



— radiant health strategies —

Radiant Health Strategies At Work

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Women Rock!

**Rock Your
Finances
&
Health**

**Free Event
Santa Fe
Convention Ctr.
October 22nd**

I will be presenting new Radiant Health Strategies on the mind, blasting through roadblocks and ridding yourself of disease during the Women Rock event.

Greetings,

All of the twists and turns my life has taken over the past 25 years are finally starting to make sense. I'm synergizing the lessons I've learned and applying them to new and novel situations. Many of my clients, colleagues and friends have only seen one side of me so they are quite surprised to learn about my previous work lives over the years. Some can see me only in the role in which they met me: as a student, massage therapist, naturopathic doctor, corporate professional, TV producer, salesperson or trainer.

I mention these past facts because all that I've ever been shapes who I now am. Our social conditioning tricks us into believing that we can somehow categorize and label parts of ourselves--as if we were puzzle pieces that never come together to create a whole picture. Let's try to break out of our habitual conditioning by tapping into all that we've learned in the past to help us guide and shape our future.

For this issue, I'd like to apply these concepts by discussing [Radiant Health Strategies](#) at work. During my 10 year gig in the publishing industry, I remember our best selling statistics author telling me that the number one reason why people lose their jobs is not because they can't do the job, but because they can't get along with their colleagues. The gumbo soup of worry, competition, deadlines, ego tripping, etc. can get the best of you if you get distracted and sucked into the vortex of work drama. I've learned that when my clients fall off the wagon, it is generally because they have bypassed or forgotten to apply the basics. The problem is that we tend to think "Oh, I already know that stuff," and we forget that mastery comes through applying those basic principles to new and novel situations. It's is sort of like math. You can't forget about simplistic mathematical concepts because you need them to help you solve more complicated problems.

I invite you to read on...

A WOMEN ROCK! event shows you easy and practical ways to help improve your financial well-being and your health. Sponsored by the Prudential Insurance Company of America, get the knowledge and tools you need to make smart decisions in a supportive and interactive environment.

Register

by calling:
505-986-9635 or
email:

Ellen Marshall

Waiting For Superman

Waiting For Superman is now showing in most cities.

Please check out this important movie and take action by clicking here: [Donor's choose](#) or here: [Waiting For Superman](#).

Overcoming the Snowball Effect

The snowball effect is the energy behind most problems at work whether you report to a manager or have employees reporting to you. It starts with a small issue, but then over time the issue gets out of hand. If you choose to avoid the issue, it certainly will not go away, and unfortunately some people quit, lose their jobs or even "flip out" and become violent because of something that could have been resolved in the early stages. For this newsletter, I'm going to address these issues from the perspective of the manager. If you find this information useful, I will continue next issue with the perspective of the employee.

If you have employees reporting to you

The stress often comes from taking short cuts, overlooking the basics of proper mentorship, particularly in the areas of clear communication, proper delegation and corrective training, which set your employees up for failure. Some of the top examples include:

- You hired the person for emotional reasons, not because they were the best candidate for the job and now you have to "pay the piper" because the person is not doing the job up to par. Or you inherited the employee and they are having a difficult time adjusting to your new standards.
- You have a difficult time delegating the work to the employee (because by the time you explain it to them, you could have gotten it done yourself) and now you do your entire job and some of theirs. This would also include not being clear in your instruction (often because you are unclear) thereby confusing the employee.
- The stress of multiple deadlines overburdens your employees which cause unnecessary mistakes, lack of communication, more delays, and a lack of proper prioritization of job functions.

A healthy work life is possible, so let's stop the madness and get radiant now!

Begin by owning your position. This is sometimes a difficult emotional transition to make if you were recently promoted to a management position, but veteran managers also fall into this trap. It is your job to turn your employees into superstars (not to do your employees work for them). You'll need to implement clear communication, proper delegation and periodic corrective training. I like to use the metaphor of the conductor of a symphony. If the trombone player is off key, the issue must be addressed immediately. How silly would it be for the conductor to hop off the podium, go to the musician's position and play the trombone while conducting the symphony from that position? Well, many managers do this at work and it undermines their employees, keeping them from fulfilling their potential. Yes, there is usually a time crunch and yes, the job must be done right, but this is not an excuse to let the office run wild. Here are some simple suggestions to help re-establish the [Radiant Health](#) balance:

- **Clear communication with delegation and corrective training:** make periodic rounds to learn the status of current projects, any challenges your employees are facing, and share any ideas you think are helpful without doing their job for them.
 - When a challenge is raised in such a way that will affect the meeting of a deadline:
 - Begin by asking an accountability question. For example, "It is imperative that we make our deadline, how can I support you in achieving our goal? Now that

we are clear about the limitations we are facing, what steps can you take now to help us accomplish our goal? (This is a nice way of saying "I already know what you can't do, tell me what you can do").

1. Let your employee squirm a little and come up with an answer. This is a healthy part of their growth process. Remember that they may need your help with prioritization, but don't do the work or their thinking for them. Help them figure out how to solve the challenge and try to stay silent so that they can do most of the talking. Guide them--helping them to "figure it out."
 2. If the answer is acceptable, affirm their great idea and thank them for their commitment to solving the challenge in a way that they know you expect them to get the job done.
 3. If the answer is not acceptable, continually ask accountability questions until they reach a solution. If you stay focused and supportive, you will not have to ask a lot of accountability questions.
- **More on delegating tasks that don't belong to you:**
 - If the employee is new, provide clear instruction framed in the proper context. You may need to have them repeat it back to you so that you are sure they understand the task. Be patient, supportive, respectful and avoid condescending tones.
 - If the employee has a direct report who also reports to you, make that person accountable for providing clear instruction and keeping you informed.

Power to your people!

Once your employees feel empowered and the balance is re-established, you can then shift your focus to creating super star employees by periodically raising the bar and then helping them achieve greatness without doing their work. A great symphony is composed of super star musicians who work with a music master, the conductor. If a musician is not a team player, lacks the discipline or musicianship, and corrective action does not lead to improvement, the conductor will have to fire that musician. No one likes to fire an employee, but if done properly, it could be the best thing that happens to that employee. Sometimes the job is simply not the right fit. It is not personal. Releasing that employee will enable them to find a place where they can truly shine.

Going Green at Work: The Green Smoothie Enjoy it at home or Take it to work

What is it?

A green smoothie is a surprisingly delicious combination of leafy greens and fruit. I've had to force the issue by making them for some of my clients because they simply refused to believe that green smoothies taste good. They are always pleasantly surprised. Normally, combining fruit and vegetables is a problem because of competitive digestive needs; however, the blender breaks down the particles small enough to avoid this issue. The only rule is do not use starchy veggies. Only use leafy greens such as collards, kale, chards and herbs such as cilantro or mint.

Why drink it?

Because green smoothies are a great way to get raw greens into your

system. People often ask me, "What do you put on your skin?" I always respond, "It is what I put in my body that gives me healthy skin." Raw foods make you look radiant. It is the true youth tonic. However, eating raw kale or collards is an investment in chewing which keeps people from enjoying them in salads, etc. Green smoothies offer a delicious solution with the added benefits of giving you essential enzymes and a wide variety of nutrients. Fresh organic collards, for example, provide a rich source of digestible calcium and other nutrients such as potassium, protein (yes protein!), thiamin, manganese, niacin, Vitamins A, C, E, K, B₆, and folate. This does not include the rich source of nutrients and enzymes you'll also get from using fresh organic fruit (yes, frozen fruit is acceptable, but you'll lose enzymes and some nutrients). And it is virtually impossible to be constipated if you drink green smoothies!

How do I make it?

There are so many possible variations, but I would recommend starting with a basic recipe. My favorite recipe is **one mango** (fruit and skin if you have a high powered vitamix or will blend longer), **one cup of collards** and **one cup of water**. You can adjust the water and amount of greens to your thickness preference. If you don't like greens, begin by making a mango smoothie and add just one collard leaf. Then increase the amount of greens as your taste buds adjust. My three-year-old niece drinks a green smoothie every day and she loves it. A trick for toddlers is to put the smoothie in a solid colored, covered cup so that they can't see the color. If you start them early, you won't have that "my kids won't eat veggies" issue. Babies will love it as they have not yet been conditioned to dislike greens. Other fruits that work well are pineapple, papayas or berries. Bananas are fine, but don't use them if you get congested or constipated. I suggest experimenting on your own, but if you'd like a recipe book, I would highly recommend "[Green Smoothie Revolution: The Radical Leap Towards Natural Health](#)" by Victoria Boutenko.

Are You Ready to Get Radiant?

THE BODY HEALS ITSELF. Through the implementation of this philosophy, I've helped my clients recover from a wide variety of ailments including:

- * **Chronic digestive disorders**
- * **Chronic pain, mobility restrictions and soft tissue injuries**
- * **Weight loss, chronic and adrenal fatigue**
- * **Infertility, menstrual disorders and hormonal imbalances**
- * **Cancer and autoimmune diseases**
- * **Emotional distress (including depression, bulimia and more)**

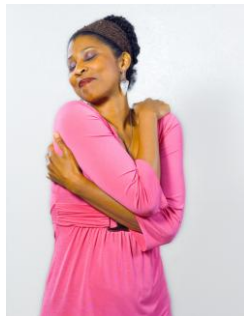
Most of my clients are surprised to learn that their current dining and lifestyle habits actually fueled their "dis-ease". The first steps on the path to Radiant Health involve the reeducation necessary to facilitate the inspired action and positive change which helps the body heal itself. These steps are covered in great detail during our initial consultation, and once implemented, will push you out of your conventional box and on to

a new way of thinking and being. So, with an open mind and a willingness to investigate new strategies, I invite you to embark upon the journey of a lifetime...YOUR path to Radiant Health. Call or [contact me](#) for an appointment today.

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Healing with Herbs and Whole Foods
Qi Gong and Food For Life Cooking Instructor
Whole Body Workshops
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THANK YOU for joining me on this journey. Stay tuned as we continue to delve deeper and travel further down the path to Radiant Health.



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LOVE THYSELF!