emotionally, mentally, and spiritually.

The Art of Energy Rituals

Energy rituals are the secret weapons in our quest for physical vitality. They are intentional practices that fuel

our energy reserves and promote full engagement. These rituals can include regular exercise routines that get our hearts pumping, taking short breaks throughout the day to recharge, and engaging in activities that bring us joy and relaxation. By incorporating these rituals into our daily lives, we infuse our bodies with renewed vigour and elevate our performance.

Nourishment for the Body and Mind

Nutrition plays a vital role in energizing our bodies and minds. Choosing a balanced diet filled with nutrient-rich foods provides sustained energy throughout the day. Opting for whole grains, lean proteins, fruits, and vegetables fuels our bodies for optimal performance. On the other hand, consuming excessive amounts of sugary or processed foods drains our energy and hampers our ability to thrive.

Harnessing the Power of Breath and Mindfulness

Our breath is a potent tool for managing physical energy. Conscious breathing exercises, such as deep inhales and exhales, calm our nervous system, reduce stress, and invigorate our bodies. Incorporating mindfulness practices, such as moments of intentional awareness or meditation, helps us connect with our bodies and boost our overall energy levels. Embrace the power of the present moment and harness its energy for peak performance.

Prioritizing Sleep for Optimal Recovery

Quality sleep is an essential component of recovery and high performance. Adequate and restorative sleep allows our bodies and minds to heal, rejuvenate, and consolidate learning. By prioritizing sleep hygiene practices, creating a soothing sleep environment, and establishing consistent bedtime routines, we enhance our ability to recover fully and perform at our best.

Embracing the Art of Recovery

To increase your performance, identify your energy drains and energy-giving activities, cultivate rituals that replenish your energy, and embrace a holistic approach to self-care. Restorative activities and downtime are not signs of weakness but pillars of strength. Allowing ourselves guilt-free breaks and engaging in leisure activities helps our bodies to recharge, repair, and build resilience. Remember, rest is not a luxury; it's an essential part of the journey towards optimal performance.

By Rita May
ritamayblog.com



Falling back in love with Monday's

By Alice Hewitt

Got that Monday feeling?



If you're working for the weekend, you're doing it wrong. Monday is not the day to be back at the grindstone. Monday is the day to be back at your passion.

If Monday is the first day of your working week, Monday morning will likely bring about an emotional shift as you transition from Sunday downtime to work demands. We often think Mondays are the worst, but Tuesdays, Wednesdays, and Thursdays are equally unpopular.

So why does Monday feel so hard?

Too long a lie-in at the weekend (anything over an hour) can disrupt your body clock by as much as 45 minutes. It doesn't sound like much, but it can be the difference between springing out of bed and hauling yourself off the mattress;

Job dissatisfaction.

If you're unhappy in your role or feeling stuck or frustrated, then the Monday blues can feel very real. Feelings of dread and depression about the week ahead can start on Sunday evening or even earlier, impacting your much-needed time away from work and making it hard to put boundaries in place between work and life outside of work. This increases tension, irritability, and stress, disturbing your sleep and making it even harder to get out of bed on Monday morning;

Poor workplace relationships.

Your first contact of the day sets you up for the day ahead. A positive connection makes you more likely to

feel engaged, energised, productive, and connected to your work and colleagues. If it's negative, it's likely to upset your equilibrium further and negatively affect the day ahead. If it's just those long, lazy weekend lie-ins making Mondays hard, that's pretty simple to fix.

But if the Monday blues are hanging around all week and impacting your life outside and at work, then something needs to change.

Here are five simple things you can try:

1) Learn something new. Challenge yourself to learn something new and exciting. Get involved in a new project, go on a course, or volunteer for new responsibilities. It's easy to fall into a rut, and doing the same thing repeatedly will leave you bored and uninspired.

2) Ask for what you want. Your boss isn't a mind reader, so you won't get it if you don't ask. Set clear goals to drive your career forward and talk to your boss about them. What help do you need, and what can you offer in return?

3) Focus on what you can control. It's easy to fixate on the things that are out of your control and to forget all the things you do have influence over. Channel your energy and focus on the things that you can control. This resets your mindset to look for the positives and empowers you to make a change.

4) Make some new connections. Reach out to co-workers you don't

know very well or a team manager that you want to join. Getting to know your colleagues build connections, strengthens your network, and keeps you open to new perspectives and opportunities. Making strong and positive workplace relationships is crucial to falling back in love with your work.

5) Share the load. If you're feeling overwhelmed, with so much to do that you don't know where to start, then delegation is your new best friend. It lets you focus on the things you want and need to do without getting bogged down with things that can be done by someone else. Equally, if you're bored and need a challenge, offer to take on some new tasks. It takes the load off others and broadens your skills and experience.

If you've tried everything and you're still getting the Monday blues, it might be time to look elsewhere. Don't be afraid to make a change if that's what you need.

Imagine how great it would feel to make Monday about your passion. To look forward to and be energised by your work. To get that Monday feeling again.

Let's love Mondays again.



Benefits of embracing silence in a noisy world

Noise! And more Noise! Traffic Noise, People Noise.

Does silence have a place in society anymore?

Some years ago, I participated in a 10-day Vipassana silent retreat where eye contact was also discouraged.

I couldn't believe the Noise in my head from all my chatter. I remember thinking to myself, "I am here to be in silence, and the chatter in my head is louder than when I am in conversation." My office is located at a busy intersection; the Noise is continuous and sometimes deafening.

- The supermarkets have music.
- The shopping malls are filled with music.
- Some homes have the television on all day or music playing.
- The Doctor's surgery has a video screen with the news playing all day.
- Cafés have music.

I observe people filling the silence with empty words. Gone are the days when silence was the norm. I believe staying in the Noise protects us. Protects us from our own thoughts, our self-doubts our shortcomings. The Noise stops reflection; what's that saying, "Stop and let me think." I have observed the Noise stopping the conversation and the connection between individuals.

What might happen if we allow the silence to fill the gaps instead of meaningless words filling the gaps? Would we be left with ourselves, our own thinking, looking at our own flaws, warts, and all?

I believe sitting in our own silence confronts who we are and who we are becoming.

The Noise is a massive distraction; it pulls us away from ourselves and pushes us into a world we have no control over. I experience it like a ball racing down a hill out of control and bouncing all over the place in chaos. Once that ball gets away from you, you are left wondering where the ball would have taken

you. In that moment, the next step is unclear, as there is no stillness, no space to ponder the next thought, let alone the next action. I believe that is why so many people become followers because they don't take the time to be in silence.

In the silence, they may become more aware of what they think and how they feel rather than following the "herd" because there has been no time for discovery to formulate an opinion.

What would we reveal about ourselves to ourselves? In the silence, we may discover what matters most to us. What I have found is silence is not so common. It is a bit like common sense; it isn't common anymore. I find myself seeking silence. I find myself yearning for those silent moments to be still. For me, the magic happens in the silence.

Silence provides reflection time, time for me to consider how I feel and what I think. It allows time to stand still.

I like to sit with my clients and allow silence between us. Some find this process uncomfortable, and some find it excruciating. I believe staying the course of the silence allows the client to dig that little bit deeper, go within and discover for themselves what they are experiencing in their lives and their business. As a Coach, I love working in the silence, as there is so much more to what we say.

To be comfortable with the silence, you need to be comfortable in your own skin.

You need to be prepared to face your demons. Being able to sit with the silence takes more of who we truly are than when we are filling the space with chatter.

The Author, Kahlil Gibran, says.

"You talk when you cease to be at peace with your thoughts."

The silence allows me to re-calibrate my system. The re-calibration creates a refresher, an awakened mind like the sun coming through the clouds as the new day approaches shining light on new possibilities. The Noise can trap us in another world, a world that is fast-paced and mostly out of control, just like the bouncing ball.

I urge you all to seek silence, find the gaps between the words inject yourself into the spaces between for some solitude.

Allow the silence to reveal the authentic you.

Always Remember, Rise Up Give Back

**Confidence Coach
Mary Scott**

***<https://www.linkedin.com/in/mary-scott-7164a053/>
<https://www.facebook.com/mary.scott.33/>***





The Power of the Breath and Freezing the Fear!

I have been delivering keynote and mastermind sessions for over 15 years, and I vividly remember my first one and how nervous I was—worrying that I couldn't speak unaided for 30 whole minutes. What transpired was very different, and when the adrenaline kicked in and I sat down afterward, I remember the speaker who was going up after me, asking how I thought it went. I replied with my heart still beating so loud that I was confident everyone in the room could hear it. "I think it went ok, but I'm disappointed that I couldn't last the full 30 minutes, and it felt like I was dragging it out at the end" His reply was, "What are you talking about? You spoke for nearly 60 minutes..."

I must have been in the zone, which I initially thought was great, but 60 minutes was not what I was booked to deliver, and it had negative knock-on effects for the other speakers and the event organiser. My anxiety turned into fear, which at that moment turned into adrenaline, which turned into tunnel vision and losing track of time and the self-awareness of what I was doing. Have you ever felt or experienced anything like that?

It was a great learning experience for me and one I can share with others that are considering either embarking on an exciting speaking career or who are looking to improve their public speaking for personal growth or aspirational career purposes. What I have learned is to control the controllables, and believe it or not, the anxiety, adrenaline, and fear are all controllable.

Last year, many people were introduced to Wim Hof and his **Wim Hof Method (WHM)** on the celebrity reality TV show, *Freezing the Fear*. We saw celebrities break down emotionally and become stronger before our eyes through their experiences on the show.

Rewind two years and through our Bespoke Elite Speaker Training (BEST) we introduced breath work and the WHM to our high-achieving delegates, with the aim to help them control their heart rate and breathing in the most extreme conditions. If you can control your heart rate in freezing temperatures, you can control it anywhere.

A person's heart rate can increase when they are taken out of their comfort zone, and public speaking is often regarded as one of life's biggest fears. Therefore, how can we recreate that feeling so we can learn to manage and ultimately overcome it?



BE BRAVE

Even if you're not, pretend to be.

One thing we do know is that the ice does not care how successful, wealthy or experienced you are and treats us all the same. Failing to prepare mentally for this type of physical challenge is a big mistake, and I have experienced myself where my focus has been broken, the ice is merciless, and the countdown clock seems to slow down to a near standstill.

Through the meditative work we do, we learn that we can achieve far more than we think, and through the power of teamwork and shared vulnerability, we help each other through tough times.

Hearing feedback from high achievers and captains of industry who have scaled businesses to over \$ 1 billion, won Premier Leagues and Paralympic Gold medals, and even flown super-fast jets at over 500 mph, say things like “it was life-changing” “The best thing I’ve ever done” and “more than I could ever have wished for” provides the motivation to continue to promote the benefits of what we do, so I recently invited some close friends to experience it. This was largely to give the context behind me banging on about it all of the time when at social gatherings and them thinking I was crazy.

Eventually, a group of good friends and parents were up for exploring the session one sunny Saturday afternoon, and each had their motivation for attending. However, they all shared a fear of the dreaded ice bath at the end but were brave. What I was hoping was that by the time they were invited to fully submerge in a bath full to the top of ice, was that the breathing tips and tools they had been given would equip them to be brave and lean into the challenge. Everyone accepted the challenge, some more reluctant than others, if I am being honest, but nonetheless, the sense of achievement upon hearing the five-second countdown was exhilarating for them and very rewarding for me.

One high-flying female exec panicked when she first stepped in, and instantly, we could all see the colour drain from her face as her fight-or-flight response kicked in. She wanted to get out and didn’t say it verbally, but her body language and hyperventilating were clear to see. Then, after about 10-15 seconds of weathering the initial shock, something super impressive happened, and she zoned into the breathing she had just learned.

Suddenly, a very visible calmness was evident not just in her face but in her whole body. She could have stayed in for much longer by the time her countdown started, and she left with an inner confidence that I knew was always there.



So, why am I sharing this experience, well, many other friends and contacts responded to the invitation with the obvious (and probably how I would have sarcastically responded a few years ago) by saying that they already knew how to breathe and have been doing it successfully for the whole of their life. Now that is correct, and so it’s very difficult to argue against. However, this is more than just breathing; it’s more than just submerging into an ice bath.

The afternoon reminded me of when I reluctantly did my first WHM session on our very first 5-day speaking residential back in 2020. This was reinforced by observing my 15 superstar individual friends that now share a unique bond. We rarely ever take and prioritise time to actually clear our minds and do nothing except just breathe. Let alone find 3 hours out of our very busy lives on a Saturday afternoon with conflicting family and social commitments to completely switch off to their immediate surroundings. I am also guilty of this from time to time even though the results are clear to see.

So, my ask is simple, next time you are invited to try something different that might push you to new areas that may initially make you feel uncomfortable. Lean into the discomfort as magic is on the other side of our comfort zones.

As the great Wim Hof says;

“If we always choose comfort then we will never learn the deepest capabilities of our mind or body”.

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Conscious Parenting with Kathy Katts

**How Nature and Connection Can Help Us
to Parent Teenagers Consciously**

Parenting today is different and more difficult than at any other time in history. If you feel lost about parenting your teenager, you are not alone. As the mother of three children ages 21, 20 & 18, I understand the challenges well at the many stages of development, and I empathize with your deep desire to “get it right.” In my experience, acknowledging that you will make mistakes and that there is no perfection is a key to understanding. If you have found your way to reading this article, you are most likely open to raising your awareness of the many aspects that guide your role as a parent.

The onset of smartphones and social media changed the parenting landscape - never to return to the days of naivety and ignorance about what your friends were doing while you were out riding your bike. Yet, we must acknowledge that technological advancement and its effect on children today are not all negative. If we break it down, what draws us all in is connection. Are social media and constant connection to friends helping or hurting teens?

According to the World Health Organization, depression, anxiety, and behavioral disorders are among the leading causes of illness and disability among adolescents. Suicide is the fourth leading cause of death among 15-29 year-olds.

The human race is currently in crisis mode for mental health. So what do you do if your teen is struggling? Many people have sought out psychologists, psychiatrists, and mental health counselors. Counselors often have dozens, if not hundreds, of people on their waiting lists. The amount of young people with a mental health diagnosis and taking prescription medication is rising at an unprecedented rate. According to the Citizens Commission on Human Rights, which extracted data from the largest vendor of U.S. physician prescriptions, IQVia, for the Year 2020, 6,155,852 children ages 0-17 years are on psychiatric drugs.

No parent wants to see their children suffer. In fact, I will go so far as to say many parents share a common desire to take away their children's suffering. It is a very primal need. Science has unfortunately trapped us with

diagnoses that don't address what nature has shown and told us for thousands of years.

Can we look at a different model? What if you can awaken to the understanding and resources that we are our healers, and every resource we need surrounds us now? I believe that isolation and disconnection from nature is the most profound reason for the mental health issues humans experience today. What our teenagers need is a feeling of groundedness and meaningful connection.

To elucidate the power of nature and meaningful connection to heal and uplift the human spirit, I want to share the story of a 17-year-old boy I worked with last year. His parents became concerned this past fall in the throws of college applications along with school and social demands. The young man was showing signs of depression; his grades were falling, he was spending time with friends who were not a positive influence, and he was withdrawing from his parents and family.

Typical for many parents of teenagers in high-achieving areas of the U.S. where this young man lived, his parents rewarded him with a car, money, a phone, and



material things in return for achievement and hard work in school and sports. When the model no longer worked, they felt lost.

I suggested something out of the box; What if we rewarded teenagers for self-care and healthy connections? The plan we came up with was a re-evaluation of priorities and expectations. Instead of punishment or taking away privileges, their son could keep all of his privileges with the fulfillment of the following self-care daily routine for 21 days:

1. Meditate and do guided breathwork for 10 minutes a day.

2. Go on three hikes in nature per week with one of his parents.

3. Eat one meal with his parents/family at the table every day

4. Sit at the kitchen table and do 1 hour of homework four days a week

The agreement was that nothing else outside of this routine was a priority. If grades fell, they fell. If he did not go to practice, that was fine. If a few college apps did not get in early action, they let it go...The ground rule on the hike was no lectures or questions. To talk about the present moment only. I was confident with dedication and accountability to the above routine - everything would quickly improve even if there was an initial decline.

The parents reported that after the first hike in nature

with no phone or forced conversation, their son's mood elevated remarkably. I taught him a simple breath practice and mantra-based meditation. I had him track his meditations on Insight timer.

The bonus was that his mom meditated with him each day. He soon began initiating conversations during the entire walk and started talking to his parents more than he ever did in all his teenage years. Within two weeks, he was a different kid.

A key component to this young man's shift was his parent's willingness to try another way and to be part of the solution. The game changer was their ability to observe their son and their openness to what he needed. I supported them to stay the course. The tools we used were simple; nature, connection, and structure. Their relationship with their son transformed. The young man began to blossom and felt empowered to step up in all areas of his life.

Often parents of teens are afraid to let go of the academic and athletic expectations, fearing that will bring failure in life. Parents often state they are too busy to participate in the new routine or solution. Teens don't just want money, cars, friends, phones, and freedom; they want stability, connection, and unwavering support from their parents.

According to Lisa Damour, a Yale-educated psychotherapist specializing in education and child development, "The single most powerful force for adolescent mental health is strong relationships with caring adults."

Conscious parenting means an openness to a lifestyle of awareness and an alignment with the laws of nature. Your children will look to you as their model of wellness. Get out in nature consistently as a family. Pause and look around. The trees and all of nature's life forms interact as one, supporting each other's survival and growth. Nature knows how to restore itself naturally, and so can we.



If you or a loved one needs support, check out my programs or schedule a consultation at

www.innersourceayurveda.com

HOW TO COOL THE FIRE INSIDE OF YOU

Have you heard yet that inflammation leads to the most common causes of death? Heart disease, diabetes, obesity, and dementia are all results of chronic inflammation. Inflammation is not only frequent but also challenging to avoid. If you do not take steps to reduce inflammation, it will likely influence your health. The worst part is that you may not even be aware of it. It might be challenging to notice the early indicators of persistent inflammation. Often, we don't know it until it is too late. If you want to avoid serious and difficult-to-treat diseases, you should learn how to identify inflammation. Taking proactive steps to reduce inflammation can improve your overall health and reduce your risk for chronic disease.

How does inflammation affect your health? There are two kinds of inflammation – **acute and chronic**.

Acute inflammation is a natural and necessary process that literally helps us to survive.

Acute inflammation happens as part of our defense mechanism to clear out pathogens. When a virus or bacteria invades us, we need to mount an inflammatory response to eliminate it quickly. Therefore, inflammation is an inevitable process for dealing with pathogens, but it can sometimes turn against us. The hidden inflammation you most likely don't feel is at the root of all chronic diseases we experience, like obesity, heart disease, diabetes, dementia, cancer, autoimmune disease, depression, and even autism.

Chronic inflammation develops over time when the body cannot eliminate the cause of inflammation, such as

pathogens. A resilient viral reservoir may be the root of this ongoing inflammation. Now the inflammation itself becomes the enemy. As you can see, inflammation plays a role in clearing infections in the body, but it is also implicated through other causes.

What inflames us? What lets the inflammation get out of control? It is mostly our diet. Food such as: sugar, trans fats, dairy, refined flour, processed food and food allergens, excess amount of carbohydrates, poor-quality proteins, pesticide-contaminated produce, water from plastic bottles, and vitamin and mineral deficiencies. Other inflammation triggers include dysbiosis (imbalance of bacteria in the gut), toxin exposure, allergens such as pollen, metabolic syndrome, chronic stress, hormonal imbalances, poor quality of sleep, imbalances of omega-3 and omega-6 fatty acids, medications/NSAIDs, persistent mold and yeast infections, and ultimately our thoughts and emotions.

What can we do to avoid inflammation?

From a nutritional perspective, we must first detox from pro-inflammatory foods. Avoid foods like sugar, processed foods, gluten, dairy, caffeine, and alcohol for a while, only for a week, to see what happens and to feel how your body and mind change.

Another major nutritional issue that can lead to inflammation is called hidden food sensitivities or food intolerances. It can be unrecognized symptoms causing delayed reactions to the food we eat. And these symptoms can include weight gain, fluid retention, fatigue, brain fog, IBS, mood disorders, headaches and migraines, sinus problems, joint pain, acne, eczemas, rashes, and more.

Unfortunately, most practitioners ignore this type of allergy. However, it is the most definite and quickest way to help people feel better instantly and lose weight permanently. Keep in mind that it is not the same for everybody. One man's medicine is the other man's poison. It comes around that food is not just energy. Food is information. Good information when it comes to phytonutrients, the parts of plants. Colorful antioxidants.



But it also can be poor information. And that can include information about allergens and toxins.

When does it become a problem?

It becomes problematic when we develop a leaky gut, also called an increased intestinal permeability. It is a condition in which the lining of the intestines becomes damaged, allowing toxins and undigested food particles to flow into the bloodstream. When particles of food, junk, and toxins leak through the leaky membrane, the immune system gets alerted and starts attacking these foreign molecules. It can lead to infections and inflammation and may even increase the risk of certain autoimmune disorders. Common symptoms include diarrhea, constipation, bloating, nausea, and cramping. But because the gut impacts our entire body, it can also cause headaches, rashes, chronic fatigue, brain fog, joint pain, arthritis, allergies, mood disorders, anxiety, and depression.

How do we give our bodies a vacation from toxins and allergies?

It is simple: **GET RID OF THE BAD STUFF AND ADD THE GOOD STUFF.**

The gold standard for diagnosing food intolerances, sensitivities, and allergies through diet is an elimination diet. They remove certain foods known to cause uncomfortable symptoms and reintroduce them later while testing for symptoms.

You will be amazed at how quickly your digestive problems disappear, brain fog clears, energy returns, the pain vanishes, hormones regulate themselves, and your skin shines & glows. And by the way, you will also lose those extra pounds if necessary.

After the intestines have the chance to take some rest from the toxic overload, it is time to add the good stuff.

How does it look?

Whole, fresh and real food.

The foundation should be a plant-based diet.

Lots of organic seasonal plants, especially cruciferous vegetables.

Increased fiber intake.

High-quality protein such as grass-fed and finished beef, pastured raised chicken and eggs and wild-caught fish.

Healthy fats like avocado, olives, nuts, seeds, olive oil, avocado oil, and coconut oil.

Omega 3 fatty acids (sardines, herring, mackerel, wild salmon, flax seed oil).

Vital are proteins, especially when you are getting older. Your muscle mass is declining. After the age of 30, muscle mass decreases by about 3-8% every decade; after the age of 60, the rate of decline is much higher. Protein is crucial to your health. Protein helps build and fix your

body's tissues. It drives metabolic reactions and maintains pH and fluid balance. Overall, protein helps boost and maintain the immune system. In our times when the soil is depleted, we, unfortunately, aspect a loss of nutrients in the foods grown. However, nutrients are essential to keep the immune system strong and inflammation at bay. Here is where dietary supplements are helpful.

Pre- and Probiotics, Omega-3 Fish Oil, Vitamin B Complex, Vitamin A, C, D, E, Selenium, Zinc, Magnesium, Resveratrol, Broccoli Extract (Sulforaphane), Turmeric, Ginger, EGCG (epigallocatechin-3-gallate), Collagen, and Bone Broth are proven to reduce inflammation in the body.

What does an anti-inflammatory lifestyle look like besides a healthy diet?

Exercise is crucial not only for your cardiovascular health but also for getting the lymphatic system going. The lymphatic system contributes to the decrease of inflammatory response in the body. It is responsible for removing your body's waste, such as toxins and allergens. However, it does not have a pump like the circulatory system; it is not moving by itself. Keep moving to keep the lymph flowing to decrease inflammation in the body.

Stress-Management is essential when it comes to reducing inflammation. Inflammation is, amongst others, caused by cytokines, chemicals released by stress. So, if you are stressed, you will unleash more of these chemicals, increasing the amount of inflammation in your body. Some simple ways to reduce stress are Yoga, Meditation, Deep Breathing, Singing, Laughing, Self-Love, Walks in Nature, Connection with Others, and Getting enough sleep.

Sleep is a significant health pillar in reducing inflammation; conversely, sleep interruption increases inflammation.

Try to get 7-9 hours of sleep. Sleep in a dark and quiet room. Follow a regular sleep schedule. Do not eat 2-3 hours before bedtime. Do not use any device 1-2 hours before bedtime. If you must use them, use blue-light-blocking glasses. Get exposure to sunlight in the morning; it helps reset your body's inner clock.

Learn how to improve your health, reduce your risk of disease, and upgrade your quality of life and the lives of those you love.

By Tina Kaczor

Certified Holistic Nutritionist

www.nutritionibiza.com



How To Stop Your Mind Taking Over Your Life



“All problems are an illusion of the mind.” – Eckhart Tolle

We can all become victims of our own minds and in effect a victim of the perception of prison.

A prison for our minds. But if we want to change our life, we have to take control of our minds. We have to change our mindset or program our minds.

It's never been more important to have a positive and proactive mindset in the times we now live.

That is one of the things that can really set us apart from others.

The great thing is we can change our mindset anytime and use techniques to develop our mindset.

The most successful people know mindset is so important in making them successful.

Have you heard of the Placebo Effect?

It originated in the 1st World War when soldiers with significant injuries were treated with a saline solution instead of morphine. The Doctor had run out and in desperation, tried to help the soldiers think they were receiving morphine. And in most cases to his surprise, it worked, and the soldiers calmed down.

We now know the placebo as a fake pill you take convinced it is real and the mind then creates the same effect as if you have taken the real pill.

There is no medical effect only the power of the mind.

Every time your doctor tells you that the drug you take has been proved to work, they mean that it has been proved to work better than a placebo.

What is amazing is the stories that relate to the placebo effect...

There was an acupuncturist that treated a patient who need to have an ovary operation but after treatment claimed it had cured her ovaries and all her pain went away. The acupuncturist said as good as the treatment was it could not have cured her condition that it was the women's belief in itself that became the cure.

There was a man who went the Doctor in the US with a sore throat and sadly when tested told he had liver cancer. He then felt really ill and said to his family he wanted to live to Xmas to spend time with the grandkids. He lived till Xmas and the day after died. What was really sad with the autopsy tests is

that he was given the wrong diagnosis he never had liver cancer. In effect this was the same power of the mind but working as a negative placebo effect...the diagnosis being the imaginary pill in this case.

It has also been proven through an experiment that those people who exercise and believe they will live longer than their counterparts actually do.

There are many other stories about how the power of the mind can heal but also creates psychosomatic illnesses if we let it. The more we allow our mind the freedom of negative thoughts it will roam free creating destruction in our lives.

Small negative thoughts that ripple over time can create massive negative effects in our lives if we don't take back control.

So here are some simple tips to take back control of your mind...

- 1. Sit in a quiet room and listen to your thoughts are they positive or negative?***
- 2. Think about the people in your life do you think positively or negatively about them?***
- 3. Think about your work life do you have positive or negative thoughts?***

Repeat this process about all the different aspects of your life at home, work, social, interests, etc and start to recognise where you need to replace negative thinking in your life or remove negative people or situations.

And take any negative thoughts and replace them with empowering ones, or if you want the people in your life think positively about them or about your work, home, and life.

Being grateful for what you have creates positive thinking and reinforces positive habits in your life.

The impacts of this over time like the ripples on a lake create a waterfall of positivity and outcomes in your life.

What ye sown so shall ye reap.

And another way to stop your mind taking over you is to think about your mind as two different voices. The negative voice, the endless chattering of negativity is the monkey and then the other voice which

knows what to do, is rational and is you at your best is your goat (Greatest of all time). These two voices combine so that when things are going well you are more inclined to listen to the goat voice and when you have doubt or things are not going great the monkey kicks in. The monkey has more of its way because it is the emotional voice you more likely to listen to based on your feelings.

So how do we tame our monkey voice by three ways...

- 1. Monkey meditation as above find a room and just let your monkey chatter until it tires itself out because it will.***
- 2. Monkey madness by letting the monkey out by going into a room on your own and literally letting your monkey thoughts out even if it means having a good scream.***
- 3. Go on a monkey mission which literally means taking those thoughts and turning them into something the monkey can get passionate about. The monkey is not always a bad thing because the emotion can be about passion. So, find that mission your monkey can get passionate about.***

So, I know some of you will be thinking monkey and goat what are you talking about I only have one voice in my head? Yes, we do but it is just a simple way of identifying those negative and positive thoughts so we can actively do something about them and take back control of our minds.

"The mind is its own place, and in itself can make a heaven of hell, a hell of heaven." – John Milton

Paul Corke

www.paulcorkeinternational.com



How can we "accept" living with a chronic illness?

What were the first thoughts that went through your head after you learned you had a chronic illness?

- * *Will my life ever be the same?*
- * *Why me?*
- * *What do I do now?*



Learning that your life will never be the same is something that no one is prepared to hear. So many questions roll through your head, and there aren't any solid answers as to why a person gets a chronic illness. Perhaps they tell you it could be hereditary... maybe it's your lifestyle...or just something 'some people get. You feel lonely and misunderstood, and you're filled with anxiety about not knowing what to expect.

Suddenly, you have a new part-time job you're not getting paid for with all the new doctor appointments and the buffet of medications to try.

Did you know that it takes roughly 1-3 years for doctors to diagnose a chronic illness? And even then, they are just ruling out other diseases. After several blood tests, CT scans, ultrasounds, and MRIs, the doctor often tells you, "Looks like your tests are all within normal range." But what is "normal" anyways?

After we have finally had enough, we are ready to try different modalities to feel better and find answers, not just cover them up. Our medical team wasn't taught how to find the root cause of diseases. They only learned which medication is

best for that symptom or illness. It's not their fault; it just wasn't in the curriculum. Sadly enough, many of the guests on my podcast got into the healthcare field to help people. Then a decade into their career, they realize they are unable to provide the care they planned simply because of the rules and regulations they had to follow.

So, they made the decision to leave. The significant issue with finding an Integrative Health Practitioner or Holistic Provider is that all the consultations and medications are out of pocket, making it very difficult for some people to afford this level of care. I would love to start a movement to get these types of providers and practitioners covered by insurance. But I know I may never see that happen in my lifetime anyways.

How can we "accept" living with a chronic illness? Living with a chronic illness can be incredibly challenging. It can feel like your body is working against you, and the daily struggle can take a toll on your mental and emotional well-being. However, as someone who has lived with several chronic illnesses all my adult life, I have learned that accepting it as a part of your new normal is possible.

Acceptance does not mean giving up or resigning to a life of pain and discomfort. Instead, it means acknowledging your limitations and finding ways to work within them. It means recognizing that your illness is a part of who you are, but it does **NOT DEFINE YOU!**

It can be overwhelming to adjust to a new normal and find ways to manage the daily demands of life while dealing with the symptoms of an ongoing condition. However, I believe that with the right mindset and support, it is possible to live a fulfilling life despite chronic illness.

by Jennifer Fedus



www.123momsquad.com

9 ways to Combat Your Fear of Networking

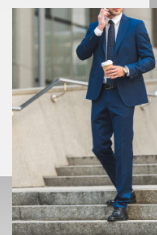
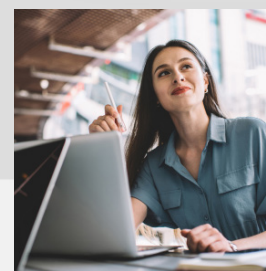
As a small business owner in the event industry, I know how much time and effort it can take to build a business from scratch. One of the key elements to growth is networking. Building relationships with people in your industry and potential future clients is crucial to success. As you establish your brand, your contacts can make your life so much easier as they recommend you to their friends, family, colleagues, and corporations. It is ok to experience shyness, anxiety, or fear, but do not let these obstacles get in your way. Move through them!

Networking can be particularly challenging if you are just starting out or are shy in social situations. If you want to work through your roadblocks to success and grow your business, here are a few ways that you can prepare yourself for your next breakfast mixer, conference, luncheon, or other professional events:

- 1.** Contact the host ahead of time and ask them for the names of 1 or 2 other attendees they recommend you connect with when you arrive. Take a few minutes to look them up on their company's website and/or LinkedIn.
- 2.** Plan to attend with a colleague or friend - having someone you know with you can help ease your nerves and provide support.
- 3.** Set a goal - have a specific goal in mind for what you want to achieve at the event, such as meeting two new people. Let's do the math - 2 new connections, 2 times per month equals 52 potential new business relationships per year!
- 4.** Practice your introduction - prepare a brief introduction about yourself and your business beforehand so you feel more confident when meeting new people. Focus on what sets you apart from your competitors.
- 5.** Arrive early - arriving early can help you avoid feeling overwhelmed by a crowd and give you time to acclimate to the space.
- 6.** Focus on the other person - instead of worrying about what to say about yourself, focus on asking questions and showing interest in the other person.
- 7.** Start with smaller events - networking opportunities hosted by niche groups can help you feel more comfortable and less intimidated than those attended by an array of professionals in large venue settings.
- 8.** Take a break - if you start to feel overwhelmed, step outside for a few minutes.
- 9.** Follow up - after meeting a colleague or future client at an event, build on your new relationship by reaching out to schedule a time to chat more over coffee.

Meeting other business owners and industry leaders affords you the ability to learn about new trends and developments in your field. This knowledge can help you stay ahead of the curve and make informed decisions about the future of your business. As you practice the art of networking, you will find yourself gaining confidence and attracting new clients.

Lisa Zaro, Event Business Coach
www.bookmorecelebrations.com





The One Question That Starts Your Brave Journey

"Serious transformations begin with two commitments: The courage to try new things and act in new ways, the honesty needed to no longer hide from or lie to ourselves." - Yung Pueblo

Choosing a brave life is a sacred path of authentic expression.

In my coaching practice, I empower women to walk the journey of living from their deepest truths. I know first-hand that unearthing truth supports us to live a courageous life. I wrote about my initiation into bravery in my book, ***Brave Wise Woman***.

When I stopped believing I needed permission from others to live my life, I followed my dream and moved to another country, where my heart unexpectedly cracked wide open. In this experience, living a brave life takes on a new meaning.

Often, we pursue our potential and measure it by what we have or do—money, material goods, relationships, family, career status, and achievements. This quest has become the expectation in modern life. But for many, something else stirs their soul. They yearn to define their life not by what they "have" or "do" but by who they are.

Many of my clients have done brave things. For example, they've pursued new career directions, ended unfulfilling relationships, and started their own businesses while raising children. On the outside, they appear confident, determined, and courageous.

Their internal experience often tells a different story.

They may struggle with high standards and experience anxiety, tears, or exhaustion from trying to do it all "right." The fear of failure or rejection can be so intense they may ruminate on worst-case scenario outcomes, judge themselves harshly, and lose sleep at night. They may also believe something's wrong with them or feel unsafe expressing their emotions. What they're experiencing, but often cannot name, is tension between how they learned to be and the truth they long to experience: they are worthy and lovable as they are.

As a coach, Jen empowers women at life's crossroads to transmute fear, doubt, and anxiety into courage, confidence, and authentic living aligned with their heart's truth. Jen is a trauma-informed certified Master Coach and yoga teacher, and author of the book, ***Brave Wise Woman***. She has also earned her M.B.A. She was born and raised in California and now lives in Mexico.

www.jenlegaspi.com

What I've found along my journey is that the truth is buried underneath beliefs shaped by one's environment, trauma, and other factors—the unconscious forces driving our choices and behavior. They influence who we are and what we have or don't have in life.

The good news is: beliefs and unhelpful patterns can shift with deep awareness, intention, and new practices. The key to cultivating your own true, unique, bold path in life is to lean into your curiosity.

Brave Women Ask This Question

One powerful question begins the journey of unearthing authenticity, inspired by Byron Katie's book, ***Loving What Is***: "Is this actually true?"

Is it actually true that you "should have known?"
Is it really true that you won't be loved if you say no?
Is it really true that you will be a failure?

How are you so sure?

Likely, what you're choosing to believe about the situation is based on your past. The invitation is to remain curious about your beliefs, those still supporting your growth, and those that may be outdated and imprisoning you in your past. A different path opens up for you when your beliefs become clear and you are willing to question them so you can experience more peace and freedom and expand possibilities for your life.

Authenticity is deeply connected to self-acceptance, peace, and confidence. When we live from our most profound truths and authentic self, we can no longer hide and compromise. We choose truth over pretending. We say yes to ourselves first because we prioritize our well-being.

Perfection and busyness are no longer the default because we know our enoughness. We trust the unfolding of our life and the timing of the events and people in it instead of trying to control it all. We can ask for what we need and want without apology, shame, or fear. And our courage becomes a beacon for others as well. Self-honoring choices inspire others to see possibility in themselves.

What would your authentic, brave life look like with more self-acceptance, peace, and confidence? Join me here for future articles exploring specific barriers to knowing your bravery and living a life that is purely yours.

By Jen Legaspi



GRIEF, DIVORCE AND EVEN MOVING HOME:

Have they created physical pain as well as emotional trauma?

In my practice over the last 25 years, I have repeatedly documented how long-term emotional stress is a major cause of physical illness or chronic pain. We may think that the traumas we suffer as we go through life only affect our minds and mood. However, it is becoming increasingly clear that there is a definite mind-body connection, and any emotional stress we experience can lead us to suffer physical pain. If you have chronic pain, your nervous system is likely in a state of high alert due to a maladaptive stress response.

Your nervous system is responsible for transmitting messages between your brain and your body. It also plays a role in the fight-or-flight response, the body's natural reaction to stress or danger. Grief, divorce, and yes, even moving home can be experienced as fight or flight to the body. Anything the mind experiences as high anxiety can become 'stored' in the body and manifest later as chronic pain. In time, emotional tension and traumatic events and memories can become an ongoing chronic condition such as fibromyalgia or arthritis. Giving these areas attention and resolving the overload can help reduce pain and lead the body back to wellness.

After 25 years of Investigating my client's symptoms and successfully guiding them to a pain-free life, I believe that ultimately, unless you have had an injury, any disease or health challenge you have will have been caused by or be side effects of something traumatic in your body, relationships or environment. The studies of Stephen Porges, Ph.D., of the Kinsey Institute Traumatic Stress Research Consortium at Indiana University support my belief.



guide clients on the structure, pace, and integration of the different aspects of their pain management and recovery journey. And so, using my life experiences of recovering from pain and trauma, I created The Ixchel System to help people enjoy the freedom of an energised and happy life.

The Ixchel System incorporates different courses and programmes designed to hold your hand and shows you

the way. These tried and tested formulas, and tools will give you the confidence, support, and guidance to feel relief from pain. The groundbreaking aspect of The Ixchel System is that you will learn how you created the pain and how to relieve pain for yourself. So whether you have back pain, arthritis, or a headache, or whether you have a doctor and are currently on lots of medication, you will begin to learn to reduce your inflammation and relax your body.

Implemented in a specific way, these tools create sustainable resilience for mental, physical, emotional, and spiritual health. For example, an intellectual understanding of the 'fight or flight' state versus the 'rest and digest' state is all good. However, I teach my clients how to embody this understanding of biomechanics so that they know the impact stress has on collapsing and short-circuiting the body's energy and physical structure. I am pleased to say that people worldwide are using the Ixchel System to help them lead a more pain-free life. With the help of the courses, programs, and one-to-one sessions, The Ixchel System will complement whatever treatment your doctor has recommended.

The Polyvagal theory

His polyvagal theory suggests that our nervous systems have evolved so that we can feel safe and secure around others. But if we detect danger, the other primitive parts of our nervous system kick in -- like the sympathetic nervous system, which controls our "fight or flight" response, and the parasympathetic nervous system, which causes us to shut down and conserve energy. Once these systems have kicked in, your body works differently. This could explain why trauma is linked to everything from constipation and IBS to fibromyalgia and ME, all painful conditions.

My own experience

For many years, I was in pain; misdiagnosed Coeliac Disease left me in agony and unable to function. Meanwhile, generations of family trauma meant that anxiety and depression were never far away. The medical world had failed me. Then on a trip to India, I discovered the healing power of so-called alternative medicine and began for the first time to connect my body's pain with my life experience.

Fast forward 25 years, and I am a Brighton-based qualified therapist specialising in Bodywork and Mobility. Although I have helped many people recover from acute and chronic pain over the years, I desperately wanted to create a system that would enable people to help themselves. I wanted to

By Victoria Salomon, founder of the Ixchel System
www.ixcheltherapies.co.uk



Running your own business & going after your dreams takes bravery, courage, self-trust & a bucket full of resilience.

It's not for everyone!

It can strip you back, test your patience, trigger you, and knock your confidence.

But what I've learnt, particularly in these last few months, is that when you reconnect & master personal power, conviction, and self-trust, the journey to success gets a whole lot easier!

It comes from holding personal power when you've hit with silence and challenge.

It comes from having self-trust and belief in who you are and what you can achieve.

It comes from having unconditional courage & resilience to push through your edges and mindset no matter what.

It comes from having the emotional intelligence to know and recognise when fear is taking over and pulling yourself back in

It's having the grit and determination to go all in and do whatever it takes, no matter how long it takes.

It's about normalising your success by putting yourself in the room with other expanders and learning how they BE in biz!!!

It's about remembering who you are and what you have to offer and staying true to that when others try pulling you away from your desires!

It's about silencing the noise around you and trusting your gut even when it doesn't make sense!

When you connect, understand, and work with the inner you, your outer world becomes full of everything you desire!

BUT it has to start with **YOU** first!

- Remembering who you are
- Owning who you are
- And not letting the opinions or judgments of others stand in your way is key to creating your version of success!

The Coaching industry is changing so much, and so is how people buy. Strategy, funky content, and sales pages are awesome and can grab your attention, **BUT THEY AREN'T** what people are attracted to anymore!

- *People are attracted to the PERSON behind the strategy and shiny things!*
- *People are attracted to how you move, how you lead,*
- *How you adapt to change,*
- *Trust in yourself,*
- *Make decisions,*
- *Bounce back,*
- *And keep going no matter what.*

That's what's attractive! That is what people are drawn to.

But it takes a certain type of person to go after their dreams and mission no matter what:

- *To have unwavering conviction and confidence.*
- *To lead themselves powerfully and own who they are.*
- *To be unapologetic in who they are and what they offer.*
- *To become a true leader and not a follower.*
- *To dip and bounce back stronger.*
- *To normalise success and all its challenges.*
- *To move no matter what is happening within them or around them.*
- *To be so in love with their mission that judgements don't faze them.*

This is what people **FEEL** & this is what people buy into!

BUT this doesn't come from strategy!

This comes from within!

This is built!

This is designed and created within you!

This is **ACTIVATED** personal power!

This is a way of life built on such conviction in yourself that you don't waver or dip when things are met with silence.

You don't **REACT** to people's inaction & lack of response by dropping the price or adding more bits to entice people in. You trust, move, refine & tweak your strategy based on a pull.

You are solid in your words, show up with trust and let your passion sell for you because you know **YOU** are the value. And you know you don't need to convince people to join your offers because you are so focused on the bigger picture.

You **TRUST** that everything is building & moving you toward your growth lessons & next-level results.

You lead, not follow.

Respond, **NOT** react.

You cultivate genuine emotional intelligence.

You move, lead and trust in yourself & the process no matter what.

This way of living is built.

Your life's work requires constant refinement and attention, but the more you build, the more evidence to support the magic that comes from leaning into personal power, conviction, and self-leadership; **the more magnetic you become, the more solid you feel, and the more powerful you are!!**



The NeuraCise Centre of Excellence

All athletes train their bodies every week, don't they? The higher their performance level, the more hours are given to developing their technical & tactical abilities. Then there are the strengthening & conditioning components to training and, for many others, a cardiovascular element to their schedule. As athletes chase their ever-increasing performance gains, physical training increases with it.

It comes to the point that once the athletes reach a certain level, they are doing the same drills and workouts, following similar diets, and doing the same tactical preparations. So if most elite athletes are all repeating the same cyclical training patterns and getting similar results, how do athletes find the marginal gains to get the winner's edge over their competitors?

The plain and simple answer is by TRAINING THEIR BRAIN!

There are countless scientific studies on the impact of mental rehearsal on physical performance improvement. The fact is that athletes who learn & practice unique specialised mental training tools accelerate their performances way beyond those who overlook this critical part of sports performance training.

This is why I have created the only Mental Performance Training Centre for Athletes: "The NeuraCise Centre of Excellence." This is an online brain training facility where athletes committed to taking their performance to the next level tune in to use various NeuraCise© exercises for 20-30 minutes to train their brain, body & neurology to perform in optimal states.

"The NeuraCise Centre of Excellence" is a unique YouTube Channel with numerous audio-visual training exercises called NeuraCise© exercises. These mental performance training tools have been created using the latest Neuroscience based research to develop performance-enhancing exercises which energise performance and break athletes free from the blockages holding them back. If you are an athlete with a drop in confidence, energy, focus, motivation, and self-belief, what do you do to get these performance drivers back? If you experience nerves, anxiety, pressure, negative self-talk, and lethargy, how do you get rid of it so you can be free to perform to the peak of your potential?

The overwhelming majority of athletes do absolutely nothing about these issues. They carry on turning up to training every day doing the same sessions and same patterns and somehow actually expect something to change magically! This is a problem. Part of this problem is the lack of education about understanding how the brain

affects performance. Most athletes understand very little about the functioning of their brains and even less about how their brain directly (and indirectly) affects their performance.

I have created the "NeuraCise Centre of Excellence" to change that. I work with professional Footballers, Rugby Players, Olympic Gymnasts, National Champions, and professional athletes in various sports. They are all being taught and use my NeuraCise© exercises. These exercises transform their performance by re-training their brain to get over neurology-based performance problems and energise their performance states while performing.

Thanks to this evolutionary technology and this new mental performance training hub, you can now access my specialised training tools whenever you want them and whenever you need them. All you now need to do is subscribe to the channel, and you will gain access to the most powerful brain training technology for athletes that there is. As well as the free NeuraCise exercises available to all, you can purchase many other specialised exercises to help you energise your performance.

When you start using these NeuraCise© exercises, there are no longer any excuses for underperforming because all the tools are right here to accelerate and energize your performance.

How Do The NeuraCise© Exercises Work?

Thankfully our brain has a critical analysis faculty built into it. This stops people (& events) from easily influencing us to do things & believe things that could be harmful or dangerous. This function of critical analysis is there to protect. Therefore, it will not easily let new information, habits & beliefs enter the brain. This is why people struggle to break addictions and phobias.

The beauty of these NeuraCise© exercises is that they help you bypass this faculty so you begin to change your subconscious mind in just 20-30 minutes. All your skills, memories, habits, behaviours, beliefs, and identities reside within your subconscious mind.

When athletes begin using these NeuraCise© exercises, they gain the ability to make effective changes to their neurophysiological states, skill performance, habits, and beliefs. These unique training tools save athletes 100 wasted hours trying to overcome their problems. These exercises precisely and surgically train your brain to create new neurological patterns and neurophysiological states (e.g., motivation, confidence, focus).

Rob Hulme

Gain access to the NeuraCise Centre of Excellence by clicking on the link below.

www.youtube.com

www.thescienceofexcellence.co.uk





Time to Heal

There is a Story Behind Our Symptoms.....

Over the last year, I have met and worked with all types of women struggling with their health. Despite our age, backgrounds, or where we are from, the path that led us toward disease is strikingly similar. When meeting for the first time, it is amazing how quickly we feel connected to one another, as if we have met or known each other for quite some time. Their struggles and concerns sound so familiar as if I am listening to an echo of my past. I can feel their deepest pain, understand their exhaustion, and empathize with their constant fears. While we are all unique and derive from various walks of life, one by one, we are falling onto this parallel path of survival. It is an epidemic within itself, and it appears to have no end for most.

I am confident we can all say that we know someone who has been down this road and has been diagnosed with a major disease or "chronic illness." In America alone, 6 out of 10 adults live with some type of chronic disease or illness, and about 27% of children (CDC.Gov). Money continues to flow into healthcare and research, and technology is evolving, yet the population's overall health continues to worsen. In modern-day society, numerous contributing factors contribute to our health's decline. We can point to every industry and reveal major flaws that must begin to change, and rightfully so, but they are not the solution to the healing we seek. If we want to change the direction of our health, we must be open to new perspectives and willing to accept that the greatest change can only come from within ourselves.

As a society, we were conditioned from birth with the idea that taking care of our health happens only when we seek help externally. We were convinced that we were powerless in our own well-being. Our entire perception of healthcare has been that only someone with a degree holds the sole solution to our symptoms and healthcare needs. This could not be further from the truth and, in my opinion, the primary source of our decline.

Our doctors are only part of the equation and only address one component of our well-being. The conventional approach of Western medicine has worked miracles regarding crisis care, saving lives, and ensuring our health is stable. We are extremely fortunate to have such innovative urgent care at our fingertips. But this approach has been the **ONLY** source of how we care for ourselves and our bodies.

When our tests reveal we are in a stable place, it is assumed we have a clean bill of health. That means we have lived our entire lives with the impression that good health is equivalent to the absence of disease. Yet, many of us walk around daily exhausted, anxious, with aches and pains, assuming this is "normal." There is nothing normal about these symptoms, and while someone may not be diagnosed with the disease, the lack of awareness around these symptoms will eventually lead them there.

Despite ongoing symptoms, people are often caught off guard when suddenly diagnosed with a major illness or disease. As surprising as it may feel, I assure you that this does not happen overnight, your genetics did not decide this fate, and I promise, your body did NOT suddenly start working against you.

Our bodies are in constant communication with us and are always letting us know when there is something that needs our attention. Our symptoms are our very own sacred messages. The pain, fatigue, headaches, rashes, constipation, etc., are not there to torture us or hold us back from enjoying our lives; they are there to show us where our bodies are dealing with the imbalance and where our support is needed.

Instead of learning how to support our bodies and give them the attention needed when symptoms arise, we have been taught to suppress all communication our bodies are trying to deliver.

For example, if you have been getting skin rashes, you go to the Doctor and will be prescribed topical medication or an over-the-counter solution. This clears up the rash, and you believe it was resolved. You may feel better, and your skin looks better, but the root cause of the rash was never even considered, nor was it ever addressed.

The root cause remains within your body. Over time, it will manifest, leading to further imbalance elsewhere in the body. Eventually, a new symptom appears, and another. For years, you may experience various common symptoms, like allergies, constipation, sleep issues, anxiety, and fatigue. You see specialist after specialist, focusing on one area at a time, but nothing further than medicinal relief or a procedure is provided for you. This is the vicious cycle, where root causes flourish, and your health begins to decline.

There will come a time when your body is finally pushed over the edge. It has been fighting for you 24/7, begging for your attention, and can no longer maintain the balance needed to function optimally. Your body is now in a state of disease or dis-ease.

There is a huge gap between how we approach our health and what being healthy looks like. The relief from synthetic medications is merely an illusion of improvement. The acute situation is resolved, but actual healing NEVER takes place. I am in no way stating that you should not go to the Doctor. Yes, of course, we need our doctors and should be evaluated when new health issues arise, but that is not enough.

We must put ourselves back into the equation to reach and maintain optimal health. Our bodies need our attention and our response. Our bodies are designed to heal, but it requires our support and a true connection within ourselves to do so. This is a brand-new concept to most of us, as we have never been exposed to anything other than a conventional approach. Yet, an entire world of healing and healthcare goes way beyond anything we have ever known.

What we believe about ourselves and our bodies has never come from our intuitive knowledge. We have been

told a narrative and never questioned its truth. We have been told we cannot heal and that our only options are toxic meds to stop the progression of our diseases, with the hope of one day reaching remission. Believing such negative thoughts is only causing us further harm and imbalance. These limiting beliefs cause us to resent our bodies, think we are broken, and only further disconnect us from ourselves. As I have learned in my healing journey and from many brilliant experts worldwide, the further we drift and disconnect from ourselves, the sicker we become as a society.

All these years of waiting, praying, and searching for others to save us have proven to have devastating results. Most of our society lives in a state of survival, never knowing how or why each day is filled with unpredictable suffering. This is not how life was meant to be lived.

We are meant to live a life of balance and flow, with a clear understanding of what our bodies need from us and what we can do to ensure we support those needs. Our job is to ensure we create an environment where balance is maintained and disease cannot thrive. When we accept our role as leaders of our health, we will reconnect to ourselves and see the brilliance and miraculous abilities we have carried within us all along.

When we reconnect with our innate abilities, there will be a rise of empowerment, and this suffering epidemic will become a distant memory. We will no longer live in fear and confusion as we all realize that our symptoms tell us a story and are always meant to be heard.

The practice of immediately silencing symptoms, and heading down the path towards disease, will become the road less traveled, as the majority will be paving a new path of healing and honoring our own needs. This is our time to move forward with a newfound trust in ourselves and our bodies. It's our time to heal and live, knowing that it is the guidance of our symptoms that leads us to the restoration of our health.

If you are on this path of suffering and disease, please know that you are seen and believed. Despite what you may have been told all these years, you can turn your health around and move in a new direction toward a healthy and balanced state.

By Jacqueline Gonçalves
Inspired Healing LLC

www.inspiredhealingcoaching.com

Instagram: @inspiredhealing_





A Journey Back to Health After Thyroid Cancer

You Can Thrive, Too!

I had a great childhood. I grew up with a lot of friends and a fabulous family. I lived on a farm where the land surrounding it was my playground. We had dogs, cats, horses, a couple of sheep for a time, and a goat named Pearl. It was an idyllic childhood, yet, I always struggled with headaches. I was always sick. I always felt tired. The same was true as I grew up and went through high



school, college, and during my young adult life. The main difference was those same symptoms became exponentially and progressively worse. It was easy to explain away, though. I was in college with difficult coursework. I worked a lot of hours on top of that. And I was really stressed with how sick my dad was. He was dying from an unknown illness.

It made sense that I would feel all those symptoms.

Or did it?

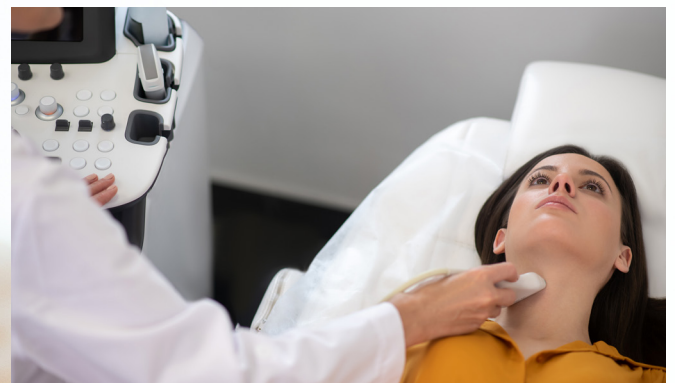
I started asking questions to see if others my age felt anything like I did.

They didn't.

I sought help from various doctors, including GPs, Internal Medicine, Psychiatry, and Gynecology, and nothing stood out as abnormal with me. I would request tests to check my thyroid, not knowing several thyroid markers could be looked at, and every time the tests came back "normal."

I often felt defeated and hopeless. What, then, was wrong with me? I was just told to stress less, exercise more, or I was told I was getting older. I was in my early 20s at the time.

As I got through college, got married, started a family and firmly into my teaching career, I was still struggling with symptoms. By 2007, we had two amazing little girls. The oldest was six, and the youngest three. That summer, I felt miserable. I was gaining weight without changing anything; I had flu-like symptoms daily, I struggled with aches and pains, and debilitating and chronic fatigue set in at a whole new level.



That fall, I took myself to the doctor, and one thing led to another, and I was diagnosed



with papillary thyroid carcinoma with metastasis to the lymph nodes. Finally, this would answer all the symptoms I had been feeling my whole life. It seemed my symptoms were always classic thyroid symptoms, and now there was an answer! Or so I thought.

I did all the recommended treatments and management for my thyroid cancer. I had surgery to remove the thyroid gland as well as several lymph nodes. I took the Radioactive Iodine Treatment and medications at doses to suppress a cancer recurrence. I showed up to every scan and appointment and followed any recommendation I was given.

And I started to feel worse. I can only describe the fatigue as first-trimester pregnancy fatigue, which doesn't do it justice. I felt puffy, my depression was at an all-time high, and my anxiety was at a panic attack level more than ever before. My other hormones were so imbalanced, too. I sought help over and over, and all I got were more prescriptions that caused additional side effects. Some "took the edge off," but I never felt better.

I had to take matters into my own hands. At my last appointment at the world-renown facility I was at for my thyroid cancer management, I asked my doctor to try a new medication, a combination of medications, or something else that could help my awful symptoms. I asked him about food and nutrition because I already knew a lot about that and figured I was missing something. As he sat back in his chair with his arms crossed, he said, "No. There's nothing else to do, and what you eat doesn't affect how you feel."

I left that appointment knowing I'd never be back. I was stubborn and tenacious enough to understand better, and I dug into all things nutrition with a deep knowing that it was the best place for me to start my journey back to health.

It didn't take long for me to start seeing significant changes in the right direction. With the help of a new doctor, I got that other medicine for my thyroid treatment and I began changing my nutrition. It was as if a door opened to a place of hope after all this time! I walked through it and kept going.

I decided to go back to school so I could become credentialed and help people in similar situations as me. I started my company called Rock Bottom Wellness. It is a medical nutrition company that supports people who want to overcome their symptoms using scientifically based root cause nutrition principles to achieve optimal health. Many

of my clients struggle with thyroid conditions, autoimmune conditions, and other frustrating symptoms like fatigue, pain, and poor gut health. But the common theme among them is that they're sick and tired of being sick and tired.



Then, in July 2020, I published my first book, *Rock Bottom Thyroid Treatment: The 8-Week Thyroid Diet for People with "Normal" Thyroid Test Results to Thrive, Not Just Survive*. It's all about the baseline nutrition protocol I unknowingly created while working to heal myself. It's a great place to start when you don't know where else to turn.

I've taken it one step further and now have partnered with other holistic health care practitioners called the Holistic Practice Academy, where they receive practice mentorship and a streamlined referral source. I'm so excited to see where this takes us and how we will be able to help and support so many with similar health frustrations.

In conclusion, my hope for whoever is reading this is to, first and foremost, understand that you are not alone. If you have the same but different kind of health story, you will soon learn that many others are struggling. But more than that, I want you to know that it can and will get better but not until you advocate for yourself, seek out support, and invest in your health in whatever that looks like for your situation. Your health is your wealth, and I never felt poorer when I was suffering with no hope. Be tenacious. Be stubborn and fight back. Do NOT jump into the next quick fix. There is no such thing if you want real health.

If I can get better and thrive, so can you! I promise.

Tiffany Flaten
CNS - Author - Practice Mentor

Rock Bottom Wellness
A Personal Approach for Optimal Health



The harming misconceptions of mindfulness

Mindfulness is a word that we hear repeatedly when talking about mental health, from psychologists to business leaders to the NHS. The problem is that there is often a lack of depth to the information shared, and mindfulness is simply touted as taking a break or finding a moment of calm. Another potentially even more problematic issue is how mindfulness is simplified for social media, in quick conversations or memes, stating things like “When you are present, there are no problems, only peace” or “there are no traumatic events in life, just the way you respond to them.”

This is super harmful because we find ourselves in a place where the term mindfulness turns people off or confuses people, resulting in them not being open to the idea of giving it a try. I have been practising mindfulness for over ten years and teaching mindfulness for three years.

I am honored to work with large organisations, individuals, my local mental health charity, college, and primary schools. The science, the research, my own lived



experience, and my shared experiences with others solidifies my belief that mindfulness is an essential tool for preventative and proactive mental health support.

Not only that, but it is also just a great way to live your life, with a slight shift in perspective, to be more present with joy, knowing what happiness and contentment mean for you, and being able to have some tools in your back pocket for managing stress and change, setting boundaries, and dealing with the inevitable painful events that happen in life.

I call myself the Mindfulness Rebel because it is my passion to make mindfulness accessible and inclusive. To bang the drum to let people know that you do not have to have a baseline personality of calm, that you are still allowed to say f...k and s..t and bol...cks, and that you can still feel anger, agitation, and upset. For people to know that it really is for anyone, even someone like me with ADHD and a busy mind.

We must bust through this ‘empty your mind’ bulls..t. That is just not what it is all about.

Think of it like this, if you wanted to exercise a muscle in your body, somebody would give you the guidance to be able to do that, and you would go away, and you would train it. Mindfulness is that training for your mind.

It allows you to regain control of your cave-person mind in this modern world. And you can start by simply noticing what you do on autopilot every day and train your brain to be more present in your everyday life by paying attention to things as simple as brushing your teeth by using as many of your senses as possible. You can then use this awareness and attention to sit in something like a breathing meditation, which again does not have to be this thing that we’ve seen on media and social media, of sitting in silence for 20 minutes crossed-legged.

We can simply focus on counting our breathing for a few minutes daily. (I like counting my breathing in for four, holding for five, and out for six and repeating that for a few minutes – drop your shoulders and try it now). Another important thing to remember is that as we start this practice, you might need some help and guidance because new habits can be hard to form, and that’s ok. We have a busy, fast-paced life and a lot of disconnect, lack of communication, and many things going on. We live in concrete jungles and have the huge distraction of technology and social media.

But what can happen if you start practising mindfulness in this simple way is that you will begin to notice when you are not noticing! Honestly! You will become more aware of your internal and external world, the reactions you’re having in life, the way you interact with people, the thoughts you have about situations, and the stories you tell yourself in your mind.

And there is no coincidence that some of the most successful people, be that in business or sports, or any field in fact, understand mindfulness and have a practice. I have seen for myself how it can help in relationships, how it can help with dealing with difficult situations, how it can help within organisational culture, and how it can help with communication and kindness.

Ultimately, we need to stop shying away from the term mindfulness and get to grips with what it means. This world needs more awareness and compassion and for people to stop being such a d..k to themselves and others.

Mindfulness might just be the key to being able to do that!

By Amy Polly
Mindfulness Rebel
www.amypolly.com
[www.Linkedin.com/in/amypolly](https://www.linkedin.com/in/amypolly)



How to create breakthrough results NOW!

My name is Tanya Dotson-Winckler, and I call myself your **Breakthrough Whisperer** because I make having a breakthrough a straightforward and simple 5-step process. And there is one simple thing I always tell my clients: if you want a breakthrough in six months, call me in six months. But if you want a breakthrough NOW, you must take the first step TODAY!

Here's why; most of your professional and personal problems requiring breakthrough technology come from not knowing how to manage your time or organize your workday effectively. And the longer that continues to be the case the further off your breakthrough is. But before you beat yourself up for being unable to do this effectively, you need to know that this is not your fault. It's because no one ever taught you. Have you had time management or personal, organizational training in high school? In college? Grad school?

No? Me neither! But here's the thing: if you're going to have business and personal breakthroughs NOW, you must learn the steps.

So this is how you "manage" time. I call it my Time Management 5-Step Success Formula. And I have used it myself and taught it to my clients to help us manage our workdays effectively and successfully organize our personal lives.

Here are the 5 steps.

Step 1: Accountability: The difference between dreaming about a result and achieving it. Webster's defines accountability as "the ability to complete a single task in a timely manner or deadline." My step 1 definition of accountability is "having someone committed to holding YOU accountable for your results, goals, and dreams!" Now ask yourself, do you have an accountability partner committed to AND trained to do this? Because it is a skill to be able to keep your focus on someone else's results.

Step 2: You must set up specific, measurable outcomes to be held accountable for! And NO, "stop procrastinating" is NOT an outcome! You need an outcome in time and space for it to count for you to be held accountable, like Friday, June, from 7-9pm.

Step 3: Secret Weapon 1

Your Beliefs + A Proven Strategy = Results. If you can work out how to change your beliefs, you will change your habits. Add to that a proven strategy that works, and you will change your outcomes and get the results you've always dreamed of! And again, making to-do lists of items or tasks is NOT a strategy. It's just a list.

Step 4: Secret Weapon 2

Leverage Your NEW habits by using Personal Prompts to keep you from sliding back into your OLD habits. Used to nail those NEW Habits in place: Slipping back into your old habits will happen.. over and over ... and at the worst possible moments, when you can least afford that to happen- when you're stressed out, overwhelmed, and exhausted. It eats up hours of your time daily, kills your momentum, and has you starting over on your tasks time and time gain. It has been scientifically proven that it takes 21 days to start a new habit but 66 days to embed it. That means that if (ahem when) you fall off or slide back into your old habits like (procrastination, cramming, sliding by the seat of your pants, waiting until the last minute, being disorganized, distracted & interrupted) anytime between day 21 and 66... that's right... you've got to start ALL OVER AGAIN embedding that habit. It's back to the drawing board/starting point!

Step 5: Hire a Coach to hold you accountable for Step 1- because nothing else really works. You need someone both trained in and committed to holding someone else accountable for their dreams. And no, your spouse, bestie, colleague, or Manager can not. Sure, they may love you and even want the absolute best for you, but they are, first and foremost, committed to their own results, as well as they should be. And second, they don't have the time or the training needed.

So if you want to create a breakthrough in:

Being held accountable.

Achieving specific, measurable results.

Changing your old destructive time-killing habits for good to new and improved effective habits.

Building a proven strategy that works and creating a reliable structure to deliver that strategy.

Being able to keep the new habits pinned firmly in place.

Having an accountability partner trained to hold you accountable for delivering on your results which has done so for 25+ years for over 1000 high-performance professionals like you.

Here's what I invite you to do ...

Click the link below, pick a time that works for you, let's jump on a call together and create a breakthrough for you right NOW!

By Tanya Dotson-Winckler

180 Degree Time Management



Connect with me
<https://180dtm.com/apply/>

Rewire your brain for success

Feeling flat, lacking your usual get up and go? Firstly this is totally normal. We can't be on an upwards trajectory all the time. It's all about the ebb and flow. That said, you can consciously change the way you feel. You can literally give your brain a helping hand to get your motivation going. Don't wait for it to appear. If you want to shift it, consciously generate the state you want to be in.

There's no right or wrong way to do this; it's all about having a toolkit you can draw upon and grabbing what feels good in the moment. Here are 5 of my favourite neuroscience-backed ways to get your mojo back:

1. Journaling

Journaling can be a great motivational tool, particularly using your journal to set your intentions for your day by filling out four simple statements:

- Today I want to be...
- Today I want to feel...
- Today I want to give...
- Today I want to receive...

Just this small act of writing down your intentions for the day means that you are much more likely to take action to show up the way you want to show up.

2. Vision making

Vision-making can be a great tool for shifting into how you want to feel; personally, it's one of my favourite activities. You can use meditation prompts for this or just find a quiet space for yourself. Let your pen flow; don't question it, just write. How do you see your life, who are you with, how do you feel? Really feel that reality, embrace it, and your brain will conspire to support you.

3. Listen to music

Listening to music that either has positive memories associated with it or just makes you feel good can be a great way to get you out of a funk and into a positive mood. Some people are drawn to the style, while others are more drawn to inspirational lyrics to help them shift into a more energised state. Find what works for you. Brownie points if you move to the music, this is a great way to give the brain a full workout.

4. Fake it till you become it

This doesn't mean you can't be your authentic self, but if you want to be someone who feels motivated and energised, you will have to take that first step; otherwise, motivation won't just magically appear. Start your day with a smile. Set the alarm, count to 5, and stand up (I know what you really want to do is snuggle up under the covers, but try it!), stretch, look in the mirror, and smile. You probably aren't going to feel it, but that small act of smiling could be a kickstart to your motivation for the day.

5. Get out into nature

It might feel like the last thing we want to do when we've lost our drive and enthusiasm, but getting out in fresh air, whether that's going for a run, cycle, or just getting out and going for a walk, can be enormously beneficial for our mind and body. It's a great way to boost creativity and creative ideas, too. By getting oxygen flowing, it releases endorphins helping us feel good, and it can dramatically reduce fatigue and increase blood flow in the brain. Why not combine it with listening to an inspirational podcast, some music, or taking the time to do your visualisations, two birds, one stone?



rosie@rosiemead.com
@DrRosieMead



Riding the Wave of Change, or Drowning in the Riptide?

The answer lies in your ability to adapt

At an unprecedented time in history, at the dawn of a new era, the world is not just simply 'changing'; it's catapulting into a different dimension.

The dominoes are falling and landing in configurations never seen or experienced. The fifth industrial revolution is upon us, and the human race has to "human" up. My belief is that this is not a choice. It's a necessity.



The world as we knew it, and know

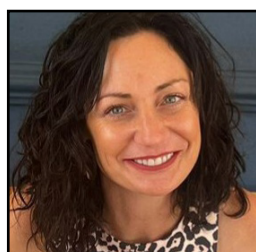
it, will never be the same. Our standard operating systems cannot function anymore without updating. Our beliefs, behaviours, and bonds have to be totally realigned. Poignantly and profoundly relevant in Charles Darwin's words, *'It is not the strongest of the species that survives, not the most intelligent that survives. It is the one most adaptable to change.'*

At its core, your ability to adapt is based on: the rate at which you change your mind, the quality of your decisions, the alignment of your actions, the processing of your feelings, and the embodiment of your behaviours thereafter. Both survival and success are dependent on your Adaptability Intelligence (AQ).

As described by Harvard Business Review as *'the cutting edge,'* I believe that without investment in your AQ, you will not only be left behind, but you will suffer on many levels.

Adaptability is not just about staying relevant and surviving. It's about experiencing the fullness and richness of the human experience and bringing joy on the journey. Things you never thought you could do, you can. The success you never thought you could achieve, you do.

The benefits of increasing AQ are expansive in reducing your stress, living in a state of flow, and being on top of your game. Living in the rhythm of life and not feeling like you are continually drowning in a riptide.



The foundation of my AQ formula is my four A's:

1. Aware: First, you need to be aware that you need to adapt. Once this comes into your reality, you will begin to get nudged in your thoughts and feelings. Awareness is a beautiful gift that illuminates the way forward but is just a departure point.

2. Assess: With the awareness you need to adapt, you must assess the areas of your life it is required, start thinking about the trajectory you actually want to be on, how you want to live, and what's out of sync.

3. Alignment: This is where you place yourself. How you align with people, places, knowledge, thoughts, behaviours, and emotions that will bring you to your new trajectory and state of being. Identify a coach/therapist/mentor/teacher/courses/healers you need to learn from. Align your compass with the new coordinates you want to reach.

4. Action: The verb when determination meets willingness, and you make a micro or macro movement towards change. It can be as simple as a new thought process or mindset. Or, it can be a full-on investment in yourself and your transcendence by, for example, getting a coach. Whatever you choose, it's not just one action, and you are done. It is continual 'work' in your lifetime.

By continuously applying these 4 A's in your life, you will increase your ability to adapt faster and ride the wave rather than drown in the riptide. There is so much more to manage in our lives today, and one of the biggest challenges is the alignment of our heads and hearts.

There's no Adapting if your mind runs riot and your emotions are on the loose. Increasing your AQ helps to contain, understand and process your thoughts and feelings - essential to being an adaptive human. The way in which you express yourself becomes connecting, comprehensible, and clear, and the outcome is constructive rather than destructive. A healthy inner world equals a healthy outer world.

To invest in your Adaptability skills is currently the greatest investment you can make as it pays interest for your lifetime. If you need change, an update, healing, or simply want to succeed, start developing your AQ today.

Therapeutic Coaching

Enhancing the Potency of a Growing Industry



The coaching industry has experienced significant growth in recent years as more of us seek support with various aspects of our lives. Equally, various therapeutic methodologies have continued to prove to be powerful tools for personal transformation and healing, bringing therapy into the 'self-help' and wellness arena as a valid and useful way to gain continued support rather than the crisis intervention it has been traditionally known as.

Since 2020, talking about trauma has entered the mainstream, and this has allowed us to shed some of the taboos we hold as a people around asking for help with our mental and emotional well-being.

By integrating therapeutic approaches with coaching practices, the potency of the standard coaching wheelhouse is significantly enhanced.

In this article, we'll learn how therapeutic methodologies complement coaching, enriching the relationship which stands in the centre of any contract for personal change and fostering profound personal growth and development.

It's a potent integration with incredible results for the people who utilise it. If you are interested in learning how it can help you specifically or how you can qualify for therapeutic coaching yourself, my contact details are at the end of the article.

Traditionally, coaching primarily focuses on goal-setting, action plans, and performance enhancement. However, by incorporating therapeutic methodologies, coaches can help us address deeper emotional and psychological areas of ourselves that may hinder or block our progress.

Therapeutic coaching expands the scope of coaching by delving into the core issues at their root cause, helping us to uncover underlying beliefs, patterns, and unresolved trauma that impact our ability to achieve the goals we set (or wish we could set). Therapeutic coaching can emancipate us, whereas coaching on its own can only focus forward, and therapy can only focus on our past. With therapeutic coaching, we gain a 360 view, which can be transformative.

Therapeutic skills and practices bring a valuable aspect to coaching: emotional intelligence and self-awareness. With integrated therapeutic techniques, coaching can help us to develop a deeper understanding of our emotions, thoughts, and behaviours. Enhanced self-awareness enables us to make conscious choices and empowers us to navigate challenges more effectively.

**"Until you make the unconscious conscious, it will direct your life, and you will call it fate."
(Carl Jung)**



One of the most notable benefits of therapeutic coaching is its potential for healing and transformation. Coaches trained in therapeutic methodologies can support us through the emotional healing processes, helping us to process past traumas, release limiting beliefs, and develop healthier coping mechanisms. This holistic approach facilitates personal growth and empowers us to create positive and sustainable life changes.

Therapeutic methodologies emphasise the establishment of a strong therapeutic alliance and trust between the client and the coach. Coaches trained in therapeutic techniques are skilled in creating and holding a safe and non-judgmental space for us to express ourselves authentically.

This trust and rapport provide a solid foundation for exploration, awareness, vulnerability, personal growth, the return to our truth and reality, and a turning away from the lifelong repeating patterns of thinking, feeling, and behaviour we have used to survive.

Using exercises, models, and tools we wouldn't usually come across, coaches can help us explore different perspectives, challenge self-limiting beliefs, and develop new strategies for overcoming obstacles. This therapeutic aspect of coaching encourages us to examine our decision-making processes and align us with their values and aspirations.

As the coaching industry continues to grow, the integration of therapeutic methodologies enhances its potency and effectiveness. It brings an advantageous edge to help us to catapult up and out of the ways we are stuck by resolving the issues at their root.

As the demand for coaching expands, the integration of therapeutic methodologies will undoubtedly play a vital role in its continued evolution, elevating it to its next level. I am really

proud to lead a therapeutic coach training academy at a time when the world needs just exactly what we offer.

After a long career as a Social Worker, Lead Social Worker then a senior leader in the care industry, I retrained in both psychotherapy AND coaching. I learned to integrate them, and as I certify in further therapeutic approaches, I also bring them into my unique methodology.

The results my clients have gained have improved their lives and I set up The Therapeutic Coaching Academy™ to train Therapeutic Coaches. We offer doubly certified programmes, checked and accredited with CPD and the International Coaching Federation. These take you on the journey from wanting to know more to be a fully qualified, certified, and credentialed Therapeutic Coach.

If you are interested in training with us or if you would like to find out how Therapeutic Coaching can and will help you, please contact

lucy@the-power-institute.com and follow me here:
https://www.instagram.com/be_limitlessly_you/
<https://www.linkedin.com/in/iamlucypower/>



Play at Work

Boosting Productivity and Profitability through Fun and Engagement

Work can be stressful, and many employees struggle to maintain a positive work-life balance. This is where play comes in. Play at work can be a great way to boost productivity, increase engagement, and even enhance creativity. In this article, we'll explore the benefits of play at work and how to incorporate it into your workplace culture.

The Benefits of Play at Work

There is no doubt that play has significant benefits for both individuals and organizations. Here are some of the key benefits of play at work:

Increased Productivity

Employees engaged in enjoyable activities are more motivated and energized to tackle their work tasks. This can result in increased productivity and better-quality work. A Bright Horizons (a) study found that 78% of employees who have access to play at work reported feeling more productive.

Enhanced Creativity

Play can also stimulate the brain and promote creativity. When employees are given opportunities to play and explore innovative ideas, they may produce innovative solutions to problems or find new ways to approach tasks.

Improved Engagement

Employees who feel engaged in their work are more likely to be loyal to their employer and less likely to leave for another job. Play can be a powerful way to build engagement by fostering a positive workplace culture and improving team dynamics.

Reduced Stress

Work can be stressful, and stress can negatively impact both physical and mental health. Play at work can help reduce stress by providing employees with a fun and relaxing outlet.

Increased Profitability

Finally, play at work can increase profitability for businesses. A Harvard Business Review (b) study found that companies that prioritize employee happiness and engagement have 21% higher profitability than those that don't.

Research to Support Play at Work

Let's now look at some statistics and research findings that support the benefits of play at work:

J According to a Gallup (c) study, engaged employees are 21% more productive than those who are not engaged.

J A study by the University of Warwick (d) found that happy employees are 12% more productive than their unhappy counterparts.

J The National Institute for Play (e) found that playful work environments can increase creativity, innovation, and employee retention.

J A survey by the Society for Human Resource Management (f) found that 72% of organizations use an employee recognition programme to boost engagement and motivation.

Now that we've established the benefits of play at work let's look at some companies that have successfully implemented this approach:

Google

Google is known for its playful office culture, with various employee perks, including free meals, on-site gyms, and a slide. Additionally, Google encourages employees to spend 20% of their time on personal projects, which has resulted in some of the company's most innovative products, such as Gmail and Google Maps (g).

Hubspot

Hubspot is known for its innovative and playful workplace culture. One of the ways Hubspot fosters play at work is through its "Rooftop Meetings." These meetings take place on the company's rooftop deck, with lawn games, food, and drinks, to encourage a relaxed and fun atmosphere. Rooftop Meetings allow employees to connect, share ideas, and collaborate in a more informal setting (h).

Incorporating Play into Your Workplace Culture

Now that we've seen the benefits of play at work, looked at some stats about play at work, and read some real-life examples about play at work; the question is how to incorporate it into your workplace culture. Here are some practical ideas to get you started:



By Tamzin Hall

www.tamzinhallcoaching.co.uk

Create a Playful Environment

One of the easiest ways to incorporate play into your workplace is to create a playful environment. This could mean adding fun decorations or creating a designated play area. You could even host a “play day” where employees can take a break to play games, socialize, and have fun.

Encourage Team Building Activities

Team building activities are a great way to promote play and build stronger team dynamics. This could be as simple as playing a game together during lunch breaks or hosting a team-building retreat. Employees will be more engaged and motivated by building strong relationships and improving communication.

Allow for Flexible Work Schedules

Flexible work schedules can also promote play and reduce stress. Allowing employees a say in their work schedule can give them more time for personal hobbies and interests, leading to greater work-life balance and job satisfaction.

Provide Opportunities for Skill Building

Play can also be a great way to build skills and knowledge. Consider offering training or development opportunities that incorporate play or gamification. This can be especially effective for younger employees who may be more drawn to playful learning environments.

Conclusion

Play at work may seem like a frivolous idea. Still, the research shows that it can significantly benefit employees and organizations from increased productivity and profitability to reduced stress and improved engagement. Play can be a powerful tool for enhancing workplace culture and building strong teams. Incorporating play into your workplace culture can create a more positive and enjoyable work environment that benefits everyone.

(a) Bright Horizons: <https://www.brighthorizons.com/employee-engagement-survey>

(b) Harvard Business Review: <https://hbr.org/2019/07/employee-happiness-is-tied-to-profitability>

(c) Gallup: <https://www.gallup.com/workplace/238079/state-american-workplace-report-2017.aspx>

(d) University of Warwick: https://warwick.ac.uk/fac/soc/economics/research/centres/cage/manage/publications/346-2014_mclaren-et-al-happiness-productivity_final.pdf

(e) National Institute for Play: <https://www.nifplay.org/why-play/play-at-work/>

(f) Society for Human Resource Management: <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/pages/employee-recognition-program.aspx>

(g) The Telegraph (Google): <https://www.telegraph.co.uk/technology/google/11179001/Googles-20-per-cent-time-in-action-what-happens-when-staff-are-allowed-to-chase-their-tail.html>

(h) www.hubspot.com/careers/culture.

Social Relationships

Hello again! As I mentioned in the previous article, in this edition, we will talk about social relationships (friendships, family, couples, etc.); I will briefly explain and share an example of a client of mine. I will also provide you with some methods and/or techniques to have an orientation in your particular case.

Human beings need, without exception, to interact with others; the human being is not prepared to be completely alone and isolated, so communication has a very important role in life. What is communication exactly? It is the set of our thoughts, words, actions, and corporal expressions. Communication is what we express verbally and through non-verbal communication; for example, when we hug someone, we express our



love... What determines our communication is based on what we have learned throughout our younger years, our experiences, and our perception of reality.

Often we have innate behaviors that we later judge. We consider that we have exceeded or that they have been inappropriate; however, no matter how much we want to modify these behaviors, we cannot avoid them. A simple example is how often have you heard a smoker say they will not smoke again but always end up smoking? You may argue this is purely down to a lack of willpower. However, the reality is that they have registered in their subconscious a narrative of "When I get up in the morning, I need to have a coffee and smoke a cigarette" or "I need to smoke a cigarette because I am very nervous," This itself is contradictory because it has been proven that tobacco alters the central nervous system.



Therefore, smoking makes them more anxious. The same is true for 99% of our daily behavior. Often there is an inconsistency between verbal and non-verbal communication; how frequently have you encountered situations where a person is explaining something to you, yet you think they are lying or not being clear with their words/actions?

Then we can agree that verbal or non-verbal communication is very important in our day-to-day life. A simple inconsistency between the two can determine your feelings about the situation and the eventual outcome. The same also applies to relationships, and in many cases, communication will determine whether our relationships will be successful and last over time.

For the purpose of this article, I'll call her JL. She had a perfect and enviable relationship; however, nobody knew that this was only the appearance she had shown to the world. However, in reality, there were many doubts, insecurity, and anxiety about the relationship. She constantly lived with stress and anxiety. She doubted her partner; was always wondering if her partner was unfaithful or whether he loved her or not; her doubts and fears made her spy on her partner; she even opened fake accounts on social networks to monitor his every move. Who he was following, what he was doing and who he was connecting with.

Until one day, she realized that this could not go on, as it seriously affected her health (her hair started to fall out in clumps, and she regularly had nightmares). JL decided to contact me to change her obsessive behavior towards her partner. She explained her



ex-partner had been unfaithful. JL had suffered a lot in that relationship since he had been her first love and, therefore, her first real disappointment. She firmly believed this was the origin of her distrust of men. However, as obvious as this may seem, this was only the tip of the iceberg. After our first session together; we realised that the origin of the behaviour was because of her father;

Her father, had repeatedly been unfaithful to her mother; JL lived and registered in her subconscious that men are unfaithful. Her partner's infidelity was only the trigger that "awakened" that subconscious register; for this reason, even if she had overcome the unfortunate event of her ex-partner, could not help but distrust men. For this reason, JL had obsessive behavior with her current partner.



She had taken her father as a reference or prototype of a man, and her father had somehow taught her that men are unfaithful.

This is a clear example of how communication (in this case non-verbal, if not with actions) can greatly

influence the innate behavior of a person and the consequences it can have on their mental and physical health.

I advise seeing a specialised therapist to change this behavior for the best results, but I will leave you with some basic tools to begin your change process. Think about the behavior you want to change and answer the following questions:

How long have you had it?

Is it innate, or do you deliberately plan to act this way?

How do you feel at the moment you act this way?

How do you feel afterward?

Have you tried to change it?

All innate actions involve the subconscious register (origin) + trigger = self-protective behavior. I especially emphasise that because, as we have seen, in JL's case, her ex-partner being unfaithful was only the trigger, not the origin.

Now analyse who in your family (father, brother, uncle, etc.) had similar behavior (I mean the treatment that leads you to act that way). When you have identified it, write down on a piece of paper all the emotions you felt with that person at that time, try to remember also what your thoughts were towards that person, and then analyse if that experience supports you in your current situation surely the answer is NO, so we agree that the change must be made.

Finally, find out if any internal or external interference prevents you from changing your behavior. It may be, for example, that you lack confidence or that a part of you believes that if you change your behavior, you will somehow stop being you. Surely you have detected two or more interferences; this is when you should go to a specialist.

It can also be the case that you have not found any interference, which means that your barriers are strong, and it would be advisable to see a specialist

By Sandra Seguer

sandraj-seguer.com
coach@sandraj-seguer.com



Are you a victim of your mind?

I am passionate about the subconscious mind. I see it as the Soul's most powerful tool. Therefore, it is the most powerful tool for us humans to create the life of our dreams. As a business owner teaching and guiding others to grow conscious businesses, I must add that without the right mindset, you can't access the level of success you are meant to experience in this lifetime.

Your subconscious mind determines 95% of your reality. Only 5% comes from your conscious mind. So, by not learning about how your subconscious mind works, you are missing out on **BIG TIME**. The problem is that it does not come with instructions, resulting in so much suffering and misuse, leading people to make decisions that do not support their highest potential.

The good news is that you can become the master of your own mind. The key is being aware of your beliefs, thoughts, feelings, and sensations. Your actions are just the by-product of all that happens in your mind. **Period.**

So if you are ready not to recognize your life a year from now, keep reading. I will walk you through your transformation, the one already underway, as you have been led to this article and have chosen to read it.

How Do You Create From Thought Alone?

Everything created in this world started as someone's vision. First, someone had a thought, and that thought became material through a series of actions. It is as simple as that. Your thoughts cause emotions & sensations that will trigger a behavior (action). Your actions will create results, and from these results, your mind will give meaning. The meaning you give to your results will create a new thought that causes emotions & sensations, and so on.

Your thoughts live in your mind. 95% come from your subconscious, meaning you are not even aware of them, yet they still cause emotions and sensations that lead you to act. Isn't it crazy to know that 95% of what you experience does not even come from your consciousness?

As tragic as it sounds, if you don't (re)align your subconscious mind to what you desire consciously, you will never experience the life you dream of. The good news is that you are not a rabbit! As human beings, you can neutralize, release, and replace your limiting beliefs with ones that support your expansion.

Subconscious/Conscious Misalignment

Subconscious/conscious misalignment happens when your belief system does not support your dream life. For

example, you may desire to attract more money, but if you don't believe it's possible for you, then it won't happen. Your subconscious will win over your conscious desire. Remember, it makes 95% of your reality.

So the first for you is to become aware of these mental limitations that hold you back from attracting more money into your life. Below is the three-step process to become aware of your limiting beliefs.

1) What comes up emotionally and mentally for you when you consider attracting more money? Does it feel hard? Does it feel like more work?

Why can't you attract more right now?

2) Be the observer (no judgment); everything that comes after "because" is a limitation you need to neutralize, clear, and replace. For example, "I can't/don't attract more money because I don't have enough clients." "I can't attract more money because I don't want to work more."

3) From 2. What is the underlying belief? "I can't attract more money because I don't want to work more." >> I believe that money requires hard work. Your turn!

Change Your Beliefs, Change Your Life

Now that you know what's holding you back from living your dream life and making more money, your next step is to change these limitations for beliefs & meanings that support your desires. Only the beliefs supporting your desires will cause you to take inspired action toward them. Yes, you will still need to act upon your beliefs. But because the new beliefs will be so aligned with your desire, nothing will ever feel like hard work. It will flow. The more you practice, the more you get closer to your intuition. The closer you are, the louder it gets. That's how you build the momentum and become unstoppable.

Conclusion

You can easily become a victim of your own mind if you get wrapped up in the lower vibrations that exist on this planet, such as fear, doubt, anger, resentment, envy, and so on. If you want to create a fulfilling life & business in alignment with your purpose, then it starts with mastering your mind. **EXPANSION & INFINITE POTENTIAL** are on the other side of it. The question is, are you ready to transform? Not everyone is willing or open to doing the work, but **WOW!** When you do so, you become unlimited.

In times of struggle, distress, or worry, know that your subconscious mind can be your best ally in reprogramming your belief system or your worst enemy if you let the negative meanings and perceptions get the most out of you. You got a choice. What is it going to be for you?

Will you stay a victim, or will you realign with your desires?





Unstuck and on purpose

Understanding ego versus intuition

Life is not a Disney movie, or is it? I experienced a profound realisation watching the animated children's movie "Inside Out"...perhaps life is exactly like a Disney movie! There are several voices in my brain, some of which I should pay close attention to and some I should ask to keep the racket down!

The family film tells the story of a 12-year-old girl, Riley, and the characters living in her 'Headquarters,' each representing one of her emotions. Joy, Sadness, and others help her navigate complex life experiences—a concept I find

useful in identifying my internal voices. I would like you to meet 'Intuition,' a short lady in radiant yellow robes and spectacles, and her counterpart Ego, a muscly man with tattoos and a heavy set jaw (*Yes, I'm a big kid who likes the idea of cartoon characters inside my head!*).

You will have your version of Intuition and Ego, cartoon or not. It is important to understand their differences to begin to recognise them. This will improve your decision-making, self-awareness, and personal growth and is a crucial step to ensuring your life is not stuck in a cycle of fear; instead, you are acting upon inner guidance and purpose.

Let's explore your Ego.

When faced with a threat to self-image, Ego jumps into action. Often the loudest voice, booming over others, wanting to be heard, and acting in self-preservation. Studied by neuroscientists, the amygdala, a region in our brain, is triggered when we are under threat and initiates Ego driven behaviours. Have you ever felt the need to be superior or prove your point, camouflaged parts of yourself to be liked, or gone out of your way to not make a mistake in public? These are all Ego driven behaviours.

Now meet your Intuition.

Somewhere, deep inside, you have a knowing. That is your Intuition. Described as gut feelings, hunches, or inner clarity, it is often the quiet voice that whispers to you. It is your innate ability to subconsciously work through information to make a judgement despite the limited cues you may have available. Nowadays, there's even proof it exists. A ground-breaking experiment involving blind participants proved that despite their lack of sight, they could intuitively identify the emotion on a person's face without seeing it. Other studies have produced further evidence that sayings like trust your gut, heart over head, sleep on it, or use your powers or perception, are good advice.

Let's revisit Riley in Inside Out. There's a moment in the film she decides to run away from the new home her family has moved her to and return to a place she felt safe. While not in the script, her inner dialogue might have sounded something like, "Run, get away! Quick, go now. Get back to our old home and everything we will better."

It is pushy, urgent, panicky, and desperate. The body will also respond physically in these moments by increasing the heart rate, sweating, or becoming tense. These signs can help you discern fear from gut feelings.

Lined with a vast network of 100 million neurons, your gut works in tandem with your brain to recall past lessons and plays an important role in making intuitive decisions.

In Riley's case, her gut is intuitively sending her to a place of happiness but also working to keep free from the fear of a new home. It can be confusing to decipher!

You can use some key practices to hone your ability to live intuitively and avoid fear-driven ego responses. First, I suggest watching Inside Out; aside from being a big kid like me, it will drive home the need to listen for and reframe the conversations your emotions are having upstairs.

Meditation and spending a few moments in stillness can help you tune in to the words and sensations within your body and help you to become aware of the driving force behind these. For an approach that requires a little more time, you can always sleep on it. Intuitive hits, downloads, and answers to your daytime problems often play out in your dreams.

Finally, my favourite approach to understanding, if I am acting in Ego versus Intuition, is to imagine the tattooed man and the short lady in yellow robes and ask myself which character is yelling at me, which character makes me feel good, and which character will help me to live unstuck and on purpose.

Cassie Grentell
www.cassiegrentell.com.au
@cassiegrentell



Here for a good time, not a long time

Is our desire for comfort robbing us of our lives?

For as long as I can remember, I've dreamed of living overseas. Of immersing myself in another culture, lifestyle, and way of living.

Traveling and being a mere visitor never felt long enough. I've craved the experience that comes with calling a place home and having a local cafe, beach, library, bar, and fitness class. All of the things you have at home. But in another country. In another home.

For 37 years, the timing was never right; I was never in the right position or situation. There was always something popping up, a legitimate, reasonable reason why it wouldn't work right now, why I should wait. Until I had more money and an online business to support us financially until my daughter finished schooling, until I owned my own house, so I had somewhere to come back to. Then, Covid.

After a while, I kind of forgot about it because I had been waiting so long. Getting ready became a priority until I found myself comfortable, not unhappy, but not exactly happy. I was comfortable, and life was ok. Why would I change it?

Slowly the world started opening back up. One by one, my friends started leaving Perth. Moved to other parts of the country and the world, and I felt like I was standing still. Stuck, unable to move because it wasn't a risk I could take, not now, not yet. But something ignited within me, and a little voice started wondering, asking, why not now? With the cost of living going up, it became a fight

to keep up, and I realised if I kept going as we were, there would never be a suitable time. I'll never have enough money, and her schooling will be more impacted every year. My business would never be as ready as it is today.

If we were going to do this, move overseas, now was as good a time as any. So despite the discomfort and embracing the feelings of excitement and trepidation arising,

I took the leap. Undeterred, even with the best reason EVER not to do the damn thing (being a solo parent to a seven-year-old), I sold everything we owned, packed the rest into a couple of suitcases, and armed with our passports and a whole tone of nervous excitement, bought one-way tickets out of Australia. Out of our comfort zone and headed in pursuit of a life of adventure, experiences, and my wildest dreams.

For the last five months, our lives were filled with many moments that reminded me that **I WAS ALIVE**. We dived with manta rays off the coast of Nusa Penida. We toasted marshmallows as the sun set over the Indian Ocean in Nusa Lembongan. We discovered hidden winding roads among the rice paddies on the back of scooters with the thick warm, humid air blowing in our faces in Bali. My daughter learnt how to ride a bike without training wheels on Gilli Trawangan, dodging horse-drawn carts with an entire island cheering her on. Afternoons were spent swimming with turtles feeding off the beach of turtle point as storms rolled in above with the Volcanoes of



Lombok in the background. We spent hours exploring airports, napping on bench seats at empty gates. We drank Starbucks in 3 different countries. We caught collectivos and learnt Spanish in Puerto Escondido.

Discovered new ways to communicate with new friends met on the shores of Playa Carrizalillo. We ate breakfast in the treetops with the resident squirrels in our home in Mexico. Dove under waves as the sun set at Playa Zicatela, Camped under the stars beside the local nudist beach in Zipolite, Waking up in search of the ripest of mangoes as the sun lit up the sky. Swam with dolphins and watched hump-back whales' calves migrating to cooler waters in the pacific ocean. Ate burritos the size of our heads on the beach in La Punta. Felt the earth rumble under our feet in the ring of fire one too many times, and we napped on hammocks in the midday heat on rooftops in Los Tamarindos.

In 5 short months, we experienced more than most people do in their entire lives. And no, I'm not lucky. I am brave, willing to take a risk, be uncomfortable, and discover what lies on the other side. It wasn't smooth sailing, and at moments it was terrifying. It was hard and deeply uncomfortable. There were tears and tantrums, sleepless nights, and moments where I wanted to tear my hair out—feeling frustrated because of language barriers and not knowing how things were done or where to go to find where I needed and not even being able to ask.

It was simultaneously humbling, excruciating, frustrating, breathtaking, incredible, and so much fun. Never in my life have I felt so uncomfortable, unsure of how this would work. But never in my life have I felt so alive, present, curious, observant, and blessed to be alive, living this life right here, right now.

And we came back earlier than I had hoped, and it felt for a moment like I'd failed, like my dreams were coming down around me, and I questioned if I had made the right decision.

But when I came back, nothing had changed. Everything was as it was, and even though I'm going to have to rebuild our lives again, we're not the same, I'm not the same. The idea of a fresh start, a chance to do it differently, of experiencing what we did, and knowing that our comfort zone has been expanded so profoundly. I get to create a new life, knowing that what I'm capable of is much more than six months ago.

That failure isn't from doing something different and not working. Failure comes from playing it safe. Failure is choosing to stay comfortable and missing out on finding out just how good life gets to be outside of our comfort zone.

Failure is dying, wishing I'd lived more.

There's a reason people say your comfort zone is a place dreams go to die because nothing makes you feel as alive as being uncomfortable, pushing yourself to new limits, meeting your edge, and expanding every time you do.

Maybe the lesson here is instead of listing all the reasons why not, you start asking yourself why the f.... not?

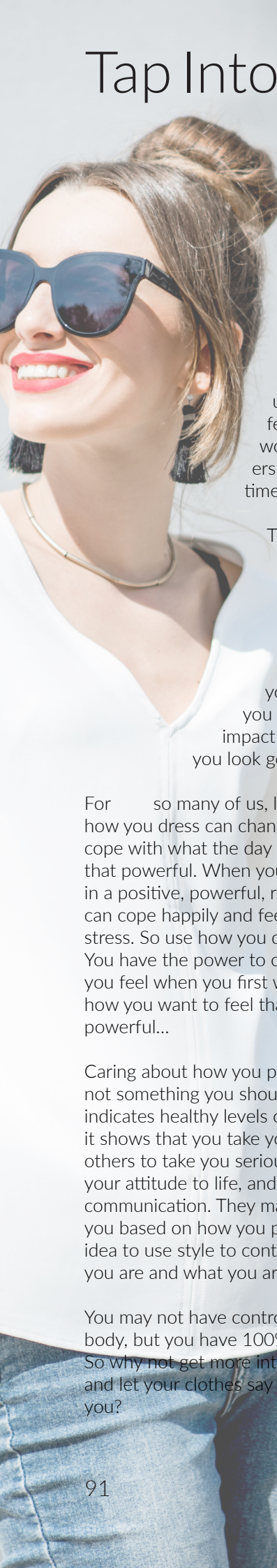
BY AMEE TRISCARI

www.ameetriscari.com



Tap Into The Power Of Personal Style

Unlock Your True Potential Through The Power Of Personal Style



If you've never given it much thought before, know that now more than ever, your Personal Style is an extremely valuable tool to leverage for your overall well-being and mindset. Getting dressed is something we all do every day. Your clothes speak volumes about who you are, how you feel about yourself, and how you would like to be perceived by others – and they speak very loudly at times, whether you like it or not!

The monotony of lockdown, social restrictions, and overall lack of in-person connectedness may have affected your daily motivation to get up, dress up and show up, causing you to misplace your personal sense of style. What you wear has an amazingly powerful impact on your emotional state – when you look good, you feel good.

For so many of us, life is full of daily challenges, so how you dress can change how you feel and how you cope with what the day throws. It is that amazing and that powerful. When you start the day confidently and in a positive, powerful, resourceful state of mind, you can cope happily and feel better equipped to manage stress. So use how you dress to enhance your mood! You have the power to choose an outfit – not for how you feel when you first wake up in the morning – but for how you want to feel that day – alive, inspired, energized, powerful...

Caring about how you present yourself to the world is not something you should consider vain or narcissistic – it indicates healthy levels of self-esteem and self-worth, and it shows that you take yourself seriously – also permitting others to take you seriously. Clothes speak volumes about your attitude to life, and people pick up on this non-verbal communication. They make general assumptions about you based on how you present yourself, so it's a good idea to use style to control the narrative, asserting who you are and what you are about.

You may not have control over certain aspects of your body, but you have 100% control over your style choices. So why not get more intentional with your Personal Style and let your clothes say what you want them to say about you?

Developing your style takes clarity, consistency, and confidence.

Clarity: You are unique, and so is your style. Wear clothes that empower you to express yourself and give the world insight into your character and individuality. Have you ever considered what your clothes express about your personality, attitude, and approach to various situations? For fun, ask yourself right now:

***What does the outfit you are wearing today say about you?
What are some personality traits you would love to express through your clothes?
What would you like people to understand about you?***

Now, thinking about your closet, assess whether what's in it truly supports the messages you want to convey. If not, change it up – and seek the help of a styling professional if you feel you need it. The key is developing a style that matches your personality and lifestyle needs. That's when it will feel most natural and easy to maintain over time.

Consistency: You get more of what you focus on. Staying focused on the image you wish to achieve (a more stylish, current, self-confident, self-assured you) will assist you in achieving it. Commit to being consistent with your style expression every day. Over time it will become a habit, and before you know it, it will be second nature. Once you learn to dress in a way that best represents you, stick with it and keep it current.

Confidence: Confidence is the most powerful accessory you can wear. You can't learn it. It will come about through taking consistent action. The confidence you develop in owning your outfits and proudly expressing who you are will also breed confidence in many other areas of life. Levelling up your Personal Style can be a powerful change agent that can ripple impact on your career, relationships, family dynamics, social interactions, overall mental health and well-being, and sense of life purpose – so many benefits!

Everyone deserves to live a more confident, empowered, and fulfilled life, so learn to formulate who you are through your clothes at any phase of life. Wear what you love, what makes you feel good, what affirms your identity and purpose – and own it, always!

Réidín Rees, Style Coach

www.stylecoaching.ca

[@stylecoaching.ca](https://www.instagram.com/stylecoaching.ca)



Energy + Strategy for Improved Results

Strategy alone is limited...

It won't work if your heart's not in it. There are a number of layers in this; for now, I'll keep it simple...When we lead from an empowered energy or state, more is possible than if we lead from doubt. We set the intention of what is possible from our thoughts, and our thoughts create feelings or energy in the body.

It's possible to believe anything we set our mind to; however, it will only last if you really believe it at a deeper level. Otherwise, it is difficult to sustain over time.

Strategy alone is limited because of what's happening beneath the surface of our thoughts, the words we say (or don't), our beliefs about the strategy (action or task), and whether we feel aligned or capable of the outcome.

Would you rather fear (insert a truth for you) 'having to present to a group,' get it done and then fear having to do it again and again in the future? Or would you rather work with all that's present to clear the fear and use it in ways that propel you forward?

Yes, it is possible!

What we believe has a ripple effect on our energy, the way we feel and approach what we do. The body doesn't lie.

I like to think of the body as an internal antenna or inner guidance system. Paying attention to our body can give us valuable clues as to what we can focus on and support us in moving forward and getting to the next level. This is exactly how to find more ease rather than positive thinking, force, or hustle – all of which are not sustainable for consistent results.

Working from the 'inside then out' allows for upgrades to conditioned patterns, beliefs, and behaviours, which can keep us stuck or looping in the same outcomes. Rather than replaying the patterns in the future over and over, our internal guidance system can help to remove what is in the way for the future. This is what I class as long-term, sustainable change.

Getting back to the simple theme, imagine these two scenarios:

Scenario 1:

If you think that something is hard or not possible...

How do you approach it?

I invite you to pause and consider something relevant for you. What do you find hard or not possible?

If it is something you want, how do you approach it?

Do you find reason not to fight for the limitations or simply not try at all?

Scenario 2:

If you think there is a way, even if you don't know how...

How do you approach it?

I invite you to pause again. What comes up for you?

Do you see more possibility if you 'think' it is possible?

What we think also informs the subconscious of what to look for, so you will see more evidence about whatever you are looking for, 'It is possible or it is not possible?' for example. The energy you put behind the strategy is everything. It shows in the way you speak and move your body and how you take action.

Internally, modern-day pressure produces a reaction. Notice the way your body reacts to stress. It contracts, closes up, and tensions arise. We can evoke this just by thinking about it.

The nervous system is always giving us clues. Our system is instinctually wired for good to protect us from harm and limits us if we don't know how to work with it. Being busy, overthinking, and 'always on' affects energy systems within - if we allow it. (And health long-term if not taken care of).

If we aren't taking care of our energy and well-being, the mind and body don't get a chance to align, feel relief from stress, or restore harmonious, creative, and thriving functions which produce improved results.

Before you take action on an important task, strategy, or goal - if you notice fear, doubt, or hesitation of any kind, I invite you to question it. If you lead with 'What is possible' or ask 'If this was easy for me, what would I do?' – What comes up?

Here's to finding possibilities....

I work with clients to build a consistent approach that works for them. Ask me if you want to know more about how this can work for you.

Energy and strategy for best results.



Lisa de Laroy

contact@core-guidance.com

Wellbeing from the inside out



STRESS AND SLEEP

BY DR REBECCA WILLIAMS

One of the many consequences of stress is its impact on sleep which, in turn, increases stress. It is becoming increasingly apparent that sleep is not just about resting. While we sleep, information is processed, memories are stored, the immune system carries out repairs, hormones re-equilibrate and many other essential processes occur. Adequate sleep is enormously important to our functioning as human beings and is vital for good mental and physical health. This article will explore the impact of stress on our sleep and ways in which we can improve our sleep when stressed.

When the 'stress' part of our brain is activated (our primitive brain), our higher-level functioning is reduced. So, when we are stressed, we are more likely to make bad decisions that impact our sleep. We may end up working and eating late in the evening. A busy mind and/or a full stomach will make it difficult to fall asleep. Caffeine may help us feel more alert throughout the day, but it takes a long time to leave the body, which makes it harder to get to sleep. Comfort eating is common when stressed. Sleep deprivation and stress reduce self-control and increase the craving for sugary foods, keeping us awake. Alcohol may help us relax and go to sleep, but it doesn't generate good quality sleep.



So how can you improve your sleep?

Firstly, it is important to live your day well. Try to get daylight on your skin in the morning to help with your body's natural circadian rhythm. Some form of physical exercise helps, as well as making time to do something enjoyable. Eat evening meals relatively early and certainly not within an hour or so of going to bed. Avoid caffeine after about 6 pm and try to avoid alcohol in the evening, except as an occasional treat. Having a period of 2 hours or more between doing work and going to bed is essential in allowing your brain time to switch off. A warm bath or shower can help. Try to keep the lighting low in your bedroom and make it a technology-free zone.

Secondly, think about what can help you get to sleep and stay asleep. If you are sensitive to light, you may need eyeshades or blackout blinds, especially in the summer months. If you are a light sleeper, consider earplugs. If your partner snores or you are worrying about disturbing them with your restlessness, consider sleeping in separate rooms for a while to help you break the sleep anxiety cycle. Avoid anything more than sips of liquid after about 8-9 pm to reduce the chance of needing the loo at night.

Having a glass of water by your bed is a good idea—also, a pen and paper. Write down if you think of something you need to do the next day. If you haven't been sleeping well, try not to allow yourself to stress about it as you head to bed. Tell yourself that you will cope if you don't sleep well. Once you are in bed and ready to sleep, I recommend doing Diaphragmatic Breathing to help your body relax. You can find demos for this breathing technique online.

Once your body feels relaxed, here is a simple sleep exercise to help your mind relax: Close your eyes and say (in your head), 'I am imagining the space between my eyes.' Visualise these words and repeat the phrase twice more as you say these words. Then, 'I am imagining the space between my ears' three times. Continue, down your body, using your shoulders, elbows, hands, hips, knees, and feet. Combining 'speaking' and 'visualising' is important, keeping your brain focused. If you get distracted, return to your eyes. If you get to your feet, start again. If you wake in the night, repeat the process, Diaphragmatic Breathing, followed by the sleep exercise.

It is very important that you prioritise getting a night of good sleep, as it impacts everything. The better you sleep, the better you function and the more resilient you become in facing your challenges.

If you would like to know more about stress and how to manage it, you might find my book helpful. It is available from Amazon:-

**'Dealing with Stress: the mind, body, spirit way'.
A simple guide to stress.**

My website has further information about what I
can do for you or your business:-
williamsstressmanagement.co.uk

Befriending Fear

By Kelly Keefe

Fear. An emotion that every single one of us feels throughout the human experience, no matter how much we may attempt to deny or avoid it. Living without fear is nearly impossible. Only 400 people have ever been documented to live truly fearless; it didn't come without a price. Those people all suffered from an extremely rare disease known as Urbach-Wiethe that brings forth bumps around the eyes, a hoarse voice, and a buildup of calcium deposits in the brain. So let's for a moment express

gratitude for experiencing fear rather than the latter.

At large, the experience of fear gets a bad rap. So often, we hear people saying we need to learn how to slay fear or overcome it, essentially attempting to bypass it or push it entirely away. However, what if we challenge that concept? What if we learned to understand fear and cultivate a healthy relationship with it?

We can begin to relate to fear by starting with fear as an emotion. Emotions are simply energy in motion. It can be challenging to feel emotions that we have deemed negative (fear, sadness, anger, etc). There are two problems, though. First, what we resist, persists. Emotions don't magically disappear if we don't feel them. Quite the contrary, actually. Hence, problem number two. Emotions that are resisted become repressed within the body and emotional body.

This is the cause of disease coming up later in life. If we want to witness more health, happiness, and wealth within our lives (and yes, having all three is possible), then

learning to process and be with the more challenging emotions is required.

Dr. David Hawkins' scale of consciousness shows the frequency in which various emotions are moving through our electromagnetic field. Fear falls under a constricted state. This is why when one finds themselves in 'fight, flight, or freeze,' a sense of restriction is experienced. Restriction stops us from taking a step toward an experience, a connection, or anything that will bring forth growth, evolution, and an expanded experience of Self.

Again, fear is not a bad thing! It supports us in staying safe. Its intentions are good. Many generations ago, our ancestors depended on fear while out in the wilderness to not be eaten by a sabertooth tiger or other large animals that viewed our ancestors as a meal. We're fortunate to no longer have that issue in the majority of the world. Epigenetics show us that traits, behaviors, and thoughtforms are passed down through our ancestors' genetics, so it is no one's fault that it can be so alive in so many still to this day. It also proves that we can change our genetics with consciousness and healing.

Our goal is not to completely live without fear - that's basically impossible. It isn't to obliterate it when it does arrive, either. Instead, the sweet spot is understanding what fear is and how to befriend it to move together as a healthy and supportive team.

In my book, *Rise Above Fear*, we explore what fear is and how to begin to live with fear as a friend. Here are three simple ways to start working with fear and curating a healthy relationship with it now.

3 Ways To Shift Your Relationship With Fear

Acknowledge Fear When It Arrives: *Ignorance is not bliss, friends. When we increase our awareness of what emotion is moving through us, the power it can have over us diminishes. Next time you feel fear, acknowledge it by saying, "I'm experiencing fear right now," and take a deep breath.*

Speak With It: *Most of our fear responses are coming through a version of ourselves that is still 5-7 years old. When you feel fear, after you acknowledge it - ask it to share more about what it is truly afraid of. (In *Rise Above Fear*, you can find this practice under 'tea with your fear').*

Move Your Body When Fear Presents Itself: *Anxiety, overthinking, and fear are most active in the mind. When we bring movement into the body, it supports in releasing excess energy in the mind and creates more space for ease, calm, and responsiveness.*



Kelly Keefe
www.heartspace.co



Expectation Bias:

How Our Beliefs Shape Our Perception

Science has made significant strides in understanding human behavior and perception. One of the most important revelations is the existence of observation or expectation bias, which has been extensively documented in multiple studies and experiments. **Despite its importance, it is rarely discussed or taught in the Coaching and HR environment.** I want to invite you to explore the concept of expectation bias, why it is crucial to be aware of it, and what can be done to decrease its influence on how we perceive and experience the world.

Expectation bias refers to our belief system, which shapes how we perceive life and our interactions with others. For instance, if we believe that people with blue eyes are a danger to society, we will perceive them as threatening and interpret their behavior as hostile, aggressive, or uncomfortable. In essence, our perception of reality is filtered through our belief system, which can lead to misinterpretations and biased judgments.

A study published in the Journal of Personality and Social Psychology in 1980, Vol 39, No 5, 861-873, sheds light on the impact of expectation bias on social interactions. The analyses involved four separate experiments where female participants were told they had a disability, such as epilepsy, allergies, or a facial scar. Participants with a scar were modified to have a scar on their faces, which was removed before leaving the experiment's room. All participants were informed that the person they would talk to was aware of their disability. After approximately 6 minutes of conversation, the participants were asked to rate their interaction with the other person. **Surprisingly, all the participants (with epilepsy and facial scar) reported a high level of tenseness, degree of perceived patronization, and gazing.** Those two groups felt discriminated against or treated differently due to their illness or scar, even though the other person was unaware of their condition. (all participants were convinced that the person they spoke with was informed of the disability or could see it)

It shows that our beliefs shape our perception of reality, and our interpretation of social interactions can be biased. The same applies to HR investigations and decision-making, where expectation bias can influence our perception of events and lead to misinterpretations and biased judgments. For example, suppose there is a belief that people of color are angry or unpleasant. In that case, the receiver of communication with that belief will subconsciously interpret things in such a way that confirms their bias. Similarly, a person of color who believes that white people have more opportunities in life will perceive behaviors and interactions in a way that reinforces their belief.

To avoid the negative impact of expectation bias on HR investigations, raising awareness of its existence and how it can influence our perceptions is essential. Organizations can provide training and courses on expectation bias, which will help employees recognize their biases and reduce their impact on their decision-making. It can also help create a more inclusive and respectful working environment by fostering a better understanding of different perspectives and experiences.

Expectation bias is a significant factor that shapes our perception of reality and social interactions. Its impact on how Coaching is structured is clear. Decision-making without regard for bias can lead to misinterpretations and biased judgments. Working with belief systems is essential in personal growth and development, as well as in HR investigations and even the judiciary system.

Dominika Staniewicz



Brain Coach | Elite Neuroencoding Specialist | Holistic Life Coach



Your Relationship with Money

Let's talk about something that is seldom spoken about. As we transit through our adult life, we look at all our

relationships - with our partners, parents, siblings, bosses, friends, colleagues, etc. However, there is one relationship that governs many others in our adult life, and no one talks about that. Many are not even aware of it. Which relation is that? That, my dear friend, is your relationship with money.

Today let's look at our relationship with money.

What is the relationship with money, you might ask?

Your relationship with money is more than just a series of financial transactions—it reflects your values, beliefs, and attitudes toward wealth and abundance. It encompasses your thoughts, emotions, and behaviours surrounding money, shaping how you earn, spend, save, and invest.

Your relationship with money is a deeply personal and intimate bond that evolves over time. It's a complex tapestry woven from your upbringing, cultural influences, societal expectations, and unique experiences. Understanding this relationship can unlock insights and empower you to make intentional choices that align with your financial goals and aspirations.

Let's embark on a journey of self-discovery with our relationship with money. Before diving deep into different aspects of our relationship with money, let's start with the basic foundation, your financial thermostat.

Your financial thermostat is the internal thermometer that you have set unconsciously. This is the amount that you have told yourself about what you deserve. Have you experienced that you get stuck with earning X amount of money in your life? It looks like a struggle to go beyond that amount. If you ever pass that by chance, there are expenses that show up unexpectedly in the form of medical bills or utilities that need urgent attention and can't be put for later. That's your mind's way of getting rid of that excess money.

I know you must be negating this as absurd. Let's understand how it works. Let's assume you are sitting in a room and have set the air-conditioning temperature to 21 degrees. The temperature outside your room is 30 degrees. What does the air conditioning unit do? It brings the room temperature down to 21 degrees, right?

Now let's assume the weather has changed. You are in the same room. The external temperature is 10 degrees, and you have set the temperature of your room again to 21 degrees. What happens? The room temperature goes up to 21 degrees, right?

Similarly, your mind also has a thermostat setting. It finds its default setting during the earlier years of your life, based on everything you heard, said, experienced, and believed about money.

Look around and notice the type of people you associate with. You will notice that the five most common people you have in your circle earn an income roughly 10-15% higher or lower than yours. That is your financial thermostat.

Case Study: I was working with a client of mine.

He was an entrepreneur with a common problem. he couldn't figure out why for five years his company had been stuck on a turnover of 10 million dollars, and continued to struggle to find a way to exceed it. He had tried everything, from working harder, to changing strategies and even reorganising his team. On average, the company was hovered near 10% of this range.

Here are three things I did with him that turned around his finances and business over the next 8-10 months.

1) Change your existing pathway: *Through some of the tools I use, we did a neuro pathway switch about his association and patterns of money. You could do that by being aware of your conversations around spending, buying, investing, gifting, and receiving money.*

2) Use your creative powers: *Your mind can't differentiate between what is real and what is just visual. That's how you experience emotions when you are watching a movie. That's how a horror movie seems to freak you out even when you know it's not for real. I used his visualisation skills, and we created neurological experiences for him, which constantly made him experience mentally how it felt to achieve his new goals and targets.*

3) Change his circle of influence: *I encouraged him to find a new circle of people to hang out with more often. These people included people already earning and living the life he wanted to experience.*

These simple yet powerful techniques helped him shift his financial thermostat, and he experienced a transformation in his finances and business in as little as 8-10 months.

Are you ready for your new adventure with money? Are you ready to rediscover your connection with money and go on a deeper journey to transform it? These steps could be the beginning of this journey.

By Smitaa Nair
smitaa@smitaanair.com



MIND FOOD CONNECTION



Food is something we must have every day. It is a basic need to survive. It influences many of the decisions we make in a day, but do we put too much thought into it?

We live in a world that sells an idea of how & what we are supposed to be eating. We sometimes forget to listen to our bodies and hunger cues. We learn every day how to disconnect our mind from our body to follow “the rules” of what will make us look or feel better. The reality is those answers are inside of us.

Food has been a massive part of my life. I grew up in a way where food was always the center of every meeting or big reunion in my family. Food was always the reason we would get together and the most important part of it. Because of this, I grew up very connected to the feeling of having a meal that I enjoyed and with the ones I love. At the same time, food was the reason I developed an eating disorder and had to live with anorexia and bulimia for 20 years of my life.



My relationship with food changed drastically just for my need to fit into a society that makes you believe you must eat a certain way to feel accepted.

My self-esteem sunk so low, and I needed to fit in so desperately in a world where I never felt accepted, so all I had was my ability to look “fit” and skinny.

It took me many years to understand how disconnected I was from myself and my body. Eventually, in my late 20s, I took action toward recovery and understood that food is much more than just food. We are allowed to enjoy our food without guilt and blame, without having the thought of not deserving what we are eating, and without regretting our decision and putting so much bad energy into the moment. Food can be very enjoyable, and we are allowed to (and should) enjoy it.

In my recovery process, I discovered all the foods that would bring me back to so many childhood memories which were so meaningful for me. We learn to have so much guilt around some food decisions, and we don't realize that that's what we are eating the guilt.

All those negative thoughts that we have around something so simple can be so complicated and sickening to our bodies and souls.



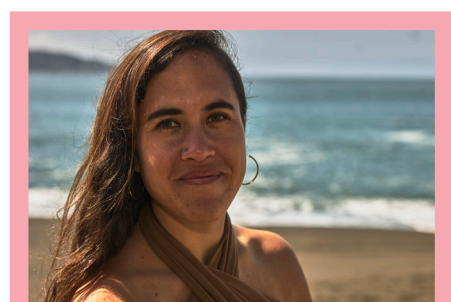
I learned to take care of my body and soul, which allowed me to have balance around listening to what my body wants. When we truly listen, we can trust the body's ability to communicate its needs because our bodies are wise, and we forget to listen. Food is the only way to fuel our bodies, and there should be no single “bad” decision. There's just food that has less nutritional value than others, and that's it. If you know how to balance that, you'll understand how much freedom around eating can come into your life.

Restriction leads to desperation, and desperation makes us lose control. If we know that we can eat whatever we want at any time, our minds won't let us lose control.

Understanding this very thing gave me so much freedom to live a more present life where I get to choose for myself and my body.

For that, I will always be grateful.

By Sabrina Vega Adaui
Functional Health Coach



The Key to Dating Success: Trusting the Timing

Trusting the timing in your romantic life takes profound surrender and self-assurance; both are required to build the necessary resilience for dating nowadays. It means releasing the need to force connections or rush into relationships unaligned with your authentic self. It's about acknowledging that love unfolds in its own divine timing, and sometimes the universe orchestrates encounters and unions that exceed our wildest dreams.

When you trust the timing of your romantic life, you cultivate a deep sense of patience and acceptance. You understand that each experience, whether a beautiful connection or a heartbreak, is an opportunity for growth and self-discovery. It's about recognizing that the universe works behind the scenes, aligning you with the right person at the perfect moment.

Trusting the timing also means honoring your journey and respecting your path. It's easy to fall into the trap of comparing your love life to others or feeling pressure to conform to societal expectations. However, when you trust the timing, you focus on your growth and happiness rather than external standards. You know that true love cannot be rushed or forced, and it's worth the wait to find a connection that aligns with your values, desires, and vision for your life.

Trusting the timing of your romantic life allows you to fully embrace the present moment and savor the journey. It's about finding joy and fulfillment in self-discovery, self-love, and self-care. When you let go of the urgency and desperation to find love, you create space for a deep and meaningful connection to blossom. In this space of trust, you attract a partner who cherishes and appreciates you for who you are.

Remember, the universe has a divine plan for your romantic life. Trust that it knows the perfect timing to bring love into your world. Have faith in the process, embrace the lessons, and believe that the love you seek is already on its way to you. Trusting the timing of your romantic life allows you to remain open, patient, and receptive to the incredible love story that awaits. So, stay tuned.

@lvl_it_up
www.lvlitup.com

Lisa Van Loo
The Dating Coach



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Shape Up for Summer

With Summer approaching, we are all looking to get leaner, more in shape & healthier. Some of us may have a holiday in the sun booked and want to ensure we look and feel our best to wear our best summer clothes. No worries! Here are some ideas:

Eat lots of fruits and vegs: Summer brings many choices, so load on them! Aim for variety and diversity with vibrant colours. Have more legumes/pulses: full of fibre, they will increase your satiety and stabilise your blood sugars to manage your weight. Think beans, lentils, and chickpeas...as well as being cheap; they are super easy to cook.

Move! Take stairs instead of lift, walk instead of taking a bus, swim, do yoga, stretch, cycle... Find what you like and go for it.

Drink plenty of water: by this, I mean at least 2L per day. When on the move, take a bottle with you, and if at your desk, keep a jug of water handy. Sip through the day. Water is essential for all bodily functions and helps us feel fuller, thus assisting with weight management.

Avoid or eliminate sugary, salty, or processed food: these dysregulate our blood sugar levels leading to low energy, poor mood and focus, weight gain, and countless health issues.

Now you are going to ask:
What do I do if I am going out?

Try to choose the healthier options on the menu, such as salad, chilled soup, vegetable dishes, and fruit for dessert. Have water or a non-alcoholic drink instead of wine. Avoid the bread. But do not fret: provided you are going out occasionally, enjoy yourself; life needs to be enjoyed; after all, that veggie dish is absolutely yummy!

By adopting these simple steps, you will gain increased energy, feel better within yourself and stay in shape. There are lots of other things that can be done: give me a call to find out more

by **Emmanuelle Waters**

**Registered Nutritional
Therapist & Health Coach**



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'Be an Explorer, not a Tourist'

by Karina Rook

Secluded, space to think, be, wonder, and wander a while.

In this column, I invite you to dare to discover, be a champion for curiosity, and take the path less travelled with me as I journey in search of new ways of thinking, seeing & experiencing wellbeing & professional success. It's a worthy pursuit. Take a look around - of the people nearest to you right now, one in four will suffer a mental health illness in their adulthood.

The estimated cost of work-related stress to European businesses and social security systems is €600 billion annually. And the knock-on effects are untold - the discomfort, pain, disease, and impact on personal performance, relationships, and outlook. It de-bases us to focus on surviving instead of thriving.

There has been a recent surge in the focus of wellbeing and lifestyle medicine - no doubt to address the maladies we have already identified, but there is a vital missing link. And, as most of us spend most of our lives at work... perhaps the workplace is the missing link to improving health, happiness & humanity.



According to Gallup, 85% of the global workforce is either not engaged or is actively disengaged at work, costing over \$7 trillion in lost productivity. Gallup also found in a study of 7,000 Americans that 50% of those surveyed had left a job at some point during their career to get away from their manager so that they could have a greater quality of life.

If you are a non-profit, the Kingsfund 2012 research report published, "In general terms, the more positive the experiences of staff within an NHS trust, the better the outcomes for that trust. Engagement has many significant associations with patient satisfaction, patient mortality, infection rates, Annual Health Check scores, as well as staff absenteeism and turnover. The more engaged staff members are, the better the overall outcomes for patients and the organisation.

Read that again... fewer people die, fewer infections, and staff are healthier at NHS trusts where employee engagement (the outcome of a positive employment experience) is higher. The elegant solution recognises that no business thrives when people are on their knees. By exploring what is happening inside businesses that understand the health and wealth link - we see everyone stands to win.

Jacob Morgan's meta-study shows companies that generate a culture and climate where employees thrive are 4 x more profitable, 4 x productive, and 4 x more innovative. They also have up to 10x higher brand value and up to 7x higher employer brand proposition.

So what can businesses do to improve their financial health through the health of their people?

It's fair to say we can be better than stopping at mental health first aiders. Using our explorer analogy - that's the equivalent of travelling east from the shores of Europe, arriving at the first landmass, and believing you've reached Asia. Understanding the stress cycle is essential when it comes to building resilience in today's VUCA world: constant change, uncertainty, and ambiguity trigger our stress response.

The stress response anticipates expending a short burst of intense energy - so movement is an excellent tactic to moderate the situation. Can you encourage your team to have more walk-and-talk meetings instead of sitting in a meeting room or on Zoom? Could you offer fitness class discounts or gym memberships?

After the surge of power expected... you need a recovery phase. Time out, chill time, headspace, relaxation, rejuvenation, restoration. Can you facilitate listening or playing music, reading, gardening, or any hobby? Setting up a book club or film night doesn't require a budget.

We're wired for connection & belonging - do you have a strong sense of belonging? Do you create a culture where people feel they can be themselves and make a contribution? If this is missing for you or your business, take a look at what's important to you/ your team and drill into purpose - where do they find meaning at work? Is there a sufficient level of autonomy? Do they have a voice?

Considering the ROI and wider wins, it seems to apply the learning from lifestyle medicine is undoubtedly a frontier worth exploring in the world of leadership and business performance.

Karina Rook is a high performance coach helping leaders of fast growth companies create commercial advantage where people thrive and business excels. Sign up to Karina's 'Extra Espresso Shot' free weekly newsletter for tips to power up performance today via the website link below.

www.ventures-green.com
www.linkedin.com/in/karina-rook



HOW TO PROTECT YOUR ONLINE BRAND REPUTATION

By Nav Singh



Protecting your brand reputation online is crucial in today's digital age. Here are some strategies to help safeguard and maintain a positive brand image:

Monitor Online Presence

Regularly monitor your brand's online presence by conducting searches and setting up alerts for your brand name, products, and key executives. This allows you to stay informed about conversations, reviews and mentions related to your brand. Use online reputation management tools and social media listening tools to track brand sentiment and promptly address any issues.

Engage in Social Media

Actively participate in social media platforms relevant to your brand. Respond to customer enquiries, comments, and reviews promptly and professionally. Engage with your audience, provide helpful information, and address any concerns. You can build trust and credibility with your customers by being responsive and transparent.

Encourage Positive Reviews

Encourage satisfied customers to leave positive reviews on reputable review sites, social media platforms, and your website. Positive reviews can help counterbalance negative feedback and give potential customers a favourable impression of your brand.

Address Negative Feedback

When encountering negative reviews or feedback, responding promptly and professionally is important. Address concerns, offer solutions or explanations, and show that you value customer feedback. Avoid getting into arguments or being defensive, as this can further damage your brand reputation. Take the conversation offline if necessary, but always demonstrate your commitment to resolving issues.

Maintain Consistent Brand Messaging

Consistency in brand messaging across various online channels is key to building a strong brand reputation. Ensure that your brand's values, mission, and tone are reflected consistently in your website, social media profiles, blog posts, and other online communications. This helps establish a cohesive brand identity and builds trust with your audience.

Build Relationships with Influencers

Collaborate with relevant influencers or thought leaders in your industry. Engage in partnerships or sponsorships that align with your brand values. Influencers can help amplify positive brand messages and reach a wider audience, boosting your brand's reputation.

Proactive Crisis Management

Develop a crisis management plan to handle potential reputation-damaging situations. Anticipate potential risks and have a strategy to address them promptly and effectively. Transparency, honesty, and swift action are crucial during a crisis. Communicate openly with your audience, take responsibility when necessary, and outline steps you're taking to rectify the situation.

Protect Intellectual Property

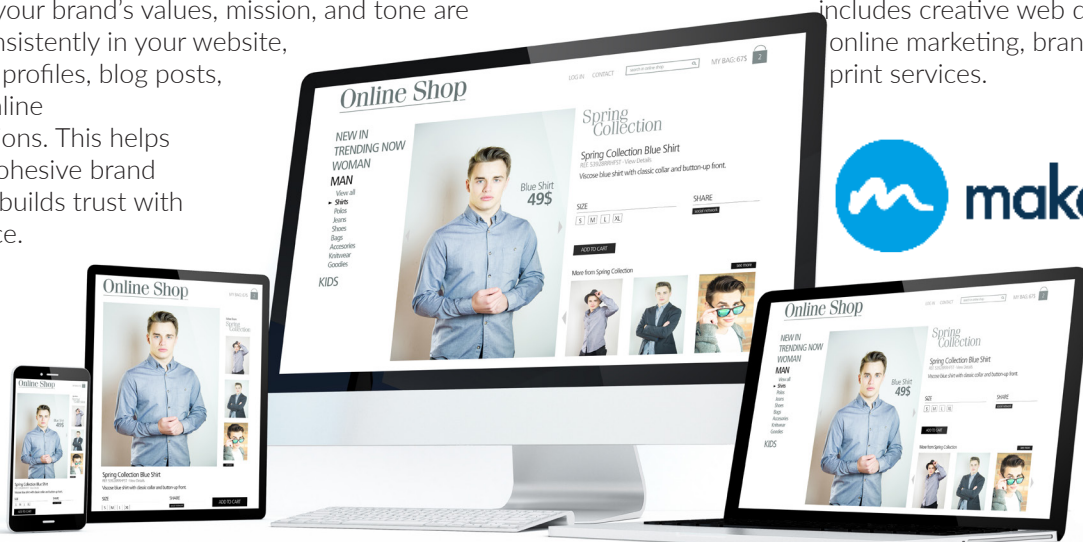
Safeguard your brand's intellectual property, including trademarks, copyrights, and patents. Register your trademarks and monitor for any unauthorized use or infringement. This helps maintain brand authenticity and prevents others from damaging your reputation through misrepresentation.

Educate Employees

Train your employees on proper online conduct and the importance of protecting the brand's reputation. Provide guidelines on social media usage, customer interactions, and brand representation online. Encourage them to be brand ambassadors and empower them to handle customer issues professionally.

Building a positive brand reputation takes time and effort, but protecting it requires ongoing vigilance. By actively managing your online presence and promptly addressing any issues, you can safeguard your brand's image and maintain a strong reputation in the digital realm.

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