

Executive digest

From the Executive Coaching Centre

Dr Iain McCormick enables senior executives to experience fulfilment in their work life and he develops high-performance teams that people love to be part of.

www.executivecoachingcentre.com



How well will you face adversity?

Consider the following situation. You have just failed to get a promotion that both you and your team felt was a certainty. How would you feel? Gutted, no doubt. More importantly how would explain the situation to yourself and others? The options are clear:

1. Was there a one-off temporary cause or is this likely to happen again?
2. Was the cause specific to this job at this time or will it happen with related positions in the company?
3. Was the failure caused by you or was it beyond your control?

If you said the cause was temporary, specific to this situation and out of your control, you are much more likely to do well in the face of adversity. Jamie Ford who has worked in the field of mental toughness and resilience for the last twenty years and uses the work of internationally renowned Professor Martin Seligman says, "There is a vast amount of peer reviewed research to demonstrate that the way we attribute causes to adversity is a strong predictor of our health, our sense of well being and our performance at work. The way we think about adversity has an immediate impact on our emotions, motivation and productivity". Ford recommends an active approach of gaining awareness of thinking patterns and actively challenging unhelpful thoughts. Applying TSE® (temporary, specific and external causation) thinking to adversity makes a huge difference to whether it will result in tear drops or laughter.

See: <http://www.foresight.co.nz>

Services

Teams	Two-year high performance senior team development
Leaders	Leadership programmes directly related to organisational strategy
Coaching	Tailor-made individualised intensive learning programmes
Alliances	Comprehensive culture development to foster collaboration



In summary: seeing adversity as something that is temporary, specific to this situation and having a number of external causes helps us face adversity and achieve more of our full potential!