

Handout support materials for

How to Lead a Transformative Life

A workshop by Kelly Wendorf, MCC
Founding Partner of EQUUS, and author of *Flying Lead Change – 56 Million Years of
Wisdom for Leading and Living* (Sounds True)



Blueprint for Human Transformation

1. Awakening
2. Letting go / Endings
3. Shedding and Melting / “The Messy Middle”
4. Becoming / Beginnings
5. Consolidating

**more can be found in *Flying Lead Change*, available through all major online booksellers.*



Inspiring Wisdom For Life & Leadership

Stages of Transformation

What you might expect or experience

Awakening	Letting go / Endings	Shedding / Melting (the Messy Middle)	Becoming / Beginnings	Consolidating
<ul style="list-style-type: none"> • Yearning • Awareness • Shock • Humility • Awe • Openness • Increased energy • Crisis • Change • New information • Spiritual event • Disruption • Epiphany 	<ul style="list-style-type: none"> • Despair • Resistance • Fear • Denial • Anger • Uncertainty • Grief and loss • Bargaining • Confusion • Blame • Judgement • Attrition of friendships and projects 	<ul style="list-style-type: none"> • Confusion • Impatience • Uncertainty • Anxiety • Skepticism • Lower productivity • Creativity • Experimentation and prototyping • Freedom • Depression • Isolation • Loneliness • Self-doubt • Fear • Sleep loss • Overwhelm 	<ul style="list-style-type: none"> • New possibilities • Increased energy • New circles, peers • New perspectives, new values, new attitudes, new identities • Freedom • Forward looking • Grief • New habits • Creativity 	<ul style="list-style-type: none"> • Commitment to the whole • Sense of service and responsibility • New normal • Openness • Resilience • Welcoming the 'transformational mindset'.

Inspired by William Bridges – Bridges Transition Model wmbridges.com

Commitments for Navigating Transformation

- Take 100% Responsibility
- Presence – slow down, 'be with', curiosity, openness
- Feel all Feelings – this builds capacity, resilience and courage
- Microsteps
- Neuro-rewiring
- Beloved Community and Service

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Changing Optimal States into Traits

According to Rick Hanson, neuroscientist and author of *The Buddha's Brain*, roughly 33% of our personal attributes we are stuck with, but 66% we can change. This means that we are empowered to take charge of the person we want to become by applying some of the basic principles and practices below to 'changing your brain'. Or, as a leader, coach, parent or facilitator, you can assist others to do the same.

According to Dr. Hanson, there is a very small conversion rate that happens in the average coaching or therapy session because while clients may find a good state, they are not taught how to 'consolidate' that state so that it becomes a trait.

Very simply, you start with 'what would be good to grow? What mental resource would help?' – let's say for example, it is 'feeling loved and cared for'. Then:

1. Experience what you want to grow – not just an intellectual sense of 'people like me' but a real felt sense of 'I am loved and cared for'...Do this by remembering a moment when you had that felt sense, or even just imagining what that might feel like.
2. Extend the visceral felt-sense experience deliberately and feel it somatically, an extra breath or two.
3. Focus on what is rewarding about the experience.
4. Summons it again in your body before you go to sleep – really feel it for a few moments.
5. Notice when those states show up in daily life, and repeat steps 1 – 4.
6. Repeat daily for two weeks until you start to notice not only your internal reality shift, but your external reality shift to reflect that experience in your life. A yearn-for state, has become an embodied and manifested trait!

With thanks to rickhanson.net



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Stages of Transformation

Questions to help you

Awakening	Letting go / Endings	Shedding / Melting (the Messy Middle)	Becoming / Beginnings	Consolidating
<ul style="list-style-type: none"> • What is this yearning? • What are my dreams? • What lies am I telling myself? • Where am I frustrated? • What is lighting me up? • What is calling me? • Where is my curiosity taking me? • What's beyond my current worldview? 	<ul style="list-style-type: none"> • Who or what is no longer serving my highest good? • What is too small for me? • What is this limiting view, belief or concept costing me? • Where do I no longer have energy or interest? 	<ul style="list-style-type: none"> • What do I want? • Who do I want to become? • What legacy do I want to leave behind? • Who really sees me and can support me right now? • How can I take good care of myself right now? • What practices can I put into my day to cultivate trust, and a slower pace, and inner listening? 	<ul style="list-style-type: none"> • Who are my people? • What ways of being do I want to hardwire into my body / brain? • What can I create? • What are my strengths and gifts? • What's possible? 	<ul style="list-style-type: none"> • Who can I serve? • What are my fidelities and commitments? • Who am I now, and what do I stand for?

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Would you like to work with Kelly? Please contact connect@kellywendorf.com com for more information.

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