

# INSTAR LEADERSHIP DEVELOPMENT



*"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, talented, fabulous?' Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."*

*~Marianne Williamson*

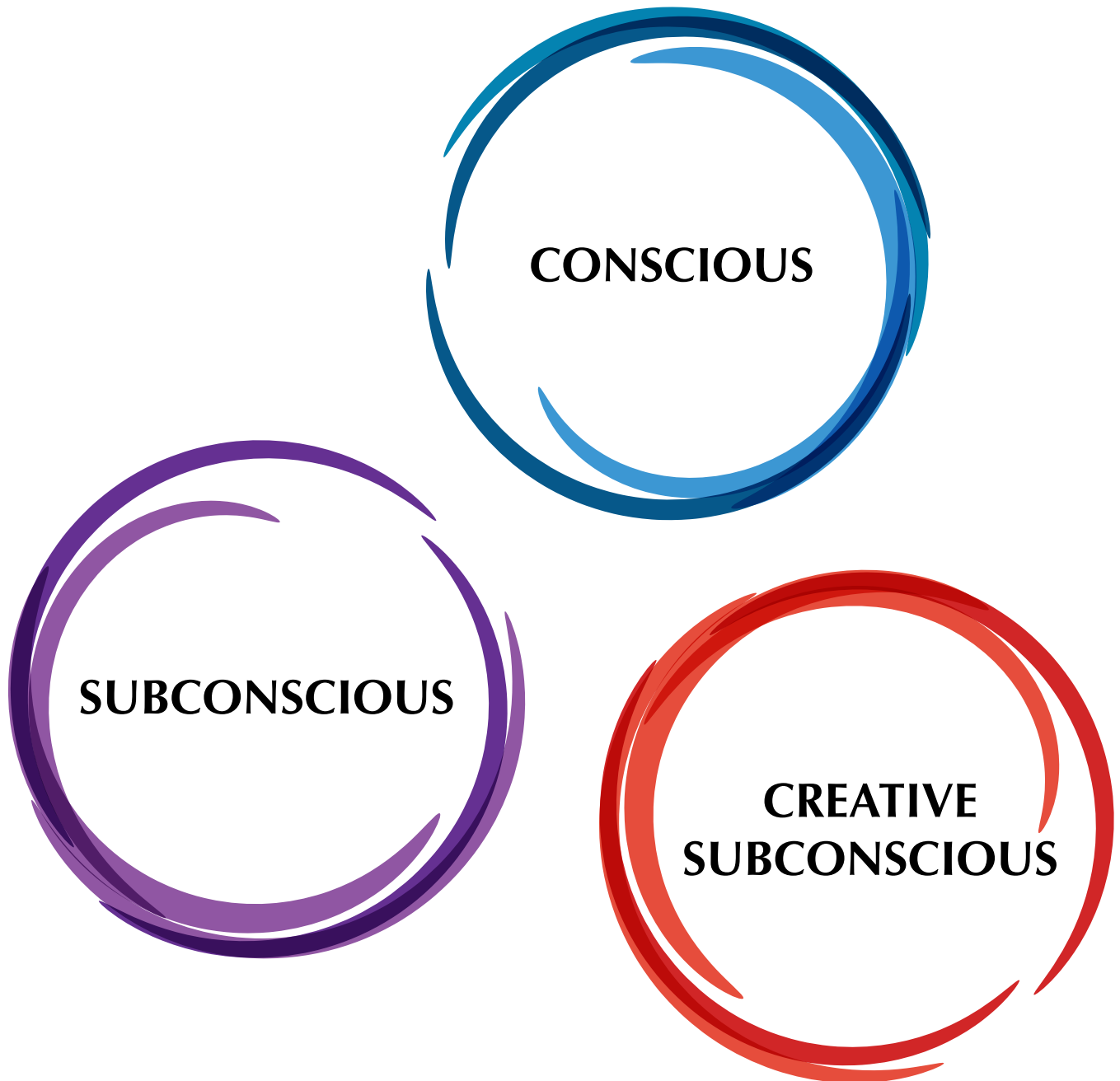


## NOTES

[illegible]



## MIND MODEL





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## INSTAR “COACHING FORWARD” SUPPLEMENTAL EXERCISE

Think of a “real life” issue that you are not effectively addressing, that would improve if you coached forward. Your issue can be something from home or work. Use a real example, changing the name of the person to protect the identities.

Write out the feedback according to one of the scripts included. Pair up with someone you don’t know very well. Stand or sit and fully face one another when delivering the feedback.

Give each other feedback on the structure, the impact, and authenticity of the message delivered. Keep in mind, this exercise may be awkward at first.

### Option A

- *You are too good for that.*
- *I see you as being \_\_\_\_\_ (insert positive/forward picture) \_\_\_\_\_.*
- *For example: I’ve seen \_\_\_\_\_ (find 3 examples of behavior to reinforce) \_\_\_\_\_.*
- *The next time... \_\_\_\_\_ (provide the replacement picture; what would it look like if done correctly) \_\_\_\_\_.*

**STOP TALKING!**

### Option B

- *Stop it, you’re better than that. (or) Stop it, you’re too good for that.*
- *The next time... \_\_\_\_\_ (provide the replacement picture; what would it look like if done correctly) \_\_\_\_\_.*

**STOP TALKING!**

### Option C

- *I’ve noticed a pattern of \_\_\_\_\_. You’re better than that. I see you as being....*
- *I’ve seen you do it in these cases....*
- *My expectation is...*

**STOP TALKING!**

### Option D

*You probably notice that I seem frustrated (tense, anxious). I am feeling this way because last week (month) we talked about being on target for (August) to have \_\_\_\_\_. Help me see what I’m not seeing. What are we doing to make sure we meet that goal?*

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## AFFIRMATION GUIDELINES

### Creating POWERFUL and AMAZING affirmations

**Personal:** It's all about me! Just kidding – but it is about becoming the best me that I can!

**Positive:** Positive doesn't mean I'm nicey, nicey all the time. Positive means moving toward what I WANT. Remember we move toward PICTURES. When I talk about what I don't want, I'm moving toward it. We don't want that! We want to move toward our dreams and goals. (Hint: if you have the word "not" or "don't" in your affirmation, it isn't positive.)

**Present Tense:** Say it like it is already true. Not someday; it is true right NOW (even though it isn't!) Sounds silly, but it is how I cause myself to grow on the inside. (Hint: if you see the word "will" or "I'll" or "tomorrow" it isn't present tense.)

**Action Words:** You move toward what you picture, so choose words you want to be doing. We want to say and DO! People who accomplish their goals work for them, so what actions do you want to cause?

**Powerful Emotions:** When you feel something, your mind captures it and keeps it. You keep forever what you feel, so let's put awesome emotions inside our subconscious!

**Balance:** Use affirmations in all areas of your life. If you affirm in only one area of your life, your subconscious will rob your energy from other areas to fill just that one goal. You have many areas of your life to be awesome, so affirm in all of them!

**Realistic:** Stretch far, but don't break. It's ok to have some big goals and some little goals. Cathy likes to say that if your goal isn't causing you a little bit of discomfort on the inside, then it might not be big enough. We also want to give ourselves the chance to see success too, so make some small ones too!

**Change it up! Keep growing!** Set through, not to! When we get close to our goal, it's time for a new one. Keep yourself excited about improvement. If an affirmation loses its power for you, it is time to stretch farther out.

**Confidential:** You are becoming awesome – you don't have time for negativity! Share your affirmations ONLY with those who will encourage you. If you are on a team, you can maybe share them with your coach and with teammates. If anyone laughs or teases you, don't change the goal, just don't tell them anymore. Cathy calls people like that "dream-stealers." Dream-stealers or tell you all the reasons why it won't work, why you could never achieve that, or why you are "stupid" to think that way. Forget them!

**I x V = R:** Think, Feel – it makes it REAL



# AFFIRMATION GUIDELINES

## Assimilating Your Affirmations

- Repeat your affirmations each day - morning, bedtime and in between
- Write your affirmations out in your own handwriting
- Use **Instar Affirmation Writer** app! <https://itunes.apple.com/us/app/instar-affirmation-writer/id935928050?mt=8>
- Be positive and consistent

## Suggestions to Consider

- Use alliteration, or words that rhyme or have a rhythm - i.e. "I'm confident and competent."
- Sing your affirmations to yourself
- Record your voice saying them in your app. Or your parent's voice, or your coach's voice
- Place written copies of your affirmations in visible places where you will see them often - the bathroom mirror, your locker, your athletic bag
- Say your affirmations to yourself while looking in a mirror
- Add pictures to the app. Find pictures that represent your affirmations and put them in visible places – like the bathroom mirror, bulletin board, or anywhere you will see them a lot
- Make a collage of specific words, sayings and pictures that represent your affirmations

**REMEMBER:** SAY AND FEEL MAKES IT REAL!

## What if my affirmations aren't working?

- Is the affirmation really important to you? Do you see the pay value?
- Is your affirmation too vague? Remember to be very specific.
- Have you repeated the affirmation often enough to make it happen?
- Does your affirmation have "Spirit" or feeling to/for you?
- Can you picture your affirmation in your mind as if it had already happened?
- Did you use the present tense (Now)?
- Are there negative words or words that make you think of what you are trying to change in your affirmation? Remember to use positive words.
- Did you include more than one person or desire in the affirmation, thus making it less effective? Example: spouse and children, exercise and diet, etc. Do a separate affirmation for each person/desire/goal.
- Are you thinking negative self-talk rather than the words in your affirmation? Remember to use "Stop, that's not like me..."
- Do you - **write** your affirmations - **picture** your affirmations - **feel** your affirmations?
- Remember: growth often occurs in small, incremental, almost unnoticeable steps.





## AFFIRMATION CHART #1

Situation	Current Negative Self-Talk Or Limiting Belief	Alternative Belief/Self-Talk-What's the opposite?	Affirmation Statement that meets the affir- mation guidelines
	Emotion	Emotion	
	Emotion	Emotion	
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## AFFIRMATION CHART #2

What behaviors would you see from a person who owns this positive belief? (List as many as possible for each affirmation.)					
Liberating Belief: Written as a Vivid, Powerful Affirmation with Emotion					
Current Limiting Belief					



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