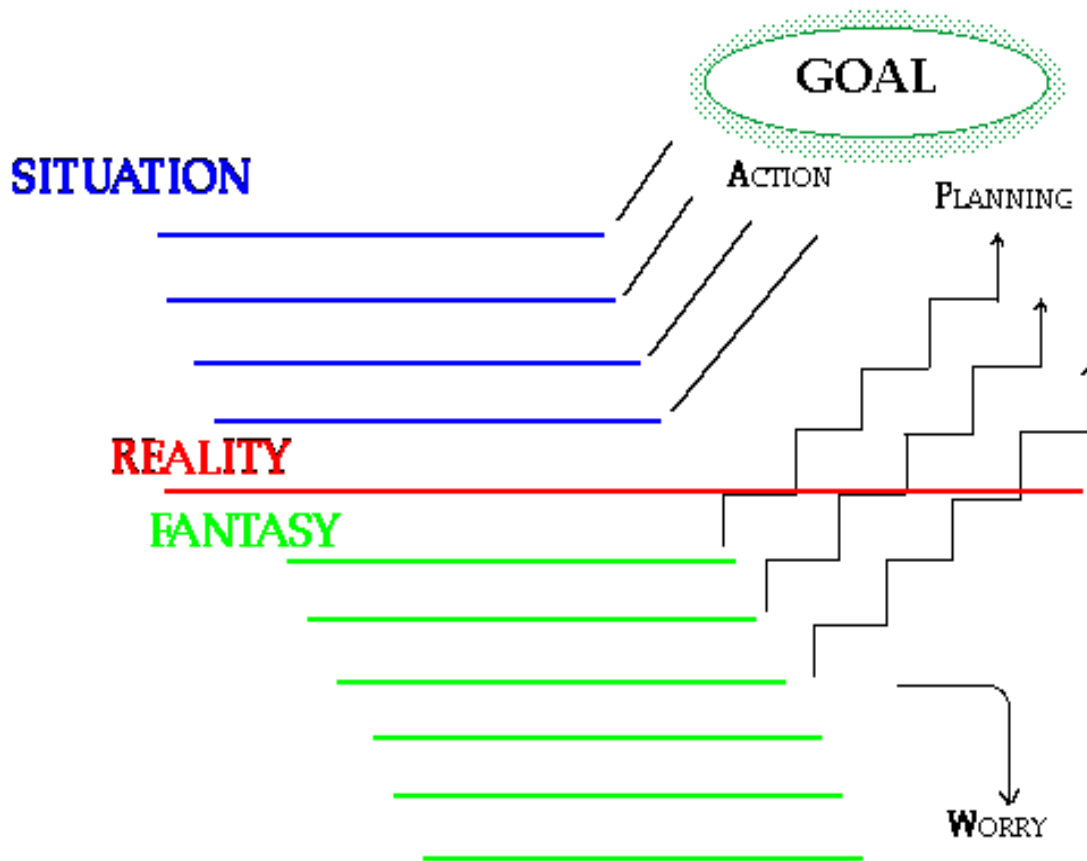


Turning Worries Into Goals

with
Robert Pennington, Ph.D.
RESOURCE INTERNATIONAL



Moving From
Your

To

*Automatic Stress
Reaction*



Hold Breath



Tense Muscles



Have Self Doubts



Think Negative



Get Serious



**Stress Management
Response**

- **Breathe Deeper**
- **Relax Completely**
- **Reassure Yourself**
- **Think Positive**
- **Smile at the Humor**

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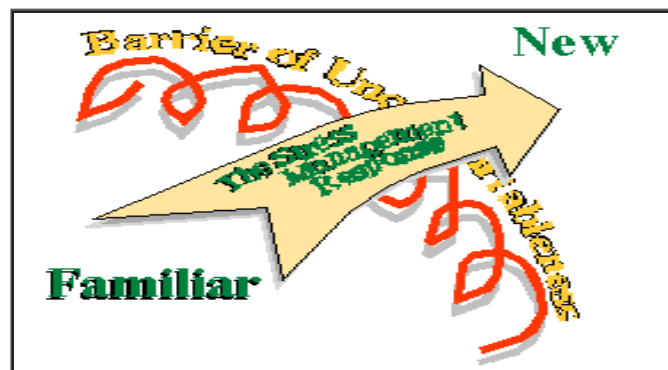
The ANSWER: The Stress Management Response

When you notice that stress is a signal a change is needed,
the first change to make is in how you are handling the stress.
The more balanced and relaxed you feel, the better you will perform.
You can actually teach yourself to respond to stress by relaxing.
The Stress Management Response is THE proactive action to take as soon as
you notice you are experiencing any symptom of stress.
The SM Response seems simple - it is.
The SM Response is a powerful talent to develop.

*"The Goal Is Not To
Never Have Any Stress.*

*The Goal Is To Move
Through Your Stress Faster!"*

- Robert Pennington, Ph.D.



Please make a list of two stresses at work and two stresses at home:

Two Work Stresses

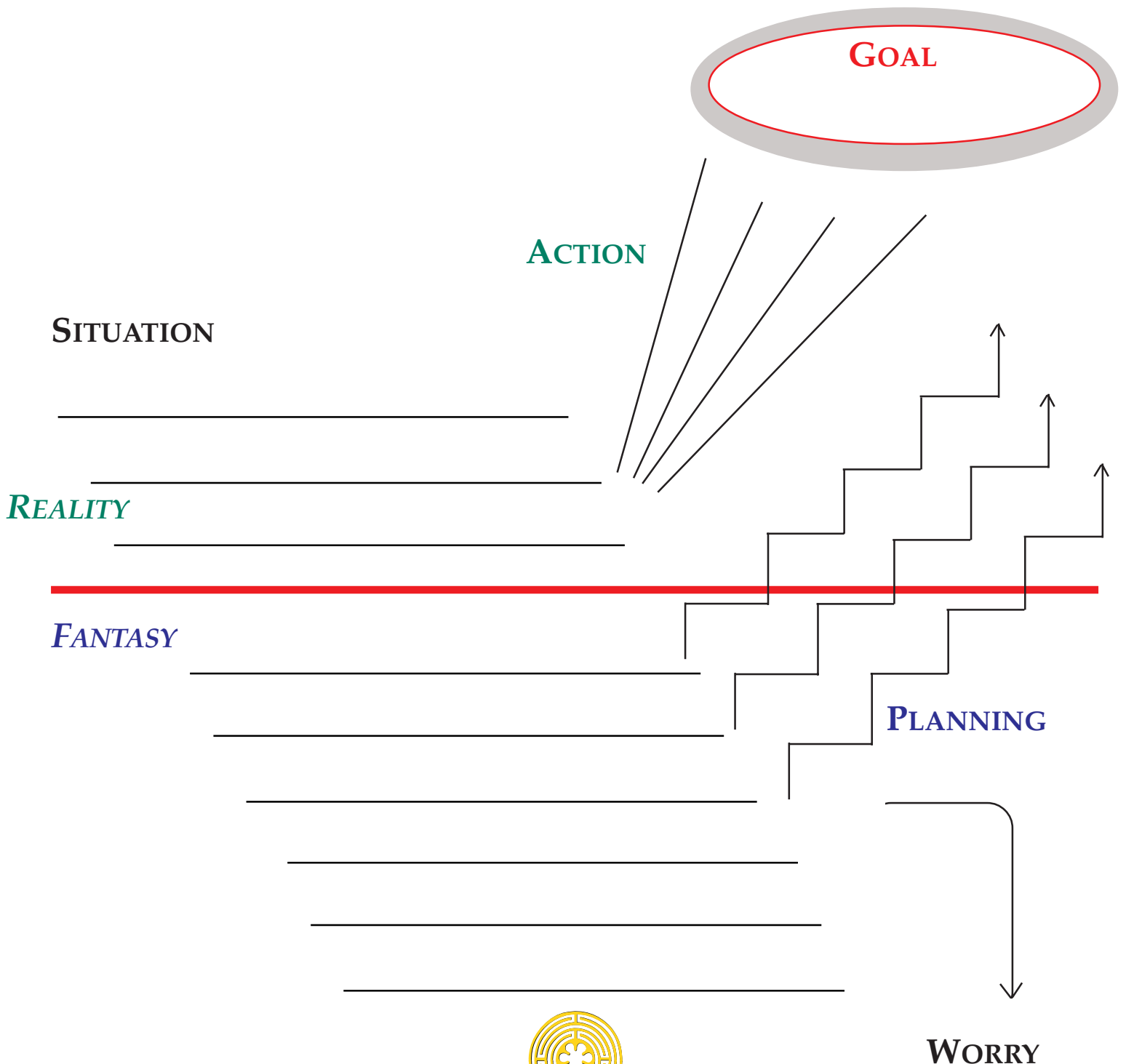
Two Home Stresses

Discovering the Worry



Turning Your Worries Into Plans

*A step by step process for knowing when to act,
when to plan, and when to just go ahead and worry.*



Turning Your Worries Into Plans

1. Choose one thing that you tend to worry about, and briefly write it on the first line. This will be your "situation."
2. Ask yourself the question about that situation, "What bad could happen as a result of this situation?" Then on the next line, write down the first thing that comes into your mind.
3. Using your hand or a sheet of paper, cover over the first line, and focus only on the last line you've written. Again, ask yourself the question, "What bad could happen as a result of this?," and on the next lower line write down the first thing that comes to your mind.
4. Repeat this sequence of covering over all but the last line you've written, ask yourself the question, "What bad could happen?," and write the answer on the next lower line. Take this down 9 or 10 levels.
5. If you get stuck, you might try asking yourself the question, "What bad thing might this mean about me?," and see what answer you might get.
6. The key to this is to honestly listen to yourself, and write down what you actually hear in your thoughts, not what you think you should say.
7. After you have finished, start at the bottom and ask yourself at each level, "Is this happening now, at the moment I am worrying?" If not it is not reality, even if it has happened in the past or might happen in the future. Identify at each level whether the belief is fantasy or reality -at the moment that you worry about it!
8. Draw a line that separates reality from fantasy.
9. For each answer that is above the line of reality, create an action step toward the goal you want to reach.
10. For each answer below the line (the negative fantasy) create a plan you could implement, *if you had to*.

These steps will help you clarify what is real, so you can take action on it. It will help you clarify what is not yet real, so you can make plans to deal with it.





Dr. Rob Pennington

35 years coaching leaders and organizations managing change

- **Ph.D. Educational Psychology**, investigated factors affecting how change is adopted.
- **University Professor**, taught social psychology of group leadership and interactions, interpersonal effectiveness, and managing the change process
http://www.resource-i.com/bio_pennington.html
- **Professional Speaker**, 4 time recipient of the Mental Health Association's Outstanding Speaker Award, one of Meeting Professional International original Platinum Presenters.
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- **Corporate trainer**, and developer of numerous multi-day training programs he has consistently received the highest trainer evaluations from employees of ExxonMobil each year for 29 years. <http://www.resource-i.com/programs.html>
- **Executive coach**, supported level C executives and their direct reports in corporate and government organizations for 20 years addressing situational, competence and/or behavioral challenges. Specific focus on leading change through improved balance of authority and collaboration, shared leadership, resolution of conflict, reduction of change resistance & performance management. <http://www.resource-i.com/coaching.html>
- **Developer** of numerous unique models and techniques for managing change and conflict, both individually and organizationally.
<http://www.resource-i.com/communication.html>
- **Distributor** of Inscape Publishing (Change Profile, Team Dimensions Profile) and CCP assessment instruments (MBTI, TKI)
<http://www.resource-i.com/assessments.html>
- **Author**, articles for magazines, newspapers and websites, training manuals, web based trainings, new autobiographical self-help book: "Find the Upside of the Down Times: How to Turn Your Worst Experiences into Your Best Opportunities!"
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Managing resistance to change and conflict