

Welcome: First Issue

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Welcome to the first issue of Shine, our bi-monthly newsletter providing you with tools and techniques on how to enhance fulfillment in your career and life.

Shine will also update you on project initiatives and new products or services offered by The SMART Career and Life Coaching Trust.

This issue focuses on values and their importance on an individual's career and life experience.

Career Zone, Life Zone and Parent

Zone offer useful suggestions for achieving fulfillment from performing a values analysis.

Our Inspirational Quote this issue suggests an authentic life is one that follows the inner voice (or core values).

Finally, the Book Review in this issue examines Positive Psychology and its benefits for you!

Please feel free to forward this newsletter on to those you know who could benefit from the

information.

Also, if you're not all ready on our mailing list, please add yourself via our website—www.smartcareerlife.com.



Market Research to Identify Demand for Life Transition Programs

The SMART Career and Life Coaching Trust will begin its market research into the demand for Life Transition Programs, designed to assist the following groups successfully manage change through life:

1. School Leavers / Graduates
2. Couples Expecting First Child / Parents

The results of this research will inform the Trust of the viability of

such programs. Projects will be initiated to design, implement and roll-out viable program options.

In accordance with our Mission, the intention of these programs is to provide accessible and affordable coaching that generates solutions for the specific problems experienced during life transition.

Overall, the programs will offer the chance for a more positive experience of change and new life.

If you belong to one of these groups, please complete the appropriate survey—links will be made available on our website www.smartcareerlife.com shortly.

Survey participants will have the opportunity at survey conclusion to receive two free tickets to Chris Howard's Wealth Propulsion Weekend in a city near you (valued at \$895 each)!

Inspirational Quote:

"It is better to follow the Voice inside and be at war with the whole world, than to follow the ways of the world and be at war with your deepest self."

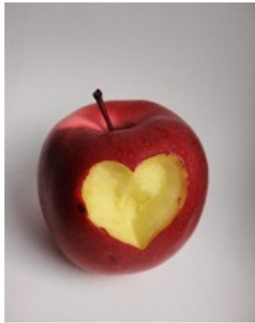
- Michael Pastore

The Trust Supports Centacare Melbourne

The SMART Career and Life Coaching Trust has volunteered its time and resources to aid the work of Centacare Catholic Family Services Melbourne.

Inspired by their vision of 'Life to the Full' for families and individuals in all their diversity, Centacare offers services that ensure improved opportunities for those experiencing disadvantage

and hardship in order for them to achieve enhanced living conditions, and a better future for their children. For more information, please visit: www.centacaremelbourne.org.



Core Values

(Photo Source:
www.sxc.hu | MsDotty)

Values—Why Are They Important?

The website www.businessdictionary.com defines values as ‘In general, important and enduring beliefs or ideals shared by the members of a culture about what is good or desirable and what is not. Values exert major influence on the behavior of an individual and serve as broad guidelines in all situations’.

‘The influence of values on an individual’s behavior’ is the reason why it is critical to understand what our personal values are and to ensure that daily activities are aligned to them. This alignment provides a sense of purpose, passion and fulfillment at the end of each day.

So how do you identify your values?

One way is to complete a free online survey that specifically identifies your strengths and core values such as the VIA (Values-In-Action Institute) Survey of Character Strengths at www.authentic happiness.org.

Once identified, how do we align daily activities with our personal values?

Record in a time schedule your daily activities over the course of a week and compare every activity against your signature strengths. Highlight those activities that utilise your strengths. These activities capture your interest,

give you energy and often distort time while carrying them out. They provide you with purpose and lasting fulfillment.

What percentage of your activities is fulfilling and what percentage of those unfulfilling activities can be minimised or eliminated?

This review will assist you in identifying and applying personal values to the activities that you engage in regularly. This alignment increases personal satisfaction and fulfillment.

If you require assistance in the identification or alignment of personal values, the SMART Career and Life Coaching Trust can assist you.

“...the missing ingredient in career satisfaction and staff retention is the alignment of personal values and strengths to organizational roles and responsibilities.”

Career Zone: Job Fulfillment

The labor market in the wealthiest of nations has changed over the last decade from one focused on monetary reward to that of personal satisfaction. As money alone fails to retain staff, employers have had to look at additional incentives such as promotion and flexible working arrangements to maximize job satisfaction and work/life balance.

However, the missing ingredient for career satisfaction and staff retention is the alignment of personal values and strengths to

organizational roles and responsibilities.

Career Satisfaction = Calling + Challenge + Cash + Career Strategy + Communication + Conditions.

where *Calling = Core Values X Commitment.*

The misalignment of personal values and strengths to an individual’s role negatively impacts upon *Calling* in the formula above for Career

Satisfaction.

Organizations need to evaluate the personal values and strengths of their individual employees and review the roles to include daily activities that draw upon those strengths. This evaluation will enhance Career Satisfaction for the individual and retain staff for the organization.

If you require assistance with this evaluation, please contact the SMART Career and Life Coaching Trust.



Love of a Lifetime

(Image Source:
www.sxc.hu | sgraburton)

Life Zone: Relationship Fulfillment

The establishment, development and management of a relationship hinges upon the successful alignment of personal values in that relationship.

Firstly, both parties need to have an awareness of their values and strengths that they bring to the relationship. This is where value identification exercises can provide clarity and self-awareness.

Secondly, the honest communication of these personal values to one another will reflect any firmly held beliefs within the relationship. Discussion on the resulting behaviors from maintaining such values is required to ensure ongoing agreement, understanding and commitment in the relationship.

Finally, activities shared in the development and management of

a relationship need to reflect the values espoused by the couple. Through these shared activities the strengths and values of both individuals are drawn upon, therefore providing purpose, passion and fulfillment to the relationship.

If you require assistance with value alignment in a relationship, the SMART Career and Life Coaching Trust can assist you.

Parent Zone: Strengths and Values in Young Children

Dr. Seligman, in his book 'Authentic Happiness' presents three principles for parenting that have emerged from Positive Psychology:

- Positive emotion *broadens and builds* the intellectual, social and physical resources that your children draw upon later in life.
- Augmenting positive emotions in your children can start an *upward spiral* of positive emotion.
- The positive traits that your child displays are

just as *real and authentic* as his or her negative traits.

His rationale is that positive emotion leads to exploration, which leads to mastery, and mastery not only leads to more positive emotion but to the discovery of your child's signature strengths and values. So up to the age of seven, the main task of positive child-rearing is increasing positive emotion.

Then around seven years of age, you will start to see some strengths clearly emerging. To help identify these strengths you can ask your child to complete the free VIA Strength Survey for

Children on Dr. Seligman's website, www.authentichappiness.org.

Once you have identified their strengths and values, you can build on these by rewarding all displays of any of the strengths. Eventually you will find that your child will drift in the direction of a few of them. These are his or her signature strengths. When they display these in the course of normal family activity, go out of your way to acknowledge them with a name.

If you'd like further information, please call the SMART Career and Life Coaching Trust.



Happiness in Children

(Photo Source: www.sxc.hu | [godyboyon](http://godyboyon.com))

Book Review: Authentic Happiness By Martin E.P. Seligman, Ph.D.

★★★★★

Published in 2002, the wisdom that Dr. Seligman shares with his reader is timeless, his findings are scientifically based on research in the field of Positive Psychology and his journey through Psychology's evolution makes for an interesting and compelling read.

The power of positive emotion and thought has been underestimated for its purpose and capabilities up until twenty years ago. Psychologists have concentrated

on the *treatment* of mental illness over the last sixty years. This has cost the industry time to focus on *prevention*, made plausible through the establishment of positive institutions (e.g. strong families), positive traits (e.g. strengths and virtues) and positive emotions (e.g. confidence, hope and optimism).

The book presents answers to questions such as:

1. Why bother to be happy?
2. Can you make yourself

lastingly happier—about your past, your present and your future?

3. What are your highest personal strengths?
4. How can these strengths be used at work, in love, parenting and in having a meaningful life?

This book is awarded 5 red stars for its fascinating theories based upon solid research and detailed investigation, its wisdom, practical application and above all, the hope and optimism that it imparts upon the reader throughout the book!

"...if you find yourself stuck in the parking lot of life, with few and only ephemeral pleasures, with minimal gratifications, and without meaning, there is a road out. This road takes you through the countryside of pleasure and gratification, up into the high country of strength and virtue, and finally to the peaks of lasting fulfillment: meaning and purpose."

Movie Review: The Pursuit of Happiness (2007)

★★★★☆

"The pursuit of happiness" is enshrined in the Declaration of Independence as a right of all Americans. How wise it was to include the term 'pursuit', for happiness takes continuous effort to forgive and be grateful of your past, to be aware of your strengths and changing values, and to utilize these in striving for a meaningful future.

Will Smith moves the audience in

his portrayal of this pursuit, a movie inspired by the true story of Chris Gardner—a San Francisco salesman who went from living on the streets to working on Wall Street.

You might be justifiably skeptical of this movie, perhaps painting it as an 'American' feel-good film that is cringe-worthy for anyone else not living in the United States.

However, the audience is so caught up in this story of human emotions from beginning to end, that any reference to its location goes unnoticed and the relevance of this one man's journey in achieving his goals and finding happiness stretches beyond geographical boundaries.

If you haven't seen the Pursuit of Happiness all ready, then consider doing so—4 red stars!



The Pursuit of Happiness

The SMART Career and Life Coaching Trust

Level 1
203 Blackburn Road
Mount Waverley
VICTORIA 3149

Phone: +613 8678 1823
Mobile: +61404528269
E-mail: diana@smartcareerlife.com
Website: www.smartcareerlife.com

We're On The Web:
www.smartcareerlife.com

Work SMART, Play SMART, Live SMART



Vision Statement

To help people manage career and life transitions, to improve their self-awareness and relationships with others, to find meaning and balance in their lives and to help them succeed in their pursuit of happiness.

Mission Statement

To deliver professional Career and Life Coaching services that provide measurable (SMART) results.

To promote Career and Life Coaching services to the general public and to increase social awareness of the benefits, through our provision of accessible and affordable coaching.

Programs

Ongoing research and development will be invested into the establishment of programs for young adults (aged 16–25) and parents (both for those planning to be and those newly engaged in parenthood) that will assist them in managing their career/life transitions, help them in their relationship with self as well as with others and to assist in finding meaning, balance and happiness.

Questions?

If you have any queries concerning the Trust, our work or the programs currently under development, please don't hesitate to contact us at info@smartcareerlife.com or visit us via our website www.smartcareerlife.com.



Diana Lim
Director & Principal Life Coach

Editorial

The last two months have been busy here at the Trust. There is a never ending To Do List that would normally get the better of me, but no matter how challenging the tasks on that list, I'm remaining optimistic.

Perhaps the book 'Authentic Happiness' has worked its magic on me, providing resilience and strength during the most challenging of times.

Or perhaps I'm thinking that things could be a lot worse, I could be living on the streets like Chris Gardner once did ('the Pursuit of Happiness').

This first edition of Shine is an achievement in itself and I hope that you all ready look forward to the next edition.

Values was the main topic of this edition and as you have seen, their importance touches on all aspects of our lives. They define at a grass-roots level, what is of utmost importance to us and how we will therefore behave in given situations.

Our focus on research and development over the next two months marks the beginning of yet another journey for us. We're passionate about Our Vision (see above) and the development of

programs specifically catering for young adults and new parents goes a long way to meeting that vision. We're really excited about these two projects and look forward to the feedback received from those surveyed over the coming months!

Meanwhile, we're changing the world one person at a time!

Until the next edition, wishing you a fulfilling career, a meaningful life and above all else success in your pursuit of happiness!