



August 10, 2023

Have I happened to mention that I absolutely LOVE what I do??? 💖

There are so many reasons why my job is meaningful to me, but I have to say, watching my clients have those 💡 moments - specifically when it comes to honoring their values - is when I truly feel the power of coaching.

And let me tell you, I get to see firsthand how honoring our values in ALL aspects of our lives can lead to greater fulfillment.

### **Honoring Values in the Workplace**

The other day I had a coaching session with a client (we'll call her "Claire") who I've been working with for about 6 months. She is an emerging leader focusing on shifting her people pleasing tendencies, establishing boundaries, using her voice, and setting expectations with her internal clients, some of whom have a pattern of imposing unrealistic deadlines despite the fact that their requests often include little to no context or goals.

Time is one of Claire's values, and when others are disrespectful of it, she gets stressed and frustrated, causing her to put other priorities on the back burner. In working together, she has stepped into a new version of herself.

On our call this week, Claire started off our session by celebrating a win regarding exactly what's described above - an internal client making unrealistic demands.

❌ Six-months-ago Claire would have bent over backwards to try to figure things out on her own so as not to ruffle feathers (thereby causing unnecessary stress on herself and her team).

✅ Present-day Claire engaged in a difficult conversation with the client. She let him know that, until he's able to communicate his expected outcomes and what her work would inform, she and her team would have to pause their work on this project. She made a decision to deprioritize his needs for the time being, as she had other priorities that had clear parameters.

👏 Victory!!! 🙌 Amiright?

What a wonderful accomplishment for Claire, living into her values and making decisions that positively impact her work and her and her team's morale.

And then... we shifted gears.

### **But what about our personal lives?**

Claire told me she was having an issue with someone in her personal life, and without getting into the nitty gritty here, she was nervous to use her voice and talk about how his behavior was affecting her and others around her.

*[Insert record scratch]*

While she's really put in the effort to understand how using her voice and setting boundaries can be beneficial in the workplace, she was letting values get stepped on when it comes to her everyday world.

We had an incredibly rich discussion, and our coaching led to a path that Claire knows is a step in the right direction that allows her to prioritize herself and her needs.

The fact that Claire knew we could coach on a topic that wasn't work-specific reminded me of a few things:

1. Just because my focus is leadership does not mean other aspects of our lives are off-limits when it comes to coaching.
2. Honoring values is key to unlocking fulfillment no matter the situation.
3. Our lives are not always compartmentalized, and seeking help in one area can help lift ourselves up in others.

So, let me ask you this: How do you recognize when a value is being compromised, and what steps have you taken to change the situation?

If you're facing challenges in this area, feel free to reply to this email, as I'd love to see if I can assist you. Remember, understanding and honoring our values can lead to a more well-rounded and fulfilled version of ourselves.

With gratitude, Tracy

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 Exciting news! 

I will be a Keynote Speaker at this year's **Digital Analytics Association's OneConference**, the premier educational and networking event for analytics professionals. Held in Chicago Oct 10-12, this year's event's theme is "Back to the Future" - for early-careerists to experienced executives, this year's conference is one you won't want to miss.

I will be talking about the challenges of - and how to be successful at - keeping up in an ever-changing industry, something about which I am intimately familiar.

More information can be found [here](#) - if you are interested in attending, let me know and I'll give you a discount code. Hope to see you there!

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Are you an emerging or established leader looking for support? Do you long to show up as your most confident self? Do you dream of the day when leadership feels effortless? If any of this describes you, [schedule a FREE 30 minute clarity call with me here](#), and make your struggles a thing of the past!

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I offer 1:1 coaching, group coaching, and team facilitation, and tailor offerings to the specific needs of you/your workplace. [Contact me to learn more](#).

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Looking for a way to make delegation feel less stressful and more effortless? Download my [Free Delegation Cheat Sheet](#) today!