

# Stay Fired Up Without Burning Out

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# Our objectives today

Focus on two aspects of how you do things that can powerfully impact your passion, and decrease your chances of burnout

- 1. Learn to identify what you are tolerating on a daily basis and how to minimize these energy drains.
- 2. Learn about, and commit to making, clear requests.



# What are you putting up with?

- Incompletions or tolerations which drain our energy, a little at a time, every day.
- When we don't take care of things, it contributes to the build-up of stress in our lives.
- Remember the water bottles! They add up until you are overwhelmed and dropping them all around you.



# What are you putting up with?

Take the What Are You Putting Up With? quiz to identify your energy drains.

What are the items you could not circle? What do these cost you? Distracted attention, frustration or worry, actual financial cost (now or future), the energy they take?

Do you want to develop a plan for taking action to eliminate these stressors? What will you do? When?



# Thinking you have to do it all (alone)

- Incompletions and tolerations aren't the only things that stress us out.
- Our own high standards and negative internal self talk are a prime reason we feel stress and eventually burn out.
- When we couple high standards with the belief that we have to go it alone, we create the ideal climate for burnout.



# Do you ask for help?

- What is your balance of taking sole responsibility for taking care of things versus asking for help?
- Where do you go it alone, or stay dissatisfied with the way things were, instead of making a request?
  
- What are some of the other barriers to asking?



# Why don't we make requests?

- We don't know what we want.
- We don't know how to ask.
- We are in the habit of not asking.
- We are taught to be self-sufficient.
- We don't want to be disappointed.
- It seems easier than asking someone else.
- We don't want to "burden" another person.
- We think if they really cared about us, they would know what we need.



# The challenge

Most business owners and leaders struggle with delegating and making requests.

As a result, a person may have too much on her own plate and fail to develop themselves or others as effectively as they might. They may drop balls as they over-commit, or fail to say no. Remember the water bottles!



# The opportunity

- Learning how to make an effective request.
- Think about the last time you made a request.
  - What were you hoping would be the outcome of your request?
  - What did you say or do to let the other person know what you wanted?



# Is this a request? Is it a complete one?

- I really don't get the numbers in this report!
- Could you help me get my car out of the snow?
- I'm getting hungry. Are you?
- Have you seen my PDA?
- I'll never finish this before I have to leave today.



# Elements of a request, part 1

- Committed speaker-someone who intends to make their desires heard
- Committed listener-someone who is willing to listen to and understand the full request; someone who is ideally suited to respond to the request
- Time frame-by when or within what time frame do you want the other person to complete the request?



## Elements of a request, part 2

- Conditions of satisfaction-what does success look like? How will this need to be done to fulfill your desired outcome?
- The mood of the request-what kind of mood are you in? ("The right request spoken in the wrong mood is the wrong request.")
- Context-have you chosen the right time and place for this request to be heard?



# What is a request you have?

- It is said that we suffer most in the area of our lives in which we are unwilling or unable to make requests.
- What is a request you want or need to make?
- Will you commit to making it?



# Possible Responses to a Request

- Yes—remember to show your appreciation
- Yes, if we can agree on these changes—be flexible so it can work for you and them
- Not right now---be patient if you can, offer a time line
- No—don't take it personally

If you have made a complete request, the response you receive will be an informed one. If it is not what you want to hear, you can make your request again, or to another person.



# Recipe for Staying Fired Up

1. Do things you are passionate about.
2. Become aware of and address some of the things you are tolerating, or allowing to stay incomplete.
  - Do the easy ones first! Then celebrate.
3. Choose to make requests that would make you happier or more effective.
  - Make requests that include all the elements of a good request so that they are more likely to be fulfilled to your satisfaction.



# Good resources

- The Aladdin Factor by Jack Canfield & Mark Victor Hansen
- Hate Making Requests? By Wilma Ham at <http://www.blogger.com/hate-making-requests-better-get-over-it-they-are-key-having-you-fly>
- Making Requests Graciously. By Ruth Hegerty at <http://www.evancarmichael.com/Women-Entrepreneurs/3653/MAKING-REQUESTS-GRACIOUSLY.html>



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