

The Laws of Nature for
Better Business

There are great masters such as Emerson, Plato and many Asian Masters (Lao Tzu) who are convinced that if mankind lived life according to the principles of nature, then we would be at peace with ourselves and with each other. It's a philosophy not uncommon in the ways of the East but has yet to be fully grasped by the western world. We are hoping this modern way of presenting this ancient theme will resonate with you, irrespective of your cultural or religious background.

Dedication

Thank you to all the wonderful people who helped me put this book together. To Helena, Virginia, Kim, Tasha, Simon, Adam, David, and to the nearly 3500 clients who have put their trust in me for guidance over these past 10 years. Thank you for allowing me to use the ghosts of those stories here. Also, thanks to my First Nation Friends in Canada where the laws of nature and the spirit of real life came hand to hand. To all those beautiful people who have supported this mission to bring a better humanity to business and life. Thank you from the depths of my heart.

Chris Walker. Sydney - September 1. 2008.

G'Day from Chris Walker - Sydney, Australia,

The Laws of Nature manage the Universe, so, they have a pretty good possibility of helping you manage your organisation and your own work life.

This book takes the fastest, simplest and most profound Personal Growth Process on earth, and applies it to organisational leadership, management, self management and work life balance.

We need it. We need a fresh approach to management. One that's not based on the arts of war or reactive ideology but a proactive, socially responsible, personally inspiring way to work, that actually builds great family lives, rather than challenge them.

We begin the book talking about being FIT. This word is often applied to our state of personal health, but it is incredibly important for our organisations too. From one person business to whole nations, being FIT means that where we're going, what we need to go there and the human capacity to do it, are all working hand in hand. All too often they are not and the consequences of that need no explanation.

Harmony only comes when all the elements FIT together and work together. I think you'll find that 90% of personal stress comes as a result of bad management - poor FIT. This book aims to bring nature to the boardroom just as my other books brought nature to the bedroom to help people live in harmony without compromising their intent.

We've also included a Culture Audit that you can do yourself and then a great process for determining the GAP between where your organisation is today, and where it needs to be, in Human Resources terms, for the future.

Now, you'll know where you are and where you need to be. The rest of the book shares how to get there, hand in hand with the most powerful tools of Personal Growth, all taken from the realms of Nature.

I hope you love it as much as I have by spending the last 20 years of my life preparing and researching for it. I hope it grabs you in your heart and inspires you. In Australia we say G'day, it means "Have a Great Day," and this book is designed to help you do just that, no matter what your job.

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Chapter 1
IS YOUR ORGANISATION FIT?

Any organisation is only as good as it's people and it's people are only as good as the speed with which they adapt to change.

THE NEW ORGANISATION

The greatest asset any organisation can have is the ability to adapt to change. That ability is really 100% human. Everything in the universe changes, including your organisation but the human factor in this has been dragging the anchor for too long. To change your organisations strategy takes a weekend and to change your organisation's resources or structure, takes a month at the most but when it comes to changing your organisation's culture, human behaviour, well, we may as well take a cut lunch and go on holiday while it happens. It has traditionally taken years. And we no longer have that luxury.

The human cost of change has been huge. When people don't adapt to the changing environment in business, they get stressed, blow out their home life, or have a personal crash. The cost is massive because many of these broken individuals stay employed within that organisation. Not only is the human cost too high, but the capacity for organisations to "carry" the wounded, people who couldn't keep up with change, has gone.

Rather than deal with the problems that come from the human fallout from this new and rapid demand for adaptability in business, the human breakdowns, I think we need to deal with the cause. I've owned Yoga schools and worked in health retreats for burned out executives, I healed the broken families and experienced these things first hand. People who don't learn to adapt to change, really pay the highest price of all. And I believe it is totally unnecessary.

I am going to introduce a new word to you at this stage. It's not a new word in language but it might be a new word in your management philosophy. That word is evolve. Evolve means harmony with change, it means the ability to be proactive in change, it means that people adapt daily, not every 7 years with divorcees, health farms or addiction clinics. Evolve means adapt and the people who are going to suffer from the incorporation of this word in organisational management are the medical profession, drug companies and healers who thrive on corporate fallout.

Lets put a stop to the human breakdowns that come from bad management practice. If you are ready, it begins here, with you.

FIT for Work

There are three ingredients of organisational change that must FIT together. If they don't change doesn't happen, or more accurately, change happens at a huge human cost.

Great, painless, fast organisational change requires that three core ingredients of any entity FIT together. Those three are:

Strategy - The direction the organisation wants to travel toward.

Structure - The resources, systems, human and material to go there.

Culture - The right behaviour to cause it happen.

When those three are in FIT you can safely say, the organisation is Evolving forward. People are on board, strategy is clear and the resources are adapting to the demands of the new environment.

Too many organisations get two out of three right, and then go bust or don't support the individuals within them. You can see how easy it is to sit in a think tank, create a vision, love your team and think: "they'll grow into it." This is really UNFIT management. The human cost of organisations that are out of harmony with their strategy going one way, their resources being assembled in another and their culture off on a tangent lingering in the past somewhere is huge. My motto is that hard work is bad management and I mean it. When an organisation is in FIT, between its strategy, structure and culture, the market knows it, the people inside the organisation know it, and the stake holders know it.

It is the new core responsibility of a manager to get this right. Even at a departmental level there are sub-strategies, sub-cultures and sub-structures. These need to FIT and if they don't then disharmony happens.

The net result of disharmony is stress, unproductive time, profit decline, market rejection and internal turmoil way above healthy levels. Then, if there's a disharmony, UNFIT Management, even the best training, conference, leader, payrise, motivational speech, will fail.

Disharmony is Infectious

Three ways For Organisational Change – Two hurt – One Doesn't.

The fastest and most painful way to change a culture is with a big chequebook. One entrepreneur who buys and sells multi national business set down his strategy for change within organisations. Fire half the staff and pay the rest double.

The second fastest way to change a culture is shock: this is in the form of a massive overhaul such as a take-over, a reorganisation or a complete change in ownership. Those shocks usually come in the form of a market crash, a business failure or bankruptcy. This is also a fast and very painful way of causing change.

99% of the reason that the first two painful methods of organisational change have to happen is because people don't evolve their work practices. Ultimately, people reach their level of incompetence in an organisation and then the whole machine stalls. Even one person can be responsible for stalling growth in a culture involving hundreds of people if their methods are loud and righteous.

Ultimately people pay a high price for their inability to adapt to change in these first two models where resistance is futile and shock or force is used to cause growth. But the cost has already been far higher than we think. People who can't adapt to the changing environment and who resist, have the most domestic trouble, the greatest ill health, the most stress. They have it because they bring the disharmony home in their heart, mind and body. The cost rolls out into families, children and society. Doctors prescribe drugs, pharmacies dispense remedies, but no pill can mend a broken heart. The costs to everyone are huge.

When people don't have the willingness or intent to adapt to change they become, in the evolution of an organisation, the equivalent to dead wood on a tree. So, the model of holding onto employees long term doesn't apply anymore. If a person doesn't adapt, nature itself will bring in the tsunami and move them. This is called: a takeover, a retrenchment, downsizing, sick leave, divorce, stress or nervous breakdown. The bottom line: People who can't evolve get sick or fired.

3rd Method of Organisational Change

In nature, everything is adapting. Buckminster Fuller said, “There’s no such thing as pollution, there’s just environments we haven’t got used to yet.” It’s a bit tough but what he was referring to was the essential capacity of nature and humans to adapt to change. To go with the flow.

Many scientists say that 90% of the species on earth, plants and animals are extinct but they are totally misguided. Nature never destroys anything, she simply builds a new one on top of the old one, greater in consciousness, less in number. The point being that inside an elephant there would be the DNA of a Dinosaur. (It doesn’t take much to see that inside many violent humans, the DNA of primitive cave people still exists)

Organisations adapt too. Whereas, the Dinosaur might evolve because of the environment or human threat, organisations adapt because if they don’t they go bust. If you are searching for the reason any organisation failed to make enough profit, look no further than the capacity of the people within it to adapt, evolve to meet the demands of the world it serves.

The third, and most non violent method of change is called evolution. It means that there is a single minded goal of every person working within that organisation to improve the process, and that simply means: get more done in less time without quality failure. In this new paradigm everyone becomes a change agent. And where do they look for growth?

They look at themselves. The key to a fast adapting, market savvy organisation in any industry and of any size is the capacity of the individuals within the organisation to evolve. This means a focus on time management, process, productivity, personal wellness and, most importantly, the ability to learn from challenge.

Nature has always used challenge to stimulate change. In fact, maximum sustainable growth of any organisation, human, nature, animal or business, is at the border of order (all going peacefully) and chaos, (all gone to hell in a handbag).

The Middle Path

There is no stimulation for growth on the middle path because there doesn't need to be. If we evolve daily, we're fluctuating between order and chaos in small bites. However, if we're addicted to peace and we define a great working day as the avoidance of challenge, then we're going to have a nice long comfortable period of peace and goodwill to all human beings, followed by a period of total disaster.

Just go out the front door and into nature and observe how the universe works. Don't take my word for it. Observe countries or tribes that stay relatively isolated and untouched by challenge from the outside, and then see what happens. War or disease or a Tsunami.

Nothing escapes the parameters of support and challenge. It's called Love. Yeah, I know it's a business book, but this is such a cool awareness. Love is the balance between support and challenge and everything in the universe grows along the border of support and challenge so, everything is loved. Nice huh?

The corporate issue is that many people can structure their roles in corporations to avoid detection by the challenge aspect of nature. They might own the company, they might be making profits and all seems fantastic, until a health scare, a family breakdown or the business runs out of cash. This individual has been hiding from reality.

Everything, everyone, no matter who, where, why or what they do, evolves at the border of chaos and order. So, even the peace people have balance of chaos. Even the Dalai Lama will say that Tibet got invaded because it got stuck in isolation, it attracted the chaos because it closed its borders.

Now, we come back to people, change, evolution and growth of organisations. When people resist change, when they hold onto their safety and don't adapt to the demands of their customers they hold total organisations from smooth evolution. When support and challenge become chunky, there's a honeymoon and then there's a takeover or an internal tsunami. The ability for organisations to implement their cleverly thought out strategy comes down to the ability of its people to adapt, evolve and grow continuously.

Holistic Thinking - Real Balance

We've established that organisations evolve along the border of chaos and order. We've noted that the fluctuations between chaos and order can be small daily and personal or they can be huge, annually and organisational.

However, there is another side to this equation that is worthy of your consideration. This topic drives to the heart of compassionate leadership and flips over many of the classical paradigms of good employment policy. And this is it.

If a person does not evolve their work practices, they can remain in "order" for an extended period of time, unchallenged at work and if nature is always seeking to balance chaos with order, support with challenge (there's that love word again in a business book) well, the question might be, "where is the challenge for a person who is resisting adaptation in their work life?" The answer is, "at home."

The increased pressure on relationships to survive, and for people to stay immune from bugs, virus, and disease can be one of the most measurable consequences of resistance to change at work that we have. If people are not adapting in their work practices, management style, work process, then their challenge balance is going to come from home.

Compassion at work has classically been to be kind to people, to keep them employed, to help them stay immune from challenges to their paradigms of life. Yet, there's a point where this can become quite cruel. If we hold people in an organisation when they resist growth, when they refuse to adapt, when they are hell bent on creating a comfort zone for their work life, we're actually screwing with their home life.

It's a consideration that came home to me in a consulting brief I was offered but refused to accept in Canada. The CEO had a passion for spirituality at work, peaceful meditation and had absolute statistics to prove her achievement had reduced work stress, helped people be more relaxed and improved productivity. But she refused to measure where the challenge had gone. No body had evolved their work practice, they'd just created comfort: and sent the challenge home.

Proactive Change - Evolve

Challenge happens in large doses when we have had periods of complacency. This means that, even if we have taken courses and studied ourselves at yoga, if we get a huge challenge, we've been doing comfort, not growth.

When an organisation faces rapid downsizing, or reengineering it means that the management has been incompetent. That incompetence has not been deliberate so, there's no need to be angry with them, or yourself. It just means they took their eye off the ball and became unconscious. Of course nature doesn't leave anything in that state for long, so, rapid change is the tsunami we need, not the one we want.

When organisations or the people in them don't evolve (we've called this, "culture change") then there's really only one end result and that is big change, fast. We've already seen that big change fast is usually associated with significant human suffering. People losing jobs and having their private life threatened. So, I think there is a massive incentive to bring proactive change, evolution to organisational management.

The single most important thing about this is to acknowledge that large challenge reveals that there's been an extended period of bad management leading up to that need. Now, sometimes we can get confused because what we are calling bad management here, is often what managers call, good management.

Bad management in our definition comes when people don't push their staff to improve their productivity. Bad management in our definition is when people get left to their own resources, and feel empowered to make choices. Bad management in this definition is when management gives people a chance to control their environment. Bad management is listening to complaints that blame the company for stress.

Good management both supports and challenges people. (there's that L word again) - People who aren't challenged, or who learn skills at avoiding challenge, or who respond to challenge violently, are not evolving. So, good management means supporting and challenging.

Fast Culture Change - Self Management

The real shift in organisational management is that the power to trigger growth must be placed firmly and squarely in the hands of individuals. Management is going to be too clumsy, too lumpy to evolve culture fast. So each and every individual in a fast changing culture must be skilled and willing to evolve. Management then has the role to monitor, coach and support (and challenge) individual process.

The key ingredient of good evolving management practice is the setting of cultural and structural standards. Boundaries. When expectations are clear people can be given the skills to be creative in their self-management. So often management fails in this regard. They free the boundaries of work and therefore don't communicate the vital information that will trigger growth. Take time management for example:

If you give a person a week to do a job, how long do you think they'll take? Yes, that's it. A week and sometimes a few more days. If the bus is coming at 9.00am most people rush to catch it on time. If the bus schedule changes to 9.30am after 2 weeks they'll be rushing to catch that too. Work expands to fill the time we give it.

To evolve our work practices there are just two variables we need to focus on. They are: What we do and how long it takes. The key to evolving is to increase the quality of what we do, and do it faster. So, in an evolving organisation, one that isn't going to have a huge calamity to deal with at the end of a year, we're going to need a constant reminder, do more, do it better and do it in less time.

You'll be surprised at how many people resist this notion. People really do resist change. The most resistant are the ones who refuse to change anything except to create more comfort for themselves. This is devolution and in a sudden organisational reshuffle, if laws allow free market behaviour, these are the first out the door.

This book shares ways to evolve yourself at work. They carry home too, because if we get stuck resisting change at home, there's going to be a chaos there too. Think it through, "the pain of regret outweighs the pain of discipline."

Clear Expectations for the Future

FIT organisations set cultural norms for the future. They ask, “What culture will we need in a few years from now in order to implement that strategy?” This culture reflects the attitudes, aptitudes and core self management skills people will need.

It requires adaptability. Each and every individual can either grow their self management practice and stay valuable to the organisation or they can resist and find another less demanding environment to work.

I know this sounds harsh, but how can a healthy tree hold onto dead leaves, how can a forest remain healthy if the dead wood is not cleared. Mobility in employment is a thing of the future. Organisations are going to recognise that there are varying degrees of consciousness at work and some people really don't want to evolve their ways. It might be too invasive. Then the kindest and most compassionate way to treat people who don't evolve into the future, is to outplace them. I think this is called, “you're fired,” in the USA.

The upside down model of organisational management is when people don't want, or like to evolve their ways. They've been managing the same way for years and the increased stress is causing them to reduce their work load, take more time off and go on more health programs. This is when the culture runs the company, and it is doomed to cause a major disaster.

When management fails to challenge individuals and set standards for personal growth, then they are placing values based leadership over the top of growth, or humanitarian values over the top of strategic ones. There may be some government funded organisations that can thrive under this paradigm for a while, but no competitive, market focussed organisation can.

If people don't evolve, the inevitable result is change, harsh, aggressive, fast and heartless change. There is no option, it's either a daily shake or an annual earth quake.

A Healthy, Evolving Organisation - FIT

What does a healthy, evolving organisation look like?

1/ It has a boss.

Forget the rest if the boss is confused, desperate, in panic or stressed. If the boss is emotionally disturbed, emotionally ambitious or over worked, then, they are not the boss. A boss knows where their organisation or department is headed, they know why and they certainly know how and when. The boss, in whatever way they choose, sets the strategy and they'd better believe in it, and know how to achieve it, no excuses.

2/ It has resources.

Desperation breeds desperate people. Desperate people don't grow, evolve or change their process unless they have to. So, resource management is essential for a good boss to implement their strategy. If the boss can't manage resource, they'll not be able to implement their strategy. They go hand in hand.

3/ It has a plan for people growth.

The skills a person has today, are out dated tomorrow if they don't evolve them. So, a year from today, if there's not a significant growth in people skill and if it weren't for the experience factor, organisations would simply change their staff and update with people who are "current" with demands. Of course, experience is a vital factor, but not like before. So, in an evolving, healthy organisation, people enjoy challenge, learn from mistakes, explore options.

4/ Communications Skill

The most important human skill in a healthy, evolving organisation is the ability to enjoy diversity. That's an open minded approach to ideas, a willingness to see balance, an understanding of emotional stability and a keen eye for self-righteous egoism, that unconscious gene that kills growth and stifles evolution.

Healthy, Evolving People - FIT for Work

Given that an organisation can only grow as fast as its people, and that culture change is a vital part of implementing strategy, it seems obvious that helping people grow, might just be the most important human resource function there is.

Before we step into this realm, there's a warning. Some people don't want to change. And, it is completely invasive to ask people who are stuck in their ways to change them. Because of that, remember the old quote, "if you can't fire em, don't hire em." Especially with family, relatives and friends. I've witnessed more organisational suffering from the complexities of this one topic to write a movie about it. Don't hire them if you can't fire them. It's a requisite to healthy management.

What does a healthy, evolving individual look like?

1/ Challenged.

A healthy evolving person always has too much to do, and not enough time to do it. Remembering that nature seeks balance but rarely stays balanced, so, it's a continual struggle for the healthy individual to fit life into the time.

2/ Disciplined.

Clear and unbendable boundaries around time, quality and effort make the healthy, evolving individual easy to be around. They might be challenged, but they are inventive, creative and relaxed enough to leave the office on time, arrive at appointments on time and get home on time. It's all about frameworks and these drive creative management.

3/ Enthusiasm.

Healthy, evolving people are keen to do more. It's a burning desire to do more in less time. A real desire to do it faster, easier, more and with less energy. There's no pulling back or contraction, its 100% commitment to work, love and life. That's evolution.

Unhealthy - UNFIT - Organisations

When strategy, structure and culture don't FIT, there's disharmony, and this manifests itself in obvious ways.

What does an UNFIT Organisation look like?

1/ Broke

When the money dries up, it reveals a lack of evolution in the process, product and effectiveness of the business. In this day of smart business, you'd have a 99% probability of being on target if you looked for the cause in the culture. When people don't change their mind, business's fail.

2/ Emotional Fights.

Whether people argue silently, or scream and shout, it doesn't make any difference. Extreme emotional violence and abusive language is a great signal that strategy, structure and culture are out of FIT. It's more difficult to point the bone at the culture as the only source of this UNFIT situation especially in smaller organisations when the boss might just have the resources and strategy messed up.

3/ Customer Complaints - Quality Issues

The most revealing external indicator of a declining FIT between strategy, structure and culture is revealed in quality control issues and rise in customer service complaints. This includes quarels with clients and contractual arguments. This is an absolute no brainer to direct the issue to the culture. The primary cause of this culture problem is a lack of respect from leadership for the current cultural lock up. When cultures get locked up, either by union resistance to change or by a pervading uncertainty in the future, mindless managers will often re think the market strategy without consultation with the stakeholders at a culture level. It's a naive business approach that can set out to change the marketing and corporate strategy of the organisation with little or no respect for the human reality. Remembering there are only three ways for fast culture change if people don't have evolving skill. Shock, shock and shock, all of which hurt people unnecessarily.

UNFIT For Work. People Problems

When disharmony strikes at an organisational level, and reveals itself in UNFIT organisational signs, the people within that organisation have been struggling for a long time already. In other words, the real first sign of an UNFIT organisation, is UNFIT people, people problems.

What does an UNFIT for work person look like?

1/ Becalmed

Intensity is the key to a full, evolving life. A person with not enough work, walks slow, talks allot, wastes time, emotionalised, makes mountains out of mole hills, and gets themselves into a flap about their private life. Problems expand to fill the time we give them, and when there's not enough discipline or intensity for work, then people gravitate to low priorities. Remember, rubbish in, rubbish out.

2/ Forgetful

When a person is not showing up enthusiastic for their job, their mind becomes mush. Mushy minds drop things, forget things, and most obviously close to new things. Forgetful minds are undisciplined minds. A short pencil is better than a long memory. So, a really un evolving person will either be totally organised 24/7 which means they've got too much spare time, or totally disorganised 24/7 because they've got too much spare time.

3/ Ill-Health

Tiredness, exhaustion, colds and flu are just the tip of the list. Heart attacks, strokes and more are the other end. When our competence to manage ourselves is less than what the company demands, we get ill. This is like closing the gate once the horse has bolted. Instead of evolving and growing skills for self management, many people strap themselves in with old work practices, with old work ways, with old thinking and then try to drive harder. The loss of wellness is a real indication of blocked personal and business growth. It's nature's last resort.

Leadership through Change

If people don't trust the organisation's strategy, then they will not change their culture. When it comes time for culture change in an organisation where leadership has not shown good judgement in the past, people fear the consequences, they stop growing because they don't trust the leadership. They protect their heart and resist. It's human and natural to do so. Why should a person trust that the future will be better than the present. They've made a comfort zone right where they are. Why change?

If there is a lack of trust in leadership due to past bad experience or a history of bad leadership, then the tables are flipped. The culture is fixed until confidence is restored and there are only three ways of achieving that end. 2 are painful, one is slower.

The first painful way to restore faith in leadership is through a take over by a highly resourced organisation in which it consumes the smaller one and all its uncertainty into its larger mass. It's like a lion eating a rabbit. No more rabbit problem. There will be an attrition at a human level here. The old senior management team of the smaller company will be like the bones of the rabbit. Undigestable. They won't be welcome in the new structure.

The second painful way to restore faith in leadership is to change it. That means, changing the senior team, especially the CEO. The reason this is painful for more than just the old CEO is that many people work for companies because they like the leadership style, they'll all probably need to leave as well.

The third way of restoring faith in leadership is to inject a massive amount of resource in the organisation to make the probability of success with the existing leadership, go up. Of course, some of that resource will line the pockets of the culture team to soften their resistance and erase their memory. But as any leader knows, it doesn't take much bad news to sour the milk once it's been soured before. People remember the taste of yesterday all too well. Again, it often results in a more authentic approach like change the team or change the leader. Resistant cultures that don't trust leaders rarely moved by promises. They want results and results only come when they move.

Skills for An Evolving Workplace

When it comes to building an evolving organisation that is a living, breathing, growing entity there is no better place to start than by understanding nature through the laws of nature. There are five laws.

Law 1. The law of Balance

The law of balance gives leaders wisdom, controls emotion, helps people make wise decisions, increases capacity to include diversity, saves time, builds stability and, prevents domestic disaster as a result of UNFIT business.

Law 2. The law of Evolution

The law of evolution explains everything in business. It is a model for personal and business achievement. It resolves conflict, helps people communicate, turn up at work fully present and sets a benchmark for sustainable profit. It prevents failure and gives peace of mind.

Law 3. The Law of Interconnectedness

This law of interconnectedness leads to inner peace, good human relations, abundant thinking, and social ethics in business. It prevents blame, victim and judgemental cultures. This law opens up the limitless possibilities of the human condition.

Law 4. The Law of Harmony.

The law of harmony puts discipline around our work life mindset. It introduces us to deep insight into good human communication, marketing, human relations, health and wellness. It is the important law for leaders to follow.

Law 5. The law of the one and the many.

The law of the one and the many explains hierarchy, structure, strategy, and organisational change. It reveals the secrets of success, marketing, client management and authority in work life management. It helps people understand the human dynamic perfectly.

Why Innerwealth?

The more a person understands themselves the faster they adapt to change. The more enlightened people don't make a stand, so, for them adaptation is the key to happiness. They are never disturbed.

There are many forms of self-awareness but most of these confuse the development of a "good personality" with "self-awareness." Unfortunately, the more we develop that personality, the more resistant we become to change.

The Universal Laws of Nature provide a unique platform for self-awareness because they confound the idea that we have a fixed and identifiable identity that's real. The laws of nature align the human condition with nature and nature is always evolving.

Truly, the capacity to adapt to change is one of the most vital outcomes of self-growth. Anything that tries to "lock in" some form of value set or belief set is the opposite to self-awareness. It's more likely to be ego development and this is what blocks change.

Innerwealth means we understand the great powers that exist within us. They begin with the power to manifest and end with the power to stay centered while all around us goes into turbulence.

However, Innerwealth's greatest contribution are the tools to help people grow, evolve and build on challenge. This is absolutely unique to this process. When you understand how to build and expand your innerwealth based on the challenges and chaos of your life, you'll jump into work and life with far less conservative restraint.

We grow at the border of order and chaos. So, it's wise to adopt a philosophy for your life management that includes a continuous cyclic stream of challenges. The idea of finding a sustainable peace is ridiculous, instead, Innerwealth process offers you ways to continually move from the inevitable chaos, back to order easily. We can call this the real melody of life, harmony.

If you can grow from challenge, you'll embrace it. You will celebrate and not blame but thank people for challenging you.

The Human Factor

We often talk about organisational culture as if it's an ocean in which fish swim, or people exist. But it isn't that at all. Culture is people. many of them, thinking the same sometimes, thinking different at other times. The net result of the individual thinking process from one or ten million people, is a culture.

Families have cultures. Business have cultures. Communities have cultures. Whole nations have cultures. In Australia we're proud of the Aussie culture, "put another shrimp of the barbie."

Advertising guru's tap into our sense of belonging to sub-cultures. They sell cars, washing powders, tooth paste and holidays based on our sense of belonging to a culture. Like the green movement, it's a global culture.

Innerwealth is a culture too. It's a universal culture. The laws that run the green culture are, "save the planet" but the laws that run Innerwealth culture are the universal laws of nature.

The importance of innerwealth culture for business change is vital. You can't manage anything you can't see the balance in, so, by expanding awareness we help people manage larger and larger entities.

When you're a child you manage yourself. When you're a parent you manage a family. When you are first in business you might manage a department, then a region, then a larger region until you become a global manager for something. With each expansion in responsibility comes an expansion in consciousness, otherwise we fail.

If a person who is only aware enough to manage a region becomes a global manager they'll stress out and fail, or be forced to evolve very quickly. The key here is that the person who manages something well sees both sides to it. The person who remains calm even during family drama, can see both sides to family issues.

Innerwealth uses the laws of nature to evolve our consciousness, it makes us more open to change, more expanded because we see things from a bigger perspective. Little things don't bother us.

The Four Important Keys for the Future

New leadership needs cultures that change fast. We've pointed out that competitive organisations change their strategy over a weekend and to implement that change the culture has change just as fast.

Good leadership needs organisations that to adapt to change fast, and this means always looking for better ways to do things.

Fast Culture - New Leadership.

Even the best leader will fail if their organisation cannot adapt to change. The driving force of success for a leader is to be able to move the strategy and have the organisation move with it. This is the first step.

Fast Culture - Evolving Culture

By fixing the time we allocate to work we force ourselves to ask the evolving question, "How do I get more done in less time." By a simple focus on efficiency, we draw our attention to improvng productive work time, process and behaviour.

Fast Culture - Good Self Management

We ask what we are responsible for, we ask what we need to do to fulfil that, we create four priorities, and we do those. Everything else we dump or delegate. This is how we refine our own valued work practices. Working on low priority tasks lowers our Innerwealth.

Fast Culture - Personal Balance

We set standards for our health, our relationship and our innerwealth and we uphold these at all cost. We work to cause these things to be at their best. No compromise - no excuses.

New Leadership

There's a new independence in people at work. They need more, can do more, and demand more individualised leadership. The power for change is in the hands of the individual. Leadership must adapt to it.

People come to work to live their dream, and when they don't they sabotage. A collage of competing individual forces faces a leader now. People want, and demand their human right to enjoy their work and those competing forces need a new approach to management.

If we acknowledge the human right to enjoy our work, we must also acknowledge the fact that people are expendable. If the skill of the individual, and their capacity to evolve with the organisation is not there, then, we are paying a high price for their services.

It's two sided. People are demanding more from their work-life, and organisations need to support that. However, organisations are also demanding more from people, there is an intensity building and only the fittest will survive.

Current self management practices are inadequate. We've gone through psychological models of behavioural modelling, the use of Eastern arts as a counter balance measure and now, there's a fashion trend for health spa's and recovery clinics. None of this will sustain the required levels of self mastery for individuals, leaders and teams to move into the future without increased drug support, family breakdowns or a lowering of customer service values. None of these options fits with the evolution nature demands.

Nature is, the best management model you'll ever study because it's all about refinement of process, ways to evolve from where you are into the future, how do get more done in less time. This model, however, has some challenges for the individual and the leader. It requires people to deal with their emotions, to bend their identity, to be flexible in their mindset and to question their ego stance in wanting to be right. Here's a model that leaders can use to grow their organisations but there's going to be resistance at some fundamentalist levels.

The challenge for leadership in the future is the human mindset.

Evolving Culture

The question that must be asked for a person and a culture to evolve at the pace of strategy is: How do we do more work in less time? The world is moving at a million miles an hour. Sometimes we're standing still and life is rushing past us. It seems like we can lose touch with the beauty and peace of life if we don't take control of time.

This is the best question a leader can ask everyday, "What are you doing and how can you do it better and in less time." The sign of a bad manager and therefore a bad leader is when jobs that should take 10 minutes take an hour. And an even worse sign is when jobs that took an hour last year, take an hour this year. It takes a keep eye for detail but we need to be adding work volume to our day, by reducing the time we take to do it, not reducing workload in order to cope with our inability to evolve to higher levels of skill.

People who leave the office late, in an evolving culture are the poor leaders, the poor managers. Which is going to challenge some paradigms, especially in Japan where the top guy works the longest hours, even if he or she doesn't need to.

Work expands to fill the time allotted to it. So, we allot less time. We simply evolve our process, our thinking, our systems. If it took an hour a year ago, then it should be taking 45 minutes or less now. Eventually, we automate it.

All the existing jobs that you know in the world will be redundant within 10 years. We need new job titles because we're automating the old ones and doing away with them. So, upskilling is a key security measure for those wanting to remain employable.

Doing more in less time means we are going to have more time and the question is going to be asked about what we do with that time. One of the major reasons cultures get stuck and leaders can't lead strategy is because people are protecting their butt by holding resistance to change. Those days are coming to an end, beware.

Self Management

People who work on low priorities get paid what they are worth. We get paid for the level of our priorities.

People who work on low priorities beat themselves up at home because they feel devalued. They've devalued themselves by working on low priorities.

My estimate is that most people I meet at work could radically increase their productivity if they just worked on high priorities and either delegated or dumped the rest.

When we work on high priorities it forces us to manage our workflow in a much more creative and innovative way. We're always looking for ways to focus on the important things.

When we do culture change in an organisation we ask each individual to agree on their three highest priorities in their job. You'd be surprised at the contradictions between what people think are their top three priorities and what they are actually held accountable for.

To work inspired, to feel great about yourself at work it is absolutely essential that you work on high priorities in the context of the organisation's needs, and make sure they are the same as yours. Remember, what for one person is a low priority, is for another person a high priority. For example: doing your tax return might not be your highest priority but for your book keeper it's 100% top shelf.

Priorities is one of the most important skills of good productivity. It is also the most important boundary for evolution in an organisation's culture. A leader cannot get an organisation's culture to match the strategy if people are content to determine their own priorities and therefore have no real investment in change.

This is the primary outcome of good self management. Getting more done in less time.

Work Life Balance

One of the untouched domains of organisational culture change is people's domestic privacy. This is a healthy no go zone for people who don't trust managers or management to maintain a professional and private gap between what is shared and what is made public.

However, domestic circumstances are affected by and cause huge affect on work culture. People who are depressed at home often bring it to work and either react to it in aggressive communication or, fall into sloth.

One of the key skills we might share as part of the laws of nature culture change program is the skill of creating great relationships at home. We're not afraid to cross that boundary however we do respect people's right to not invest too much of their privacy in this area of their corporate program.

Many people expand their work as a substitute for love. When relationships begin to sour, or get past their use by date, people begin to compensate and those compensations usually lead to some rather irrational behaviour. Because people can keep their private life private we're often faced with resistance that is not, at first, rational.

We encourage clients to think holistically and in doing so, to consider the compartmentalising of the areas of their life as an emergency strategy rather than the norm for a healthy balance.

Disharmony at work can affect people at home. Disharmony at home can affect people at work. We make this link very clear and help people understand that even when they think they've quarantined their issues, it is very unlikely that they don't have leakage from one to the other.

The real issue is not that relationships affect work or work affects relationships, the real issue is how long it goes on for. A few days here and there of drama at home might cost us a few days at work or a few days at work might catch us unaware and accidentally come home. But if it goes on for weeks or months, there's going to be a real loss of focus, drop in priorities and long term negative consequences.

Summary Chapter 1.

The world is changing faster and faster and people in business are struggling to keep up. When people struggle to keep pace with change, either the change doesn't happen, or the people hurt. In business this is disharmony and potential failure.

We've introduced the topic of FIT for work. It asks whether the Strategy, Structure and Culture of any organisation are in FIT with each other. Classically, Strategy takes a day to change, Structure takes a month at most and Culture has taken years. The way nature deals with this MISFIT - is by introducing a shock.

Culture shocks move organisations and their people into the future fast. People will change if there's no choice and a culture shock is that lack of choice, the Tsunami a business doesn't want to have.

We look at two main culture shocks. The first is a big chequebook: classically it's called a downsize. In this, typically you fire half the staff, and pay the rest the money you were paying those who left. This is by far the fastest and most simple culture change mechanism. However, it has obvious high human cost. It is the model of choice for most entrepreneurs who buy, sell or merge business.

The second method nature employs to cause a culture shock and therefore move cultures into pace with strategy and structure changes is to dry up resources. In nature, draughts, floods, fire, tsunami cause rapid environmental change, and, in spite of our human compassion, those changes are obviously long overdue. So, when humans are out of step with nature's evolution, expect disaster. In an organisational sense this is bankruptcy, lost market, poor profit, emotional drama.

The final method is to evolve-ya-bastard. This is the method Innerwealth uses to cause culture change fast. The key to it is to acknowledge that cultures are just large groups of independent people and that to change that culture fast, each individual needs to be willing to grow, skilled at growing and focussed on evolving.

There's no room in a fast changing organisation for people with their foot on the brake. The key is to ask how do I do more in less time.

Chapter 2.
NATURE - HELPING
ORGANISATIONS GROW

The goal of life is living in agreement
with nature.

“When one tugs at a single thing in
nature, he or she finds it attached to the
rest of the world.”

John Muir

Success is Found in Simplicity.

In our complex world, we have the opportunity to simplify our understandings by relating everything to nature. The forest, the ocean, the sky, species, rocks, plants, animals and insects all have a voice. It requires silence and wisdom to hear it. Knowing those laws will create harmony in your work, stimulate the environment you create, direct the exercises you do and help create the depth and silence to open your inner ear to your own life inspiration.

The Laws of Nature bring the harmony of nature into everyday life. Evidence of those laws can be found in music, in dance, in business as well as relationships. The universal laws are found in every walk of life.

A stressed, emotional individual cannot create healthy environments. If we become emotional and insecure we lose the foundation on which we live. Nature's Law provides an alternative: Stillness, harmony and beauty are our connection to our own inspiration. We cannot do what we love if we continually lose the essence of who we are. A closed heart just creates trouble.

Following the laws of nature you will rid yourself of clutter, physically and mentally which brings a purity to your life. If anything or anyone starts to obstruct your journey, by letting nature guide you, then you will be able to transform those challenges back to inspiration, spontaneously.

Through this awareness, there is an implied merging of stillness and fluidity. Stillness is vital because unless the mind is still, it cannot find truth. Fluidity, because the world itself is endlessly changing around us, in busy chance events. Yet your mind, at the heart of all this restlessness, must remain still, motionless, holding harmony with nature.

When you run your fingers over the solid trunk of a tree, pick up a stone and notice its aged patterns, examine the fragility of a leaf, and let water flow through your fingers you allow yourself to let your real inspiration for life flow through you. You simply feel the wonder of it, and see how every object of nature can guide you and help you manage and understand yourself truly.

Natures Law -- Personal Harmony

“One moment standing in the midst of nature’s orchestra with an open heart seems like a whole lifetime, if we are in tune with her rhythm.” Chris Walker

Harmony comes from the natural rhythm which is formed within us. This is our “Innerwealth - the wealth within us.” Nature’s Laws help you find this harmony with life any time you choose it. Whether you are at the footy, in the pub, at work or in the Opera. Harmony is a friend and we can choose it, by tapping into what we already have, our innerwealth, any time.

When we contemplate and learn to become one with nature, our hearts open to its music. We say “I enjoyed nature”. What is it in nature that we enjoy? It is the harmonic, or harmony we feel. Something in us has been touched by the rhythmic movement, by the perfect harmony of nature, a harmony that can be lost in the artificial life. This is a great temple. The sky, the earth, the water and the air. We need little else for self-mastery if we can translate this harmony back into our work and life. This is one good reason for learning the laws of nature.

Another reason to learn the laws of nature is that a lack of harmony has disastrous effects on the world and our personal lives. All the troubles on our earth come from that asymmetry. All the tragedy in the world, in the individual and the multitude, comes from a lack of harmony with nature. We see that the world today needs harmony more than ever before and it is best given by producing it in one’s own life.

It’s all pretty natural when you think about it. The beat and pulse of the heart are harmonious. The Inhalation and exhalation of the breath are harmonious in a healthy person. All life depends upon this pattern of harmony and to create harmony in our world, attracting abundance, creating great work places, building good business, great relationships, healthy happy families, we must begin with internal harmony: Innerwealth.

“Give me a few hours by myself, let me alone, shut out all interruptions, and I can bring myself down to my work. It is here that my true nature comes alive.”
Chris Walker

“The sun, with all those planets revolving around it and dependent on it, can still ripen a bunch of grapes as if it had nothing else in the universe to do.”
Galileo

Naturally Inspired - The Laws of Nature

Even an open heart will close if the desires of the heart are not being expressed - the artist must paint, the sculptor must sculpt, the doctor must heal. The absolute result of all inner exploration must be the experience of doing what we love. Expression is giving. Happiness and wellness depend on it. This is natural inspiration.

Inspiration is when the inner voice speaks louder than the outer voice. In other words when a person knows their natural path and follows it, then they are inspired. In business, many people are not doing what they love, they are not inspired and from this one anomaly comes a huge cost. A person without inspiration and purpose, who is struggling to achieve only for themselves will suffer from morning to night. For peace, the heart must be free to give what was intended of it. This is life purpose in reality. People say, "Put your heart into it, it means to become fully invested. It means to throw the full weight of your humanity behind something. This is inspiration at work.

The laws of nature bring the silence that is necessary for inspiration into your life. We do not make the world a better place by running around trying to fix things, this just adds to the problem. If you can learn to be still, immersed in your work, you will automatically be bringing the best to the world and your own life.

Inspiration means we have risen in our mind and heart above our identity. Our fears and worries are far below us and we have tapped into our higher consciousness. In this state of mind, great decisions are made, great music is written, great love is shared. Every human is capable of it, but few remember how to tap it.

Bringing these five laws of nature into your life you can tap your inspiration any time. It's simply a matter of rising into that state by ordering your mind, creating the right environment, distancing yourself from any overriding emotion and then concentrating on the task at hand. It is automatic when we do what we love to do, with people we love to be around. Nature's law frees you to be inspired, even when those perfect circumstances don't exist. It's a great power.

Victor Frankel reminds us that “all things can be taken from us but we are still able to choose the abundance of our heart.”

Personal Growth - The Laws of Nature

It is said in the east that the first thing to be learned is to unlock what has already been learned and then unlearn it. This unlearning is what is called real wisdom. Knowledge is learned from the outside – wisdom comes from within.

We have to learn how to become a good student. Few people realise that the greatest masters of wisdom were also the greatest students. They were and are, open to learn, not fixed, determined or stuck in knowledge. They are open always seeking new insight, they have no where to stand because, “the more they know, the more they know what they don’t know.” This is wisdom.

Nature’s Law teaches us that the first step is to Unlearn our juvenile dependency and reliance on emotion as a guide in personal growth. To see a person and say, “that person is bad”, is learning. To see further, and recognise something good in that person, is unlearning. When you see the goodness in someone you have already called bad, you have unlearned. You have seen with two eyes. You learn by seeing with one eye; then you unlearn and see with two eyes. This makes the learning complete. It requires humility: being humble. It means losing that individuality which has been collected and accumulated.

To live and work inspired and in harmony with nature we must be willing to surrender to the awareness that one’s ideas and opinions are just a collection of erroneous facts that, through conditioning or experience have been adopted as truth. They are simply collections of data and knowledge that can be unlearned.

There can be no peace in a heart that is attached to a mind in judgement. Our emotional judgements are imbalanced thoughts or perceptions, true to the senses, but false to nature. It is necessary to know which is which because if we hold emotion as a God, we deny the existence of our real human nature, our spirit, our love for life. Emotion and Inspiration cannot co exist.

Personal growth does not come from analysing the past. It comes from releasing it.

Letting Go the Past - The Laws of Nature

To grow forward we must become masters at the art of letting go. Letting go is the ultimate challenge in life. Letting go is the ultimate lesson in trust. Letting go is hard to do sometimes because it is the most powerful conflict between mind and heart. So, letting go is a powerful confrontation. It may be considered the greatest challenge of all because when mind and heart come to argue the battle is fierce. Ultimately only the heart can win. If your mind struggles to let go it is called calamity, disaster and disease.

Living a good life means letting go of the past, even yesterday and discovering life new everyday. It means letting go of ideas, people and judgements. Our evolution depends on our ability to grow forward, and nature coaches us with a firm hand: To find the cause of ill health or disease find what that person is holding on to, because letting go is the key to health and healing. When business or relationships fail, look for what people are holding onto: They will be holding onto a thought, grief, fear, ambition, anxiety, resentment, anger, ideology, philosophy, expectations, greed, insecurity, self abuse, faith, god or even love itself. When people hold on, nature wields a mighty stick.

When people know how to let go, there is no pain, they see the beauty because they grow automatically toward their dreams. This is Innerwealth becoming outer wealth, abundance flows when we let go of half truths, half knowledge from the past. This is the mark of the person who has truly opened themselves beyond the mind. Remember reject or accept is the domain of the mind while letting go is the privilege of the heart.

I want nothing

I need nothing

And therefore,

I have everything.

It is not the absence of possessions
that frees a person, quite the opposite.

But it is the absence of attachment,
the absence of greed and the absence
of fear that makes a person happy.

Truly a happy person is happy, without
anything, and equally happy with
everything.

The Laws of Nature - Real Abundance

When you reach out for things the energy you use usually pushes the thing away. Like groping for a feather: the pressure of groping just pushes it away. The real way to have everything and anything is to want nothing. And then become receptive to what comes to you. If you are willing to take whatever comes and to care for it and cultivate it, then everything comes. The whole world pursues wealth outside themselves in the hope of having it. You need to be connected to your Innerwealth, within yourself and cultivate that. Then the whole world comes to your door. If you want love and go looking for love you'll surely push it away. The key is to find it within yourself first.

There is a lot of confusion about abundance in our society. People think that it is about wanting and having and getting and receiving and building things. Or even some law of attraction. That's the opposite to abundance, because comes from wanting. True abundance means we've already got what we want, in some form or other.

All of nature is connected. We have everything, but this is difficult to establish because we all have egos. We are afraid to be without our ego because, "Who are we when we don't want anything?" Our identities are build on what we want.

Have you noticed the difference in your life when you are content, not wanting anything? The moments when you don't want, there is automatically a resting place, a certain calm. It is so wonderful to have the skills of real abundance. No matter how little you have, or how much you have, if you don't want anything, you are abundant, happy and healthy.

“Just throw away imaginary thoughts of things not yet here, and stand firm in that which you are” Kabhir

Mind Control Using the Laws of Nature.

There are many negative or destructive forms of thought which react in every cell in your body. The strongest is fear and its child, worry. They bring tension to the body and mind leading to waste of energy, and either slowly or rapidly poison the body. Rage, intense fear and shock are very violent and quickly intoxicate the system. Worry and other destructive emotions act more slowly but in the end have the same effect. Anger and intense fear stop digestive action, upsetting the kidneys and the colon.

“Whoever does not sometime or other give their full and joyous consent to the dreadful scenes of life as well as it’s beauty, can never take possession of the unutterable abundance of power in our existence. They can only skirt the edge and one day when their own judgement is given will be judged to have neither been alive or dead.”

All of life is the search for balance, and the experience of its extremes. All health is balance of yin and yang, the forces of opposites in balance. Great decisions are made when the mind and body find balance and this is the key. A balanced mind, is nature’s mind. Balancing the mind is the key to overcoming depression, chronic fatigue, illness, grief, suffering, attachment, worry, stress, fear, guilt, shame, anger and violence. A balanced mind is in a healthy harmony with nature’s law.

Although we can easily get out mind around the concept of balance in nature, people can find it hard to apply the principles to their own personal balance paradigm. So, a deep understanding of the law of balance helps people stay balanced all day, rather than wait to load their relationships with, “need to balance my work life,” paradigms. In other words we bring home a better self.

Wise people choose their thoughts, and the wisest of those, chose thoughts that are in harmony with life. A mind and it’s family of emotion, cannot win the fight against harmony. A mind can be right, but if that thought is not in harmony, with balance, the thought is right to the individual, but self destructive to their home, their work and their world. This is the importance of mind control using natural law.

There are great masters such as Emerson, Plato and many Asian Masters (Lao Tzu) who are convinced that if mankind lived life according to the principles of nature, then we would be at peace with ourselves and with each other. It's a philosophy not uncommon in the ways of the East but has yet to be fully grasped by the western world. We are hoping this modern way of presenting this ancient theme will resonate with you, irrespective of your cultural or religious background.

An Inspired Life - The Laws of Nature

Have you ever experienced a moment where you felt absolute oneness with the world around you? A state when everything became crystal clear and still and all of a sudden you understood the reality that exists in nature in everyday life? It may have been after a yoga class, or walking along the beach or even amongst the beautiful architecture around European cities.

Stillness is real wellness, because your body, in this state is in perfect harmony within itself and with the world around it. For most people it is an accident, a random circumstance they hope for in their daily life. For us, by following the laws of nature, it becomes our mastery. We reach a state of stillness, and therefore perfect harmony, within and without.

Did you know that there is order in the chaos? Every leaf on every tree tells a story. Every event on earth has a local and non local balance to it. Our perceptions and emotions may blind us, but our wisdom can take us to that awareness.

Stillness can come from isolation. We may find the perfect place, far from disturbance and cross our legs in perfect bliss. This is one form. Stillness can also come in accidental moments when we find that absolute oneness with life. But there is a third stillness and this is what I love to share. It is a mobile stillness that comes with you wherever you go.

The more we understand the dynamics of life, the more we see the beauty in it. To see beauty is the art of stillness. So, by understanding the harmony and rhythm of life, work and world, we find an inner stillness that comes from life itself, rather than the need to isolate ourselves from it.

This is mobile meditation. A way of living and working where we know that no matter what our emotions might scream, or our mind might fight, there is, in fact, a perfect order beneath all that drama. There is a reason for everything, and when you know it, life is beautiful, calmness comes even in the wildest storm.

Emotional upset, mental fatigue and physical exhaustion are nature's way of tapping us on the shoulder saying, "Hey, you, think it through, isn't there a more efficient way of doing this?"

Facing Challenge - The Laws of Nature

Emotional upset, mental fatigue and physical exhaustion are the early signs that there's a tsunami on the way. If people can be skilled in the management of these early warning signs then they and their organisations are able to evolve and grow at a sustainable rate.

Challenge is nature's way of tapping us on the shoulder saying, "Hey, you, think it through, isn't there a more efficient way of doing this?" When we say, "No, I like doing it this way," nature gives us a firmer nudge in the form of stress or nervous anxiety or immune system slow down. If we still don't listen to her guidance, we get sluggish in the form of a divorce, a health challenge, a business breakdown or a lost job.

I'll give you a great example. Robert was a smart guy, he'd grown up with a simple home life and worked hard to escape it. He built a business and made a lot of money. Suddenly, in a time where he should have been picking the fruits of all his hard work, Robert got ill.

Although Robert was shocked at the sudden and violent impact of his illness, he was able to recount 5 years of warning signs. He'd had emotional turbulence, some sleeping anxiety, he'd put on weight and was investing in more and more recovery at resorts. It was apparent that, for the last five years, Robert had been pushing it. But, what shocked him most was that he thought he was responding to those signals, he'd backed off so much in those years. Yet, here he lay, with a stroke freezing half his body.

Nature evolves us. We don't achieve that evolution by backing away from stress, or going to health spa's to recover from it. We evolve by learning new ways to do what we love to do, in less time with less stress. This is not about stress recovery, it is about doing the same things without causing the stress. Evolving means living life to our real potential learning from the past, and expanding into the future. Robert was given so many opportunities to change his way of doing things but he stuck with the process that got his early success. It was time to evolve, now, he had no choice.

Chapter 3.
NEW LEADERSHIP
WALK THE TALK

“I would rather have the whole world against me than my own

soul”

New Leadership - Walk the Talk

People want to be led. They want to be guided, and shown the way. People want to be happy, productive and secure. People want to go home to their families and leave their work behind. So, leadership is different now because once upon a time, people came to work, not because they wanted to, but because they had to: if they didn't work, they starved.

Things are different now. People want to be led and they want that leadership to be good. So, those leaders who are still managing in the old style, can still get jobs in third world countries and developing nations like China and India, but that's just a few more years of the old school. Once people break through the ground of no choice for work they want new leadership.

New Leaders want new organisations. Great leaders can't stay globally competitive and product great results if their organisational culture is still operating as if the culture is sacred and change is going to take a mighty force. New leaders need organisations that respond to growth, that evolve fast, that can keep up with the times. So, organisations need great leaders but great leaders need great organisations. It's all a matter of FIT. And in organisations, and leadership, only the FIT survive.

As an evolution agent, I have great empathy for the new challenges for Leadership in organisational growth. On the one hand, people are becoming more independent and socially aware so, they are demanding more socially acceptable workplace dynamics and they need more than ever before in order to do a good productive day's work. On the other hand, leadership is only as good as the last month or so of performance, so if the organisation doesn't step up, the leader is lost. People are changing their expectations.

More and more, great leadership is about energy. It's about things that can't be owned, touched, spoken or seen. More and more leadership is about unmeasurable quantities like certainty, trust, respect and inspiration. Elements that are communicated non verbally. Lets explore the opportunities.

New Leadership - Walk with Heart

It was only 40 years ago, when the great leadership model of the organisational world was to be as “heartless” as possible. People were begging for jobs, much of it was driven by fear and so, being a total bastard was a real positive trait for a good leader. Back then, there were only a few women in leadership roles, so, the macho sporty tough guy usually led organisations in a club clique with like minded buddies. Hand shakes in cafe’s were how much of the business world made the big deals, and the role of the organisation was to churn out whatever was demanded of them. The bullie mentality wove it’s way all the way down the ranks to the cleaner and coffee lady.

In Asia today, there’s still a lot of this style. Many organisations are male led, independently owned and have to feed the corruption machines that are legitimised by corrupt government officials. Asia is a catch all for Western Management that hasn’t evolved enough to survive in the west. If you want to manage like people managed 40 years ago, then it’s still possible in some parts of Asia or South America where there’s 3rd world poverty. But don’t try it where people have a choice.

We need to shift from models of work life that might have been perfect in 1945, when labour was in short supply to a more evolved way of working. Terms like “the art of war” and “doing battle” might be great old business metaphors, but, lets be real, organisational leadership is not the Art of War. It’s now the art of humanity. Leaders must both be good and do good, if they are going to attract the sort of quality people who can, as a group, stay best of field.

For 30 years leaders have asked me to help them encourage their teams to evolve. With an open heart they have encouraged, cajoled, persuaded, manipulated, motivated, inspired people to adapt to the demands of a faster and faster changing market. And in situations where resistance is futile, people still resist.

The leaders who've failed over that time have been the nice guys. They are the men and women who want to be liked, who are looking for friendships, who are lonely, who just don't understand the real demands of leadership. They compromised and failed.

New Leadership - Walk Authenticity

The demands of work now are radically different. Even in the past 10 years, technology has cut a huge amount of human labour and replaced it with machines. Human beings at work are now being asked to do what human beings do best: Think, create, inspire, and innovate. It's all about evolving to higher levels of human consciousness at work.

My dear old Dad, used to show me his skills at adding numbers in his mind, he used to show me how clever his filing system was, and how his sales skills were so fantastic. Now, I do all those things in 2 seconds by hitting the save button on my laptop.

To lead people who have to think more, create more and be more inspired is a shift in consciousness. This part of a human is very fragile and it is very easy to get this mixed this up with emotional drama. This new skill set is voluntary, people can't be forced or pressured or coerced into contributing great thoughts. It's a personal contribution people make when they are in the right space and the job of leadership is to create that space.

There are certain essential requisites that make that space. Some of them are environmental, like the right light, the right feel in the office. However, the most critical ingredient that affects the space leaders create for great thinking, higher consciousness work, is the relationship between those people and the leader.

There are four important links that cannot be broken between a team and a leader. If any one of them breaks, it is, in the real world, unrepairable. If a staff loses one of these elements, or is unwilling to give it in the first place, then, that leader and that staff are no longer compatible. One must go and in the case of the compromised leader, that choice wasn't made.

Those four important links are:

New Leadership - Walk the Four Keys

Before we begin to examine the four links between leaders and their teams that are absolutely essential for harmony, let me mention that those four links are identical to the ones that make a domestic relationship function in romance.

Link 1. Trust.

Does the leader trust the individual and do the individuals trust the leader. A fragile thread so easily broken. When a leader loses the trust of his or her team, the dynamic is busted. It's hard to repair.

Link 2. Respect.

Once upon a time respect was something we earned but now we know that respect is something we give. All people deserve respect. However, when that respect is blocked in either direction, the dynamic of leadership is lost.

Link 3. Certainty

The only reason people need leadership is to give them greater certainty of the future than they already have. A leader who can't authentically promise the future, is not a leader. Uncertainty and leadership are incompatible.

Link 4. Gratitude

When people start to take their job, their staff, their position or anything for granted, leadership is impossible. Complacency is the single greatest blockage to good leadership on earth. Even a nation, with a bad leader and with financial comfort, will stay with bad leadership rather than challenge their comfort.

New Leadership - Walk Trusted

Sometimes we say things we don't really mean. Sometimes we make promises we can't keep. Sometimes we make mistakes that really affect people's confidence. But all this is more easily forgiven than the greatest trust breaker of all, "When we say one thing and do another."

My first boss used to say, "Don't do what I do, do what I say." and I never, ever trusted him. In fact, I stole from him because I expected him to steal from me. I was just getting even before it happened.

New Leadership trust is one of the most important commodities a leader can have. If there's no trust, the rest is make shift.

The realisation is that we are really transparent. People who say one thing and do another, are totally bluffing themselves that nobody knows what goes on in their secret moments. Maybe that was true 40 years ago, when people were desperate for jobs and their intuitions were blocked but it is not so now. People can smell a rat.

I work hard, and I play hard. I love the extremes of life. I'm not one for the mediocre life and because of that people can easily perceive that I don't walk my talk. I have a disciplined work life and a sometimes undisciplined play life but that's not a real issue as Richard Branson of Virgin fame has proven. He's honest in both places, it's just two different ways of expressing his passion. People trust that.

The real issue of broken trust stems from ethical and moral judgement. If a leader asks for values of honesty, integrity, commitment and solid effort at work but is seen to cheat on his wife, lie to his neighbours or in anyway live a whole different moral code outside the office, people smell it, they won't give 100% trust.

It's the same in a family, parents and children but this is not the venue for that dialogue.

Walk your Talk. you are transparent and no matter how much you do to hide your private life, it seeps through every cell of your body. If you aren't inspired, don't expect others to be.

New Leadership - Walk Respected

Respect is something we give and we give it freely. The core of respect is far deeper than what we do. It goes to the heart of what we do.

Words are Words

Ideas are Ideas

Thoughts are Thoughts

Results are the only Reality

When it comes to leadership and respect, it's not what you think that matters, and it's not what you intend, it's what you do, and how you do it.

The most successful person who cares little for others will be respected for their success but people will cheer if they fall. The individual who gives respect to others while they achieve success will be celebrated for their success.

Respect is a vital commitment in two directions. From leader to follower and from follower to leader but in each case it is different. The leader respects effort, results and commitment. The follower must respect authority. The authority of the leader is vital to natural structure. If people can't respect the authority of the leader then there is no leadership.

Respect begins with self respect. When the leader has self respect they don't do things in private that they would be ashamed of in public. Doing things we are ashamed or guilty of is a complete lack of self respect.

There are many judgements that can lead to disrespect. People can have a moral high ground and a long memory of the past. People can judge each other and disrespect can follow. This is human and sad, but when there is disrespect for a leader, then there is no leadership. One cannot lead people who do not offer respect. This is true at home and at work. Respect is a vital part of leadership and, apart from prisons and forced labour it cannot be demanded. Lack of respect for leadership is one of the primary causes of business failure.

New Leadership - Walk with Certainty

All eyes are turned to the future. The past might be bemoaned, but it is gone. The present is here, it has already made it's impact. People are concerned for the future and that is why they look for leadership.

The old leadership was easier, momentum drove business into the future, the market was always to blame for failure and leaders could only provide a nominal advance on that insecurity. People built nest eggs, insured their health, build homes and tried to get them paid off as quickly as they could. The past was an insecure time, and people worked on that.

Now there have been new role models of leadership that have proven themselves immune from markets, and trends, and downturns and raids. They are a tough, no nonsense breed of leaders who have created a new expectation. We can win in any circumstance if we have the right leader for it.

When a leader cannot hold certainty, followers retreat. Whether it's in war, business or relationship. When a person lacks certainty people begin to make fall back plans, growth stalls and the end is predictable.

In business, the quality of leadership is very much a result of the wisdom that leader has in terms of their capacity to guarantee the future, no matter what the circumstance. If a leader has no certainty from their own heart, or from those who control their resources, then that leader is a follower. They cannot lead without certainty.

Blame is the usual process leaders use to excuse themselves from their lack of certainty. They blame head office, or the market or the economy and at a micro scale they blame poor old Pete, who got fired last week. Always blame the last guy.

Real certainty comes from the human heart but it is backed by un-emotional wisdom. All uncertainty comes from emotion. No matter how pumped a person is, emotion cannot last, certainty can. In my opinion, the best way to get and hold certainty is to study hard and go bush a lot. Sit under the stars and certainty becomes natural.

New Leadership - Walk Gratitude

People become as we treat them. If you are thankful, they become better. If you are unthankful, they become worse. People become as you treat them and you can't change people. So, you can only thank them and choose the right people for the right job.

Sometimes we think that being critical will help people. We're wrong. Being critical doesn't help people, it just adds to their existing self-doubt.

People become as we treat them. The more we appreciate someone the more they appreciate us. The more we criticise someone the more the doubt us.

We need to see that some people are going to do the job we want and some people are not. That's just how it is. We can appreciate everyone but do they do the right job?

If people don't have the right skills or the willingness to adapt to culture change we don't motivate them by criticism. We get the best out of people and they get the best out of us when we appreciate them.

In the whole universe, what we appreciate grows. Sometimes we split the world into what we appreciate and what we don't and think that this is going to cause global change. Then we protest. But this is negative and all we do is change the problem from one form to another. We stop the global warming and start some other issue.

Appreciation begins with a light heart. Heavy and critical heart is not going to fix things. It might make hard choices and this is part of life and work but a heavy heart brings things down.

There are always two sides to everything. A negative and a positive. No matter what the situation if you can see both sides, then you have wisdom. If you can see both sides and focus on the good news then you are a leader. This is the essence of people attraction, good service, marketing, sales, healing and communication. There is no half, we find the balance and focus on the good news.

New Leadership - Walk the Middle Path

The old paradigm in leadership meant that the one with the loudest voice, the biggest ambition, the most enthusiasm, and typically the strongest at challenging people to do their best was the leader but this is a style of the past. Now, with inspiration, a whole new world of leadership opens itself.

This is the new leader, the moderator, and the one who can find the middle ground. A balance between forces, one who can see both sides, one who moves forward half way between the pressure of rushing ahead, and staying in the past. The new leader is looking for a sustainable path. We define this as the middle path, the moderator.

The middle path is the ground between radical rush into the future, and stoic stubborn attachment to the past. In every business these two extremes exist and the one who respects both, and finds the middle ground, is the real leader. This is a major shift from the old school of leadership in which the leader was the one who led from the front, who was the most enthusiastic to go toward the future, the one who made the most noise. They were, in the old school of leadership, the ones who had the biggest ambition, but not any more.

During my MBA, I sat on the board of the University of NSW – Business School. On that board were 12 of Australia’s top business minds. Each one was the leader of a huge corporation. They were all high profile and highly inspired people. The Chairman was a shorter, quiet bloke; he too was the CEO of a massive corporation. I wondered how he would chair such a powerful group and what I observed was an exceptional learning experience. He made it his mission to listen to as much of the diversity of opinion on any subject the board discussed. He was the open minded one who had no opinion of his own, until it was time to wrap up a debate. Then, he’s summarise the room, it made people feel heard and then, with everyone feeling that their opinion was in the melting pot, he’d give a recommendation. He led, he guided the room because he knew all sides, and found a middle path through it.

To be the leader in the new age of business you’ll need to find the middle path, firstly in your heart and secondly with others.

New Leadership - Walk the Middle Way

The one who can find the place between too fast and too slow will sustain profits and grow any business or enterprise they start. Entrepreneurs must avoid the extremes. A good entrepreneur might have extreme ambitions but they can't let their emotions get the better of them or they'll lose the support of their team. The best entrepreneur is right in the middle.

Moderating your enthusiasm as an entrepreneur might sound boring but it's not. As part of a complete portfolio, moderation is a sensational ambition that saves you massive amounts of time. Remember always, that the person who goes into change too fast always slows or stumbles eventually. Change means running away, and refusal to grow means stuck in the past.

So, the middle path might sound emotionally un-stimulating but remember that emotions are always only half-truths. The middle path is the shortest path eventually. It might sound great to rush into things and experience the highs but it's wiser to pre-empt that, by experiencing the lows before you start.

The most evolved path is the middle path in business. Half way between the excitement of the future potential and practical logistics. One is the father and the other is the mother energy. We need to respect both.

Did you know that we can't manage anything we can't see the balance in? If we see more good than bad we're going to be over enthusiastic and blinded by the rush. On the other hand, if we see more bad than good, we're repelled and going to be stuck in the past. The entrepreneur must not be trapped by either of these possibilities. They are disastrous and lead to failure.

The sustained entrepreneur lives the middle path. This is most important because they celebrate both extremes of radical future and conservative past. It is not a moderation that requires the lack of extremes. The great entrepreneur celebrates both extremes of future vision and conservative wisdom. This is what we call the middle path: celebrating the extremes and letting them balance.

New Leadership - Walk with Spirit

I was 17 years old. My alcoholic stepmother had just been kicked out of our home and my Dad was still working 6 days a week to pay our way through school. I was desperately trying to graduate to make a return on his years of investment.

But I was living his dream, not mine. I was not really who I was pretending to be and because of this I lived two lives. One that gained public approval and another that was dark and destructive. They were complete opposites. My secret life meant I slid down the drainpipe of my home at night and hung out in street gangs, breaking and entering, stealing cars, vandalizing the whole neighbourhood.

I hated the two faces I presented to my Dad, he deserved better and so, really I hated my life. My integrity was compromised and it took many years to redeem myself. This broken integrity between who I said I was, and who I really was gave me incredible respect for the diversity of humanity, but I was deeply unhappy.

What kept me alive in that time was both my father's and my own love of nature. Every Sunday for those years I was given a chance to learn to drive up to our remote block of land in the hills outside Melbourne. There we'd chop wood, clean the blackberries from the fences and dig trenches. When I'd done my share, I'd be given the keys to the car to drive around the block. This was the middle ground between the two extremes. Dad actually saved my life with this twist.

The great teacher and philosopher, Osho, once wrote, "the problem with people in our world is that they are on one hand afraid to experience the full madness of their emotion and on the other afraid of the opposite end of life, where there's silence. They get stuck in mediocrity because they can't do anything fully."

The earth is the middle, emotional highs and lows are to one side, and pure inspiration is the other. By knowing the middle, you are free to explore the extremes. Your humanity can indulge its emotion, your spirituality can indulge in inspiration, but you, and you must try to remain anchored in your true nature. Stay connected to the earth and move from there.

New Leadership - Walk with Guidance

My friends were dead. 6 of my acquaintances were in jail; I was on a one-way path to hell. Then, somehow, I remember reading a tiny little yoga book. The word Yoga had never even been mentioned in my presence and yet, somehow I read a book about yoga. My life flipped and I survived.

One day while driving my beat up panel van down to the surf, I picked up two girls hitch hiking. My two mates chatted them up and we ended up at the pub. I ended up marrying one of those women and having three beautiful children with her.

I was working for an American firm in Australia travelling the world separated for months at a time from my family. After the novelty wore off, I hated being away. One day, my manager asked me to falsify a travel report, I walked out the door an hour later unemployed. We had a baby, another on the way, a house we'd just bought. That was Friday. On Saturday I was walking down the street and bumped into a guy I'd known 5 years earlier. He was managing a new company. He hired me on the spot, 12 months later I bought the business.

I was having an affair. I told my wife - she'd also been having one too. We broke up. I went to university to re engineer my career and twenty years later here I am, writing about the way to live without blowing your marriage and, if it's too late, how to recover properly.

I was walking on the beach at Manly in Sydney carrying a backpack training to go on a bush walk. I met a lady who also had a backpack; she was going to Nepal to take photos of an Australian expedition. Since that day, I've been to Nepal nearly 50 times. It's my home.

I boarded a flight at 5.00am to fly on a job that was 2 km from the hospital in which I'd been born. I'd never been there since. On the flight I read the magazine in the seat pocket about a new health resort that had opened to help executives with stress. At that job, the man I was meant to see was ill. His assistant took over. That man was recovering from a nervous breakdown. His symptoms were my symptoms. I booked into the resort, flew straight there from the job. It saved my life. 20 years later I taught classes there.

New Leadership - Walk with Faith

I bought my first business as a bankrupt entity. I just knew it was for me. With that intuition, I searched and found a way to buy it and pay out the debts. 5 years later, I sold it. I just know it wasn't for me any more.

I met a beautiful lady. I knew we were meant to be together, I just knew it. It wasn't easy but we merged our lives and had a big ceremony. 3 months later I knew it was over. It wasn't easy but we separated.

I was in Nepal, trekking with a group. They'd paid a lot of money to come this far. I knew it was fine, we trekked higher and higher, everyone was acclimatising well. Then, I knew it wasn't fine. No one was ill, but I turned the group around and went back. They were angry with me. I know I saved a life that night.

When I went through a divorce, my emotions got the better of me. I didn't know my right from my left. I didn't know anything for sure, but I thought I did. I wasn't aware that I was into my ego. I moved home: I moved to Melbourne. Then back to Sydney. Then to Berry. Then back to Sydney. Then I moved to New York. Then Back to Melbourne. I was not listening. I was reacting.

I came into a client's office and his staff came to a meeting to consider the evolve plan we'd been talking about. I knew something was wrong. I knew there was a secret. I couldn't put my finger on it, I even asked. Later I found out my intuition was right. I just didn't trust it.

I bought a Porsche. I just bought a Porsche one day. One side of me was happy; the other side of me was concerned about the payments. There was an argument between two sides of my brain. I let them argue. I bought a Porsche and I loved it in spite of my mental games.

Ask me a question in Sydney and I'll give you my best answer. Ask me up in my home in the Himalayas of Nepal and I'll give you the same answer. One might take a few seconds longer, but they are the same. The location doesn't matter. We are guided and this is what must be trusted above all else.

New Leadership - Bulletproof Jacket

What other people think is complex. Half the energy around you will support you and half will challenge you. This is nature.

Under that turmoil, your true nature sits with certainty. That certainty can't be justified. If you try to justify your commitments, they are lies. Your certainty can't be justified or rationalised. It just is.

The more a person justifies their choices the more emotional their choices are. There is no certainty in emotional choices. So, the more we rationalise our choices the more insecure those choices are. Don't follow insecure choices that you make or others make. They are heading up against the current.

Sometimes it just is. Sometimes there are no models or theories, or explanations, or logics. Sometimes you make decisions that later look like mistakes but there are no mistakes unless those decisions were emotional decisions. Then they are emotional mistakes.

One day I made a choice. It was an inspired choice. 2 years later I reversed that choice and people said, "oh, Chris you made a mistake 2 years ago." and I replied, "Maybe, but it was meant to be this way."

Too many people are stuck in their head in their religious, "should do this and shouldn't do that." so their judgements and choices are all made by external rules. If you choose to listen to your innerwealth, then you can use your inner rules for your choices.

Outer rules build our ego. Inner rules build beauty. Only the inner rules can create certainty. Inner rules are intuitions. There is no right or wrong - there is just your choice. No matter how much you think it through, your outer rules can't really defeat nature. There can be no right without wrong. So, really, outer rules are not authentic.

Your bulletproof jacket must come from your truth. Your inner rules are never right and they are never wrong. They are always both. So, it is not necessary for you to defend your inner choices. They are right and they are wrong. Just know it and let the world argue or judge you. Remember, your choice today might evolve tomorrow.

New Leadership - Walk Softly

Inner guidance, inspiration and intuition might be great but they can also be selfish. Therefore, our inner guidance must be achieved with an over riding commitment to do no harm to others.

Doing your best means you follow your inner guidance but you do no harm to others. This is called; Your Good Intention.

Your intent is that your choices will do no harm but they will do harm whether you intend it or not. For every good there is a balance of bad somewhere. So rather than get up on your pedestal and tell the world how good you are, just stay humble and accept there is no good without bad, or bad without good.

That's the reality, no matter what your intention. People have their perceptions and those are always balanced between liking you and what you do, and disliking you and what you do.

Self esteem means you value the side of you that people like. Self worth means you accept both sides. To spend the whole of your life defending yourself from the perceptions of people is not healthy. To do your best you are going to have to accept that half the energy of the world will support you, and half will challenge you.

This is why your intent is so important. If you hold integrity in your intention, then the perceptions of others become their right, rather than your guide to your behaviour.

Your intention is your integrity. You must intend no harm. So, you might sell your company or change your job, and some people might get hurt, but you must never wish it, or intend it. Just follow your inspiration and wish everyone well.

So much of life is about accepting rejection. If you can follow your inner guide, then people can reject your choices but not their source, that source is divine. Let your ego go to the wolves for their chewing, they'll be attracted and repelled to your ego. But your inspiration will

just be what it is. Nothing to accept nothing to reject - unless you ask for it, and then you know, it's not an inspiration.

New Leadership - Walk with Trust

In your most natural state you are inspired. Inspiration is not something you do, just like meditation. You can't meditate; you can only place yourself in a position and allow it to happen.

Inspiration is a state of mind and it exists within you 24/7. The only question is whether your emotions are calm enough and your heart focussed enough for you to hear it. The key here is trust.

Worry, stress and fear come from the lack of trust in our natural state of consciousness. If you just let yourself surrender to the forces around you, the path is always clear.

Sometimes we hang onto the past because we don't trust the future. Sometimes we grope into the future, dreaming of better things because we don't trust the past. We have to deal with these things in order to tap our intuitions and trust them.

People are different in nature because life is simple and they trust that. You go into nature and your intuition becomes your greatest friend. You listen to it, and it guides you. There are no computers or road maps; so, your inner being makes nearly every choice. That's why people are different because they trust themselves and so they become immersed in the beauty of the forest or a magnificent sunset: in nature people think differently and no matter what life they lead, they find peace in nature.

Amongst the computers, mobile phones the rush can overwhelm us and then all that is left, as a basis for decision-making is our intellect. This intellect will appeal for approval from people and you can't trust that. So, building self-trust includes creating a deep self-awareness that can be achieved in nature. If you can learn the laws of nature you'll be able to bring that awareness home with you too.

Ask always the question, "where is God not?" Nature, you will see, is everywhere. It's just a matter of understanding and awareness and this

is how you get to build trust.

New Leadership - Walk Enlightened

I had read enough ancient Yogi texts to know that love expanded our perception, not contracted it into compartments. But each time I did some sort of self help I found more rules to add to my existing judgements. Now, I was judging myself for judging myself. Now, with that new awareness I was beating myself up for being attached to things. All the knowledge did was to screw me up even more than I already was.

The books, the gurus and teachers spoke of doing this practice and that one just more model to fit my existing over intellectual life into. Now they claimed, if I behaved myself I could be a Yogi or Enlightened, or more Soulful. My world shrunk with every word of it. It was like wearing Prada. Just another brand.

I burned the books, tore up my notes, stopped saluting the Sun. I wanted to see what stuck from 25 years of study. The answer? Nothing. I was still Chris, and I was pissed about it.

I still hurt. I still felt fear. I still hated war. My little universe had shrunk even more than before. I sat on mountaintops, but all my thoughts were the same as they were down below. I was still Chris Walker. And I was pissed about it. I screamed with pain, "How do others do it, how come I am the only one who doesn't get it. Where was my soul?" I asked.

Then I gave up. I sulked for a few years and in that time I observed that yoga teachers were competitive and the Guru's played tricks and I thought maybe that's enlightenment too. And suddenly I saw that what exists is perfect. The only thing that needed to change was my expectation.

In a little messed up dog eared poetry book I found in a second hand book shop in Manhattan, New York, I read: "I stepped into the water and swam out, I was looking for the other shore, another reality, I swam and I swam, the currents were strong, the sharks gathered, I was lost until there in the distance I saw, the other shore. I reached it,

crawled out of the water and there in the sand, leading into the water, my footprints were clear. I was back - I am I.”

New Leadership - Walk Transparent

Whenever I mention transparency to people they go pale. I need to quickly re assure them that it doesn't mean see through bodies. What it actually means is that you acknowledge that what you are thinking and doing in private is as relevant to your relationship with other people as what you say. Lack of transparency is really impossible. We think we're hiding things from people, but really, they know, but most of the time, just don't want to know.

You see most people believe that what people don't know, doesn't hurt them. So, for example, in business some people tell the client one truth and have a whole different truth inside the company. Like, don't tell Bob we just sold him a second hand machine instead of a new one...

Actually, what people don't know does hurt them. This is the real inside story. We are quite transparent even if we don't know it. Secrets come out through our thoughts, our skin, our smell, our eyes, and our tone of voice. We are transparent and to know that is very important. It means we have to come to terms with our real self, not the false one we think we present to the world.

There are so many ways we can present two faces to the world and

because we think that no one we care about is watching, we imagine that we're going to get away with it. But we don't. What we put out, comes back ten fold, and in the case of corruption and violence, it could even be more. Being two faced is an old business trick that's worn out. Most people are evolved enough these days to pick it up, even if they don't act on it.

So it begins with being honest with ourselves. We need to respect our own code of ethics and stick with it, no matter if people are watching or not. It's sort of like picking your nose when no one is watching, you think you're getting away with it, but guess what? You're watching, you can see yourself.

New Leadership - Walk Natural

People will come to your business and feel good about it when you the leader are ready. When the leader is ready, the clients, followers and money follows. Leadership has changed. Once, leaders could blow the trumpet and people would come running, it was early days in advertising, but the market in general is wiser now, leaders need to be more authentic.

For many fallen entrepreneurs and failed leaders, their failure came after a long period of self delusion. Self-indulgence, over ambition and a sense of infallibility preceded their fall. This is the unnatural period before the fall. Self denial and it's often a time surrounded by people who love to share the spoils.

When leaders and entrepreneurs fall they are always surprised at who their real friends are. It's usually those people who don't have much to gain or lose by their success.

“Every one has been made for some particular work and the desire for that work has been put in every heart” - Rumi

Behind the drama of life, a different you exists. It knows things; it has certainty about the future. You can tap this certainty any time you choose and if you tap it deep enough you'll manifest it in the reality of life. You need to obey the laws of nature, but you can tap this certainty anytime you choose.

New Leadership - Walk Self Guided

To follow your heart you'll need to know how to listen to it. There's a vast difference between emotion and your heart yet, they are hard to separate. To listen to your heart simply find stillness, create order from the chaos.

The person with the greatest certainty leads. It's a relaxed calm... a

knowing. This is where greatness begins. We begin to see the future and therefore manifest it. That picture of the future comes from nature, it conforms to the laws of nature, and it is a magnificent vision from within you.

Here's how:

- 1/ Silence
- 2/ Exhale deeply but softly
- 3/ Think Gratitude
- 4/ Let go of hopes and expectations
- 5/ Close your eyes and look within
- 6/ Straight Spine
- 7/ Be perfectly still
- 8/ Ask your heart to reveal its pictures to you
- 9/ Look for details.

New leadership - Time Out - Be Alone

Pascal said, "All human problems stem from the fact that we don't like to be alone, silent in a room by ourselves." I can't vouch for that quote but from the many Zen and Vipassana retreats, I've done, I can honestly say that being alone in a room, with others, in silence is bloody hard work at first.

The great part about being in silence is that you realise how much noise is in your life, and how distracting it is. Almost like running away from ourselves by making noise. Emotional noise, physical noise and life noise itself. So much noise and in the midst of that we're meant to know ourselves?

To do great things in our life we need a strong sense of what we love and what we wish to achieve. We need a strong commitment to our aims, goals and ambitions so that we maintain a good centeredness and personal balance. This is the foundation of all balance. Our own sense of commitment to our dreams, hopes and ambitions. And this means time out, alone in contemplation.

Stillness is a magnificent art. The ability just to sit or lie down with absolute control over our body movement, our mind movement and our emotional movement. Just to observe ourselves in perfect serenity is a profound gift. You can do it simply by going into nature and enjoying yourself.

Being responsible also means caring for ourselves. On a plane, with your children, if the oxygen mask drops you have to go against all your instincts and put the mask on yourself first. You can't help others if you can't help yourself first.

Get to know yourself each day. Reconnect to your deeper self, your soul. You can do it: it only takes a few minutes but the affect is amazing. Once you reconnect with yourself you'll be able to handle the mad rush of the day easily.

New Leadership Walk with a Purpose

If you can get out of town for a while and go to nature, you can create a deep silence and in that silence you'll find your vision for the future.

Now the thing is to bring it home and remain flexible about how you do it. My old yoga teacher got a vision to teach yoga when he was 14 years old and followed that vision for 60 years before the west discovered him. For 60 years he just taught classes to local people in the basement of his home. Now he's 90 and smothered in Gold and diamonds. Sixty years, gee, some people can't hold a commitment for 60 minutes.

Trust the process of life. Everything has its time. If you paint, and no one buys your paintings, trust that the next one will have all the learnings of the last one, you are growing toward your destiny as long as

you don't question your commitment. You can flex by changing your mediums or your locations but never question the dream.

I'm 55, and people are really surprised because it doesn't feel like I'm 55 because I keep a really big idea about what is possible in my life. I keep reinventing myself and my journey. Sometimes I fail, sometimes I have to adapt to reality, but the dream is always the same. Just the path can shift sometimes.

I meet many clients who have achieved a social and business success far beyond their own childhood dreams and they've hit a plateau. They've sort of flattened out in their life too early and they're old before they hit 40.

Now please don't make a mistake. I am not talking about loud, fanatical, greedy money hunger. I'm talking about a dream to leave a mark, to create something that will make the world a better place. You know we're all going to push up daisies eventually. And even a great individual will be forgotten after a few generations. So, why not live with love and follow your star, make the journey worth the effort and inspire a few people along the way?

New Leadership - Walk Tall

Anything we do begrudgingly, we sabotage. So, no matter what task it is, even if you don't like it, there's a way for 'spinning it' in your mind to make it good to do. That's self-mastery.

To avoid self sabotage means that everything you do is done with presence: you do it without begrudging it. By doing everything with total presence, you get lost doing it, time goes away, the need for food or comfort vanishes and you are just doing it. It can be changing the most disgusting nappy but if you love that child you don't even care. You aren't there for yourself - you are "turning up" for the baby.

If you do anything, I mean anything in your life where you are not turning up, 100% you're actually wasting your time. It means to do something well with total commitment. You simply "turn up" 100%.

Anything you can't link to your values, you sabotage either uncon-

sciously or consciously. I used to play football, Aussie rules, and I really wanted to be a hero in that sport, but I loved playing it, not all the fights and aggression that goes with it. So, I sabotaged myself. I got more and more injuries, until I quit. Sprained ankles are the most telling self sabotage mechanism in sport. It really shows us with our head in one place and our body in another. (this is the meaning of self-sabotage)

One great technique to bring your body and your mind into unison is to always do whatever it is you are doing, with 100% commitment. And, if you can't, don't do it. This will save you so many car accidents, business losses, relationship failures and health problems. If you are going to drink or smoke or make love or do anything in your life, even going for a walk, do it with 100% conviction or not at all.

It's when we're half hearted that things go sour. I remember my first solo flight in my glider. I was ready to do it technically, but emotionally I didn't feel right. The instructor got out of the training plane and re fastened the canopy. Next thing I was at 3,000 feet and gliding home. I was ready, but not 100% committed. I came so close to a disaster

because when I needed to commit to my landing, I only half did it. I drifted off the runway and only through luck, landed safely.

New Leadership - Walk your Path

We cause ourselves a lot of pain and regret because of ignorance and inexperience. For example: We think that our relationships will survive no matter what we do. But as divorce rates rise, people suddenly see that little bits of compromise five years ago, turn into disasters now. So, what we need is wisdom, right now, before problems start.

That's what I believe we get by staying connected to the earth, to nature. Instead of philosophising about energy and karma and all sorts of psychological mumbo jumbo, it might be better for some people just to go out into nature a bit more. We are really wise, when we take off our ego and this is what we get from a good healthy relationship with nature.

When you go into nature, after just a short time you start to develop a love for all the small things. It keeps us humble and this in itself is really special. In the rush of work we can lose that simple appreciation all too quickly and our ego can take over: we start to take too much for granted. This is ignorance.

By fixing a daily discipline you free yourself. I know it sounds like a daily discipline might be restrictive but it isn't. Freedom means the ability to make diverse choices and to do what ever you do with total conviction. Freedom is not the ability to throw care to the wind and be reckless, that just leads to limitation.

What you eat today, think today, do today, creates your tomorrow. So, there's no real use in worrying about the now, it got created by yesterday. Discipline means that you choose what you eat, do, think now based on how you wish to feel tomorrow. On the other hand if you throw care to the wind and eat, do, think today what you feel like, then tomorrow usually suffers. A hangover is a good example.

God is in the details, so, It's hard to do good if you don't feel good. So, a significant part of balance is about our commitment to ourselves. Our authenticity to self. We can compromise at work, this is obvious, but if we compromise to ourselves, it is not always so obvious, yet, it is more damaging than anything, even more than compromising a relationship.

New Leadership - Walk Kindly

Conventional wisdom will suggest that if a person is doing their job well then no mistakes will emanate from their management. If you look at our government system, the minister is often held responsible for mistakes that happen within their department. Most often the opposition, playing on this conventional thinking, will call for the ministers resignation.

Nature's law predicts reality. Good managers rise to their level of incompetence. This alone – the witnessing of incompetence can prove that a person is evolving through their work life and it is this incompetence that needs to be honoured as a great sign of someone “working hard” to grow their work. Mistakes, errors in judgement are natural but only if a person or their organization is growing. A leader who asks for growth in their organization, but punishes incompetence has created a really stupid conflict in their signals. Actually, it needs to be something we become proud of, and something we embrace in our process so this internal growth doesn't flow on to the client.

New Leadership - Walk Independently

At work, it's the unspoken norms that affect you more than any other aspect of business culture in either promoting or negating your mindset. You are not a victim unless you either choose to be oblivious to

the unspoken cultural norms or, you respond and conform to them. “Ugly minded” people are always looking for recruits. Their world is fearful and lonely so, they look for comrades. Don’t fight them, or reject them, have compassion. The beautiful mind doesn’t judge or reject it just doesn’t buy in.

Do an experiment that I often do in corporate training. Place a picture of something really bad in front of you while you do your work. Even write a negative word like “hate” on a piece of paper, and put it way over on the side of your desk for the day. And see how much the triggers from your environment affect you. Put a motivational picture of a racing car nearby, and see how it wastes your time. Now, as an alternative, put a pot plant, a bunch of fresh flowers or a picture of your children nearby. Something that softens you and then see how it affects you. Environments are the beginning of beautiful mindsets, but only just the start.

Waiting for positive feedback is childish. Children want approval and deserve it, because they are too young to self manage. You’re not. So, approve of yourself, accept your mistakes, learn from them, and acknowledge your courage, commitment, love, support and all the positive half of the whole truth. Now, be careful. There’s two sides to everyone, so please, don’t start fluffing your feathers like a born again religious fanatic. Simply acknowledge that there are two sides of your competence and your personality, but focus on the bright side. That’s the key.

New Leadership - Walk with Love

If you can love your work the work will love you back.

The old paradigm encouraged people to love the company. The new paradigm says love your work.

The love of anything does not mean, peace or the lack of challenge but rather it means the willingness to give your all to it, regardless.

To love anything, especially your work, you'll need to welcome the good news and the bad news with the same enthusiasm. Support and challenge are two halves of love. The ego wants support, peace, and happiness, nice, flower power. This is the ego, wanting to become the God you worship. Me, my, I, us, me. The desire for pleasure is the desire for bliss, wealth, comfort, goodness and self-preservation. The real worship of a higher power comes from action. When we can embrace challenge and destruction with the same energy that we celebrate creation, we know God. In the real world it means having a purpose in life greater than self-satisfaction.

Never let a relationship, a job, the world or a friend kill your commitment to live life to the best and highest degree, in other words to "Live with Spirit. Be relentless in your pursuit of perfection and know that rigidity, hardness and aggression destroy happiness.

New Leadership - Walk with Spirit

Living with an open heart means living in harmony with nature. To grow, evolve and flex means you learn to adapt to situations no matter what the circumstances are.

You'll need to see that sitting on a pillow with your eyes closed, miles away from the real world of relationships and work is no great achievement. Enlightened means walking down the main street of some wild city somewhere in the world with a loving smile in your heart.

It's a commitment to a quality of work and life to hold your heart open and live inspired. All it takes is the awareness of the real meditation behind the emotional veil of life itself. This is not a full time occupa-

tion. Sometimes our emotions are just the way we like it, but please remember that Nature's first Universal Law offers you the insight to know that emotions that go up, breed emotions that go down.

Meditation cushions are addictive: It is so easy to find a bliss on a cushion, and then judge the outside world as bad because it destroys your peace. This is foolish philosophy, to put yourself in a bubble and resent the reality of the world. There are many yogis' who hate the commercial world, hate the evolution of rain forest. They are in some form of "yoga bubble" and they don't want it burst. This only breeds judgement instead of learning love.

Living with spirit means loving life no matter what happens: this is real enlightenment. The cave dweller or philosophically isolating ideal is the opposite of enlightenment. The person who can join a catholic dance or a Buddhist meditation or a Hindu class or sit with Moslem prayers has expanded their universe. This is the path to enlightenment. Cross culture, cross philosophy, crossing boundaries of social limitation, this is the real enlightenment, real spirituality and this is the person who can honestly say: "I live and love with spirit."

If you can get to that point in life, i.e. being honest with yourself you've achieved a mighty realization, a very deep spiritual awareness that will carry you to amazing insight. Simply being vigilant can enlighten you.

New Leadership - Walk Realisticly

So many HR managers in the world are really hippies in disguise. They really want a flower power peace to descend over the earth and in particular the organisation that has become their mini world. I get it and it's a magnificent contribution with meditation rooms, yoga classes and all sorts of relaxation techniques they really improve the health of the individual. But what is the cost?

The growth of any organization occurs at the border of chaos and order. And as much as we'd all love everyone to agree with us, they don't. If people agree with us 100% - then we can be sure that we've just intimidated or tricked 50% of the real story to go into subterfuge. People bite their tongue when there's need for agreement, they want promotion, they want to be liked by HR or they just can't be bothered arguing with you. Usually the latter because you've done the "communication skills workshop," and you know how to "get people on-board." Rubbish!

Real people disagree at least half the time. Or better put, real people disagree at least half the energy they share. Maybe 99% of the time they agree but that 1% is going to be a total bun fight. Take the idea outside the workplace and remember a relationship you had or have where you and your partner agreed to agree. All is great until that one, usually trivial matter sparks world war three. All that collusion counterbalanced by one single bun fight. This is natural, it's not what religious or philosophical ideals encourage, but it's real life and it's totally unavoidable and predictable.

The chairperson must encourage conflict, and disagreement that really gets all the fact out on the table. By the end of any meeting the chairperson should in theory, have a balance of information gathered from the table that is absolutely deadlocked. This is why there's a chairperson. Real meetings must become deadlocked. The information for something must be equal to the information against something for a wise decision to be made.

New Leadership - Walk Revived

Coffee, pressure, transport, decisions, people, stress: tension.

Alcohol, food, Television, Sleep, Massage: Time Out.

Deep breathing, Swimming, Jogging, Yoga, Meditation: Relaxation.

TV is not relaxation. Play station is not relaxation. Reading a novel is not relaxation. These are wonderful enjoyments, entertainments, fun things to do and really nice, but just like chicken chowmein you might eat from a street vendor in Kathmandu, what makes you feel good in the short term isn't always going to be good for you tomorrow.

Real relaxation, like meditation or yoga requires a significant physical blowout, so there's blood pumping through your veins and then time to calm the nerves. Like going for a jog, then coming home, stretching then lying in the corpse pose for 10 minutes. Too many people take the corpse pose too seriously. They come home from work feeling like a corpse, then lye down like a corpse and then eat a dead corpse before doing the corpse TV before bed. This is the beginning of ill health. Real relaxation – after some form of heart stimulating exercise need only take 15 minutes a day for total nerve soothing.

Like food, our sleep patterns change as our work demands change. In winter we sleep more and in summer less. Good healthy sleep is a science and we do well to learn that art. It's not the hours of sleep that are as important as the quality of it. Good sleep is important for recovery.

New Leadership - Walk in Peace

If we are unhappy, it is because we want what we haven't got. It is so simple. There is no other trigger for unhappiness. And when we compromise happiness most other things that we want, like good friendships, deep relationships, personal success and compassion go out the door with it. So, a no-compromise zone for life balance might be happiness that comes with contentment.

This is a very potent place to begin your day. It starts with the affirmation, "I am happy, no matter what." Can you imagine the shift in your life if your mind stayed calm and your heart stayed open, even if the Sun rose in the West? Nothing can stop you, no one can take your power because you are content.

When I take stressed people into the bush, they drop years off their face. They become vital and their sense of humor comes back. They relax into awareness and start to smell the roses (or gum tree) again. There are many reasons, but one of the most profound is that when people go into the bush, they leave their worries behind. They forget their “wants” and start to celebrate what’s in front of them right now.

I’ve seen grown people cry more often in the bush than anywhere else. They cry because they realise what an ass they have been. They realise that all they have been doing to their loved ones, their work colleagues and themselves is putting pressure on. They’ve just forgotten for a while, how to be happy. But it’s never lost, just overwhelmed by wanting.

People really are extremely beautiful when they let go of all the worry and wanting. My father used to say, “90% of what I worried about, never happened. And the other 10% didn’t change even though I worried about it.” He’d shrug and smile. I think it was his way of imparting some wisdom.

New Leadership - Walk with Calm

Be early for breakfast, be early for the bus, be early into work, be early into meetings and be early getting home. Be early to the gym, be early for the flight. I am the earliest person I know. I always have a note pad, and something to write with so, early doesn't mean waste, it means prepare, arrive, and relax.

The person who rushes here and rushes there because they are late is triggering all sorts of primal levels of chemistry in their body. They'll be causing premature aging, nervous complaints, emotion and irrational thought.

The leaders who command respect are not running for the train or panicking about getting out the door on time. They're cool. If you are always running just on time you can plan better, so that your life is more proactive and less intense. That "always running late" intensity can really do some damage to your health and wellness.

Learn to use "waiting time" for your benefit. Learn to meditate while standing waiting, or observe nature and bring your gratitude to a peak. There's lots of things you can do while you wait. There is really no business respect for late people. Nor is there such a stigma about people who are early as long as you fill the time wisely.

Being in the now might be great. But please remember the Sufi adage, "Trust in Allah, but tie your Camel" The more you have a buffer for things that might come as a shock, the more you can think straight and the more you think straight the more bent can be your creative expression. Plan and prepare for the future.

New Leadership - Walk in Silence

Inner Calm is the home of great thought while stress and anxiety is the enemy of it. A person who is excited, anxious or nervous might eventually find the perfect idea, but the journey will be long, expensive and highly disturbing to others. Inner calm is not inner calm. Yes, I wrote that... Inner Calm is not the absence of turmoil as many people think. Inner calm is the ability to hold your mind on one topic at a time for a while. Einstein achieved 2 minutes and was proud of it. Some yogis seem to achieve it for a few weeks. The Buddha 7 days. Jesus, 40 days and 40 nights. Inner calm is in the zone, and rather than the complete absence of disturbance it is the prioritization of the one thought focal point, that simply make that thought train a priority and everything else irrelevant. When I am talking to someone I listen. In that time, nothing else exists. Even if there's a phone call or a baby crying I hold focus so that I am present with that person. Even if they lose focus I hold it, until it's no longer appropriate (people often get spooked if you really pay attention to them).

If you are running away from a charging tiger, fear might give you amazing speed, and even clarity of thought. This is the world of the hyperactive child, the ADD individual. There are blessings associated with that mindset because that individual doesn't stop on one spot for too long, they're always free to change the topic, change their body position or change their mood. So, they are free. Really free to think about, act about or talk about whatever comes to mind. That's a nice freedom and it makes it hard for them because no one can keep up, and most people are looking for conventional thought patterns in order to feel comfortable. So there's a lot of stigma around the hyperactive, Attention Deficit individual. But those individuals are teaching us something so important and that is how fast the mind can seek stimulation if things are boring. People who see the solution fast, get bored fast, so they change the topic fast, or move their body. We are all the same. If we're bored, we drift off somewhere else, losing presence and focus. So, ADD individuals are just extremely fast thinkers and instead of drifting into time wasting daydreams, they find new topic of focus. Can you learn from this? Can you see that if you are not invested 100% in whatever you are doing, your mind is going to drift and lose focus. Intensity is a vital key for great thought.

New Leadership - Walk Alone

To bring your best mind to life and work means investing more than your logical brain. There are other parts of your mind that, if you include them, can make the situation yours. By trusting your gut feeling, your intuition, you automatically engage your heart and spirit. Inspiration, like the works of Picasso, is just his “gut” feeling at a higher level. So, inspired thought starts at the easy level of trusting your gut and then, with practice becomes absolutely divine. Inspiration is the commitment to follow your own convictions amongst the questions and turbulence of life.

To know this inner self you need quiet, both internally and externally. Your environment must be silent. Many people think that stimulation and great thinking are one in the same, so, they decorate the office with balloons and streamers and child games in order to “inspire” people. But this is very counterproductive.

Great creativity is birthed in complete stillness. All the great thinkers have known this; John Lennon and Miro, Picasso and Pythagoras, Einstein and Elton John, all amazing people, spent or spend, many hours alone, submerging themselves into their work. In my writing and thinking time, I can spend 8 or 9 hours without speaking, no food, nothing, I forget the world, I struggle and wrestle, I stand up and sit down, I go through emotions and my ego screams but eventually, those distractions go away, and my work is really inspiring.

Many great composers and free thinkers have spend time in monasteries or in nature, alone, in order to become familiar with their inspired side. In our office cultures, we are almost afraid of a moment of silence. Did you know that in a recent study, it was revealed that the average office-working manager, either gets interrupted or actually causes an interruption, every 2 minutes? That’s like short grabs of thought in between distractions like the phone, an email, etc. This is not going to make great thinking, and will always guarantee people use time as the resource to improve their productivity.

New Leadership - Walk Humble

Every thought counts. Now some people think that their thoughts are secrets. However, if you really know good thought technology, you'll know that people feel your thoughts long before you get to speak them. So, we affect the world with our feelings long before we speak. There's an old quote that says, "People who can't do teach." And this is so true. Words are cheap results are reality. So, good thinking affects people much more than words. If you are inspired people feel it. If you sing seeking approval – there are words and music and technique but if you sing because you love the song, the meaning, people feel it and forget everything. This is good leadership.

To really love what you do you'll need to stay really humble. Simply know that nothing comes from you it only comes through you. That means good thinking and inspired creative individuals are very, very humble. So then you don't get all hung up, defensive, trying to be right, attached to ideas - they just focus on loving what you do. Einstein gave the world great gifts not by trying to be right, but by loving his science. He was real and humble. He knew the techniques of inspired thought and would immerse himself deep in that mind science when he needed to.

In that humility you can tap special skills. When I sold my business I went back to University to do an MBA. I was one of the older students in this 2-year full time course. And certainly the only one, who had owned, managed and run their organization. After 3 months at this University and amongst all this academic challenge, my inspiration for the MBA died. I knew I'd made a terrible mistake, and so did the university. I realized while sitting in one of the work teams that I brought something unique to the table. I had experience, and I had a real feel for the intuitive path. I studied the same books as everyone else, I learned what they learned, and then, in answers to exam questions I added something special, my gut feel.

New Leadership - Walk It Your Way

To think better at work you also need a real commitment to something bigger than yourself. People who live and work in the now, certainly smell the roses, but they also need a bigger reason, a future perspective in order to stay true to good thinking. I was sitting in the CEO's office at a Cement plant. We had a contract to supply over 1 million

dollars in air filters. I'd been in his home the night before and played cricket with his children in the back yard. During the meeting in the office I suggested to him, "we can drop the air-born particle rate down well below the environmental law if you just upgrade to a higher quality filter, the cost would be around \$25,000" (which was for us at cost) I thought he'd jump at the chance given the dust was a real health hazard and each night settled on his car in the driveway of his home. (And therefore in his kids lungs). He refused. I burst into tears. Sounds stupid I know but it just sucked the inspiration right out of my heart.

I knew in that second, that it was time for me to re-engineer my life, I'd just crossed the line, I could no longer pretend that I was living my purpose in this work. In that instant I knew, I had reached the highest level that my business could take me, it was time to sell-up and find my next adventure. Your commitment to your purpose and inspiration and staying in integrity to it, is a value you can hold high and sacred above all else. Otherwise we plateau and self sabotage our mind and health.

There is a mould a person has to break in order to think better, to be inspired you need to break the mould of conformity. That means you can't think, "I should do this and I shouldn't do that," because this is fitting into patterns of convenience rather than exploring the real potential of situations. Conventional thinking is the mould of fear and impossibilities. Inspired individuals are people who have taken 100% responsibility for getting free of organised and mass consciousness. They know that the world appears to them as they perceive it and if they want to change the world, do something special, they need to think free. Remembering that the way you fall asleep determines the way you wake up is a great clue here. To think great today, you'll need

to go to bed with your mind in a really good place. Try – gratitude, presence, certainty and love.

New Leadership - Walk Inspired

Ask any songwriters, any international composer, and they'll have a list of famous songs they wrote in 3 minutes, or tunes they rattled off in a flash of genius. Yet, they don't make it public because the standard perception is that anything that is created so easily just can't be good. However, genius and great decisions are not about sweat, they are about inspiration, the state of mind we are in when we work.

Trusting ourselves to make short path decisions is a challenge we need to overcome. One client kept employing staff whose only job was to research and come up with ideas 90% of which she had five minutes after she got the client brief. She was just so reluctant to honour her gift, after being in the industry for nearly 20 years; she still couldn't see how much she'd evolved her talent. She thought she had to sweat and worry in order to achieve creative results. Not so.

If you can evolve your process of "how" you do something, then you can also evolve your process of "why." Inspiration is a mental state that's not really well understood in the business world but totally embraced in the art and sport world. Now, you can't be inspired in a crappy, negative, dark and angry office. You can't be inspired unless you know how to slide your mind into fifth gear.

You have to look inside your own heart and ask what do you love. What are you inspired about? You have to get to the point that what you are inspired about is incorporated into the whole of your life. Linking what you love to what you do is an art. If the race car driver loses inspiration they become cautious and then accidents happen. Inspiration is the motive behind the logic and therefore the race car

driver who loses inspiration becomes a nuisance to all the other drivers.

Follow Nature's Law and inspired thinking is natural. There's nothing you have to do to think in an inspired way, is more about what you don't do. You simply eliminate those things that kill your inspiration.

New leadership - Walk the True Path

In the old paradigm of business, people had a fixed set of duties to be carried out and these stretched a person's competence across a wide range of what were called "Responsibilities." It didn't much matter what potency each of these responsibilities had; they were simply the way an organisation lumped the duties together in order to get the job done.

The problem with that old way is that we're not using each person's potential. A fire person needs to have responsibility for fire work. A water person for water work. An air person needs to be working on air work and an ether person needs to be careful that they do ether work.

When we work outside our true nature, we defy the template of our soul. I know this sounds like gobbledegook, but give me a chance to explain.

In nature a tree is a tree. A fish is a fish. They don't have the gift of a free thinking mind like we humans, so, fish swim and trees grow branches. Nature evolves them both by challenging them. Pollution, chain saws, bugs, and fishermen: you name it and nature is evolving it. But people have a mind and that mind is coached to say, "I can do anything." If this were a tree it would be the equivalent of saying, "I can run." Nature built every human body for a specific function, and this is more a determinant of your style in life than any other single factor.

The key here is sustainability. You might be able to do any job, any responsibility, any priority, but for how long? If a fire person does water

work they could be in hospital with a heart attack within 6 months. Or if an air person does earth work, they could even contemplate taking their own life. And depression is so common when water people get fire jobs.

This horses for courses work responsibility strategy is so important for work - life balance because if you don't know yourself, and you do the wrong constitution work, you'll be exhausted just by trying hard.

New Leadership - Walk with a Purpose

When we link what we are doing to something we want, we feel motivated. When we link what we are doing to something we've already got, we're bored.

As a businessperson you might start off in a job motivated by all sorts of family ambitions or you might want a new car. Even a bad job is good when you have good ambitions and can link them. When the link between what we want and what we are doing gets vague, motivation drops and we start wondering, "Why am I doing this?"

We start with physical motives for work, like money to buy food, shelter and safety. And bit-by-bit we evolve that motive. By borrowing more and more money. We get more and more expenses, buy houses and we can stay in bad jobs a long time using physical motives to link our work to our real desired result.

Eventually, we start to develop some non-material needs. Self worth, pride, satisfaction. Bit by bit we ween the link from money across to other emotional and non-tangible wants that we try to link to our work. If these links don't happen, we find ourselves bored, even as the lead singer of a rock band.

There are so many choices, in the non-material realm. Like a better world, a great education for your children, contributing to humanitarian causes. There's a list as long as your arm but the important ingredient is that the longer you work, the more global will become your concerns.

New Leadership - Walk the Touch

The most enthusiastic, energetic people you meet, who live long and are totally happy for most of it, are ambivalent. That doesn't mean bored, it means they are 100% committed to doing great, but aren't too attached to the rewards for it. It's like a violinist; they can either love the playing and be ambivalent to the applause, or love the applause and be ambivalent to the playing. It's hard to do both.

What I'm suggesting here is that you need to invest yourself in self-acknowledgement, (ambivalent to the applause) and commit yourself to doing the best you can. Detachment is a powerful inspiration. It means you can be happy about everything, you can't get too emotionally bent out of shape and, most important, you keep your heart invested, no matter what. The emotional person is attached, and they probably won't like this element at first. Emotional people are run by both positive and negative emotion, so, they flick between "ugly mind" and "beautiful mindset" like a monkey in a tree jumping from branch to branch, attached to this, attached to that. So much energy, so little results.

People are different in nature. City life is becoming more technology based. People don't even give themselves five minutes to contemplate an apple before they eat it let alone the wonder of nature.

Touching nature is important for a "beautiful mindset" to function in our city life. But it's really clumsy if the only time we feel totally balanced is when we're in zone out mode. So, that's why you learn the laws of nature because whenever you think like nature you feel in touch with nature. That's the rhythm of nature, harmony. So, if you're in a meeting, sitting at your computer, negotiating a deal over the phone, and you think in harmony with nature's law, you are at home, beautiful mindset, automatically.

New Leadership - Walk with Simplicity

One likely thing that can happen when you're bored or burned out is that things start to mount up. You'll notice the housework is not getting done; the office work is not getting done. Your mind will start to

add up the list of all the necessary things to do, and at some point go into “overwhelm.” Too much to do with too little time to do it.

Overwhelm is horrible. It feels like there are a million options but there’s no handle on which one comes first. I sometimes get this when I do my house spring clean. I know everything that has to be done but just can’t for the life of me work out where to start. Sometimes it’s so weird that I sit down and have a coffee instead. Anywhere to start would be good; instead, I’m looking for the right place, probably wanting to avoid the whole job.

Then, this spring clean takes a funny twist. I’ll just throw in the towel and decide to do it tomorrow and be walking past a shelf, see something, clean it up, and next thing you know, the day is past and I’ve spring cleaned the house. The whole overwhelm is gone, I just needed a kick-start.

Chunk down your list of “to be done” and make them do-able. The most important thing when we are getting our inspiration back is to unblock the pipe, and many times we’ve stacked all these jobs up, to actually keep the pipe blocked. We stack things up like a mountain of things to do, so we avoid the real issue of not wanting to do anything important at all.

So, clean the desk, clean the house, clear out all your goals and ambitions you’ve listed from your Anthony Robins seminar, clean the whole lot – make your plate completely clean, do it, dump it or delegate it. Get your table so cleared of to do’s, goals, expectations, desires and wants that, with a clean desk, and an empty slate, you are as happy as a mouse after a Christmas party in China.

This way, you are going to be clear on how to move forward.

New Leadership - Walk Your Soul

The old paradigm of management was to divide work, home, relation-

ship and health into compartments. But we've discovered that this is total rubbish. We might bury some feelings under the carpet when we come to work but this is such a naive understanding of human powers.

People feel our feelings even if we don't reveal them. Our acting can last an hour or so, but no more. People feel our feelings long before we speak them. So, the compartments are purely external.

We fool ourselves when we compartmentalise our life. We think that no one knows our real story but it's written in your eyes, in your energy. When you fake it, people know it.

You are who you are. Those compartments are deluding. If you hate your work and come home it will affect your relationship, even if you think you've compartmentalised it. There is no way, at a deep subconscious level that you can mask truth.

People know when we're lying, faking. They also know when we're inspired by life. People love to work with people who love their work. It's infectious.

I was in a bar in London and there was a young woman playing her guitar and singing. She was fantastic and people loved her. We sang along with her, and she made everyone in the whole pub smile. I bought her CD before I left to go home and as soon as I got home put it on to listen to it.

It was awful. What was the difference? It wasn't the singer, or the songs. What was different was that in the Pub she was just connecting with people, she loved her singing and the music was infectious. But the CD was her attempt to impress and because of that alone, I just didn't enjoy the feeling.

We're all performers. We're all leaders singing in Pubs or businesses or families. We need to remember, the more we love life: the more we'll affect others in a great way. No words need be spoken.

New Leadership - Walk with the Angels

A balanced, centred mind thinks clearly. I am sure you've had those perfect days where your thinking is so perfect, there's clarity, there's calm, you handle everything that comes your way, and people seem to respond in kind. I am also sure that you've had the opposite too, where you just want to curl up in a ball and go home. The difference is not the moon or the staff or the client. The difference between a great day at work and a bad day is your state of mind.

Learning how to bring nature into your office will bring your mind to a calm, balanced, happy state whenever you choose.

When I lived in India a Ringpoche (reborn enlightened person) stayed as a houseguest. It was Christmas, and we hosted lunch for our mates. It was a great day; everyone bought food, Indian sweets and Chai and we just sat around eating and singing. One of the group played his guitar and one song we loved him to play was Imagine by John Lennon.

When all the singing stopped, and we sort of prepared to clean up, Ringpoche asked Pete if he could try the guitar. He'd never seen or touched a guitar but he'd watched Peter play and unbeknown to us, memorized the finger movements. Like some sort of magic movie; Ringpoche picked up the guitar and just played Imagine, he sang the words, and played the guitar so beautifully we all flooded with tears, we cried at the feeling, the deep beauty of his song. It was enlightenment in a guitar. Pure genius.

We're all Ringpoches in some form; we all have moments where we tap our genius. The question we must ask, in order to live our real potential, is how do we do it more often. This is the key, the new age of business.

Behind all the wanting, behind all the models of right way and wrong way, you sit in pure genius with an untrammelled mind capable of amazing insight and creativity. All it needs is for you to unlearn your habits of emotion that block it.

This is the gift of a quiet mind.

New Leadership - Walk in Harmony

Emotional reactions, anger, and violent outburst were part of the old management paradigm. The new paradigm involves learning how to avoid reaction, and stay centred even when we're challenged.

One of the greatest books written on the power of the Human mind is Viktor Frankl's 1946 book *Man's Search for Meaning*. It chronicles his experiences as a concentration camp inmate and describes his psychotherapeutic method of healing. It's an astonishing book, and totally worth ordering from your book store. One client of mine ordered it in lots of 100 to give to everyone he met.

Taking back the power of your mind, means being willing to change your thoughts. As Frankl advocates, when we identify with anything that can be taken away, we are vulnerable. And the deepest truths are neither thoughts nor beliefs.

I have been involved with thousands of peace loving people who refuse to bend their thoughts, they get stiff in their mind, they become brittle and run from violence to find isolation and peace. This is not peace; it is a really harsh way to live, a very bitter place because all the peace is built on the premise of hate. Hate for violence. That's no peace at all.

The enlightened ones who have walked this earth might have spent time in caves in order to find their path, but they rarely stayed there. They came to work. They put on their business clothes so they didn't frighten people, they turned up on time and they worked very hard as poorly paid teachers. Their mission was to create a great future for people, to give with kindness and to share their abundance. This is meditation in real life. The greatest of all.

We take this awareness and work and work itself becomes a meditation on the move, a mobile meditation of care, compassion, kindness and love.

New Leadership - Walk Your Truth

Mobile meditation begins with the most basic of self-mastery skills, the ability to be happy without things. This means that even if the Sun doesn't shine tomorrow, or the eggs are not cooked the way

you like, or the effort you put in is to no avail you can translate that failure into a wonderful blessing. Nature dictates that there are two sides to everything. Harmony with nature means knowing that in everything there is a wonderful opportunity to celebrate the moment. To feel rich, blessed and gifted.

Mobile meditation does not immunize you from pain and sadness because these things are real, natural and healthy. Instead you learn to celebrate the experience of sadness without sinking your ship every time it happens. You learn to smile and say, "Man, I feel sad today." Honest emotional awareness is vital but taking yourself too seriously is a big mistake. You have to hold your centre no matter what happens; yet, you can't become stoic and unfeeling. It's like absolute freedom to feel, but with the realization that it's only a movie.

The fastest way to bring your mind into harmony, and therefore be at your best at work is simply by offering gratitude to others. I know this sounds simplistic and it isn't the final step in mind control but it is definitely the path between an emotional state of mind and your totally inspired state of mind. One extreme is self-absorbed; the other is kindness to others. It can happen even by giving people your undivided attention.

New Leadership - Higher Consciousness

As people evolve their ways, they tap deeper and deeper levels of their Innerwealth. The more we evolve the less we resist change, so, as people evolve they become less fundamental and more flexible.

When people feel small inside they become resistant to change. They are generally defensive, seductive and desperate. They get emotional quickly or remain stubborn when things really do need to change. When people have a low sense of their innerwealth they act with fear, so, even good ideas get rejected.

Innerwealth might not be the only mechanism to make money, but it certainly has a lot to do with keeping it. Some wealthy people have a low sense of their innerwealth act like they are poor.

Organisations shrink to the innerwealth of the leaders. So, a person with a low sense of their Innerwealth might be acting out of desperation even if there is no need for it.

Low consciousness also leads to self-sabotage. People who don't feel worthy of abundance always draw their life and as many people around themselves as possible, down to that level.

Evolving an organisation is really focussed on keeping people focussed on a work paradigm that builds consciousness. By doing this, people expand their possibilities at work, and at home too.

I know this sounds judgemental, but consciousness does divide the world into different groups. Within those groups there can be all races and religions, colours and cultures. Consciousness is a mindset and it does not segment people by social eliteness. It segments them by the way they think.

You can be as poor as a church mouse and have the highest consciousness or you can be the most powerful person in military terms and have the lowest consciousness. But it works like this. If you treat all people as the same consciousness, it's like sticking your finger in a monkey's mouth to see if it bites. It's playing the odds with human nature, trusting everyone thinks the same. And they don't.

New Leadership - Walk with Diversity

I did a conference where the theme was “honouring diversity.” I asked the audience, “who believes we should honour diversity?” 100% put their hands in the air. Then I asked, “who believes that we should honour those people who don’t honour diversity, and who judge others by race?” Zero show of hands.

So, when people say, “I honour diversity,” they don’t really mean they honour diversity. It means they honour those who think like them. It’s a narrow band of acceptance isn’t it? The diversity doesn’t include those who are bad or naughty, but who made those rules? Those rules were made by people who don’t honour diversity.

It’s hard to honour diversity really because then the pilot of the planes that smashed into the World Trade Center have the same right to be honoured as the saint who helps orphans in Nepal. It’s just not what we mean when we say, “Diversity.” We mean, we honour, some things as long as they are, “acceptable.” An Israeli might honour diversity but do they honour the terrorist? Of course not. That’s ridiculous.

There’s a smarter language. A language that is not so prone to self determined definitions of who deserves honouring and who doesn’t.

That alternative is consciousness. You can honour different consciousness without claiming to condone it. You can see low consciousness and you can see high consciousness and just label it. And as a new Leader, wanting to respect people and yet needing to remain competitive in your field, consciousness is the key to it.

The lower a person’s consciousness the more management they need. So, people of really low consciousness might still be the smartest and best performers in an organisation, but they’ll need significantly different management than someone of high consciousness who has a lesser job. This is a significant swing from the old paradigm that generally assumes that the higher a person is in rank in an organisation, the less supervision they need.

This is a real revolution in human resource management.

New Leadership - Walk with Choice

People have a consciousness. This consciousness reflects their mindset. Consciousness is neither good nor bad: it's higher or lower.

People of lower consciousness might hold extremely high positions in society. They might be very wealthy. Very successful. People of lower consciousness might be very spiritual or religious. There's no boundary that determines the aspiration or achievement of a person based on their consciousness. Consciousness is a measure, a pure measure of a person's motive.

Motives are generic so, if you understand a person's motive, you understand their whole life motive. What the motive is, at a consciousness level for a person at work, is, under all the rhetoric, the same one they have in relationship. We have a consciousness, and it sits beneath all we do.

There are religions, self help gurus, yoga teachers, therapists, healers, MBA schools, Universities, kindergarten teachers, races, philosophies and whole product brands that advocate lower consciousness as the perfect lifestyle. They actually coach people, encourage them, and in the case of some religious teachings, threaten damnation, if their followers don't subscribe to lower consciousness activities and thinking patterns. So, we must, at all cost, try to avoid the natural inclination of saying higher is better than lower consciousness.

Respecting choices really means honouring the consciousness an individual chooses to resonate at. For example, in my work I come across the DVD called "the Secret." This is targeted at people with lower consciousness, it is a mass market product. This in itself is a wonderful gift because it speaks to a large market of people who want what the DVD offers. It is not a matter of right or wrong, good or bad.

The real challenge is honouring the lower consciousness mass market, while also speaking to a different consciousness. In leadership this is extremely important because people of lower consciousness don't change their thinking fast and that's what is needed for good leadership. Good leadership needs people in their organisation who can change their thinking fast, they need higher consciousness.

New Leadership - Walk Consciousness

What is a thought? Ultimately the best answer to that question is, “a musical note.”

Thoughts come from our head. The process of thinking is extremely complex but the process is not identical in every person's head. People not only think different thoughts, they think them in different ways. The process and the outcome is different. And this is where consciousness comes from.

In every head, even while it's sound asleep, there are pre-existing thoughts sitting there. We call these memories, but there's more. There's beliefs, experiences, ideas and a whole bunch of other stuff called expectations, hopes and desires. If we burn our hand on the stove, that creates a memory, and in future, we don't have to put our hand on the stove to experience the pain that tells us, “shit, that's hot.” We know it, because we believe it to be fact.

So, everyone's head is filled with this stuff. It's filled with information that in a sense saves each person from repeating painful experiences and helps them to repeat good ones. So, if someone said, “stick your hand on that hot plate,” you'd probably use a finger tip to test it first. Your head is conditioned to help you get more nice experiences and avoid the painful ones. Now your 6 senses bring information to your head, you see, hear, feel, taste, smell the world around you and your head splits all that into good news or bad news. The bad news we avoid or reject, and the good news we attract or accept. This is the lower consciousness mind and everyone has it.

The important observation here is that everyone has it. We all have a part of our brain dedicated to lower consciousness. This is the human ego and it is dedicated to getting more good stuff and rejecting more bad stuff. It's quite emotional, it reacts to the environment through the senses, it is based on a set of preconceived beliefs that have either been experienced, like the hand on the stove, or driven into the mind by education, religion, socialisation, parenting or fear.

New Leadership - Walk Consciously

What is higher consciousness? First, you need to understand that higher consciousness is not the absence of lower consciousness. We can't live without the lower consciousness, otherwise we'd need to burn our hand every time to see if the stove is hot.

Higher consciousness is the moving on from the lower consciousness as the only mechanism of response to the world.

So, higher consciousness is a forced divorce from the more natural way of thinking in a react - respond world.

There's a great quote by Danforth and it goes, "The person at the top of the mountain did not fall there." Higher consciousness is the same. The person using higher consciousness thought did not fall into it. Higher consciousness is a deliberate decision to consider more than auto conditioned response to the world, our senses and the thoughts that underpin our reactions to life.

Putting it in a nutshell. Higher consciousness is the deliberate choice to NOT respond, validate or react to EMOTION.

What is an emotion? It's a good without a bad, a right without a wrong, it's a pleasure without a pain, it's an upper without a downer, it's a win without a loss, it's an attraction without a repulsion, it's an acceptance without a rejection, it's a rich without a poor, it's a peace without a war. Emotion comes from half and the lower the consciousness the great is that separation. Lower consciousness is emotion based on half information. Like in the case of the stove burn. There was information, pain, there was no pleasure, we reacted, and hold that information as truth forever. Stove hot - burn bad - stay away. This is emotion at its most fundamental level.

But what if we hold those same emotions about people, places, things, words, ideas, thoughts and expectations and they are wrong? What if the REAL world out there and our emotional world are completely different? Then if we hold onto lower consciousness we might be safe, but we're in a sort of self imposed prison aren't we? So higher consciousness means we are aware of two worlds. Ours and the other

one Our world is in halves. The other world is in balance.

New Leadership Walk Consciousness

So, there are two consciousness levels? High and Low?

There are seven consciousness levels corresponding to seven different parts of the human mind. Each area of our brain can think different thoughts. People often only use the Lowest, and therefore get stuck in lower consciousness. That does not mean they are dumb, bad, stupid, or untalented. No, they are genius just like you. But what it does mean, is that they have no peace.

A mind that is functioning in lower consciousness is always responding to information that it computes in half story. So, things are either really bad, or really good. Or really right or really wrong. This is the emotional fundamental part of the mind and it's perfect if we are in danger of attack or threat by a Dinosaur. If we are in a war zone and we don't think with lower consciousness we'll be shot. But if we are in a war zone, it's probably because we think with lower consciousness that caused it. Catch 22.

Lower consciousness is always looking for half. Right or wrong, good or bad, better or worse. So, it has a very important function in our life in discerning safe or not safe. However, it's also extremely stubborn and resistant to change. Righteousness is the most resistant force on earth, it has caused every war, is underneath all domestic violence, is responsible for all human illness including depression and mental breakdown (bi polar etc)

Lower consciousness is very important for people in danger: it triggers adrenaline, puts the body on red alert, places the mind in high wired states of readiness. It drains blood from digestion and other more long term functions and places it where ever the body thinks it will need it.

The irony is, that a person in lower consciousness can be sitting on the 50th floor of the most prestigious apartment building in the world, sipping Crystal champagne, surrounded by wonderful friends, with money dripping out of their pocket without a care in the world and still be on red alert. This person would be very difficult to lead and would probably end up as an entrepreneur.

New Leadership Walk Consciously

As a leader looking for success it is wise to know the people you are leading. This way, you don't become deluded by philosophies that encourage you to treat everyone the same. Different consciousness need different management. This is compassionate leadership.

To simplify this, I suggest you just use four categories of consciousness. They pretty much capture the essence of it. Those four categories are:

Black - Unconscious

Red - Lower Consciousness

Yellow - Middle Consciousness

White - Higher Consciousness

Each of these states of consciousness has it's benefits and drawbacks. So, it is quite common in an organisation to find all four states of consciousness and if they are in the appropriate jobs, then there's a great structural FIT.

However, if you need your organisation to be responsive to strategy, to change on a dime, then the black and the red levels of consciousness will be a problem. They resist.

I don't want to sound repetitive here, but I feel the need to repeat that there is no right or wrong when it comes to consciousness. There's just benefits and drawbacks to each level. I'm going to share those in the next pages so that you, as a leader, don't start loading the wrong expectations on the wrong people.

There is another important caveat on this leadership awareness and that is to know the difference between what a person might say and what they do. In other words, consciousness is not knowledge. People can be really, really, knowledgeable, they can tell you all about their higher awareness, but knowledge is nothing if it isn't applied. People can know heaps yet they might live none of it. That's important.

New Leadership - Black Consciousness

There is a state of anxiety and fear that renders a person inactive. It's a state of overwhelm, too much information, too much emotional drama and the mind goes to glug. There's neither the instinct to run nor the wisdom not to. This is the black level and we can call it unconscious, depression, bipolar, and in extremes, schizophrenia.

When a person enters the realms of the unconscious, they are lost to action. It's a state many spiritual seekers accidentally stumble into and think it's bliss or enlightenment. Really it's a black hole.

A black hole is a place from which people find it hard to emerge, even with encouragement. They are depressed or disconnected to reality. In an organisation such a person is like a vacuum to the light, they suck the fuel from anyone who comes near.

Compassion is a valuable way, however, as a leader we are also responsible to the shareholders, the rest of the team and the clients. So, a person in a black consciousness might need to be isolated from all that. Anti depressants and deep psychological therapies might be needed because there is a possibility of self-destruction.

Black consciousness is not only infectious to the whole organisation, it is self destructive. People in this state of mind can be quite negative toward themselves and others. It's a state that we need to avoid in ourselves as well as being vigilant about it at work.

To avoid this black consciousness people do all manner of tricks. They grab onto all sorts of systems to avoid the slide into darkness. They get angry, right, take drugs, smoke more, drink more and basically self destruct.

This black consciousness can befall anyone who is unwilling to evolve their expectations or change their mind and as a leader you'll need to know that if this is the state of mind of one or more of your team, they need urgent help outside the organisation.

New Leadership - Red Consciousness

Red consciousness is low consciousness. This is a state of mind very close to bi polar. The individual is high one minute and withdrawn the next. Here people become quite deluded, believing in their own infallibility and sometimes taking extreme risks.

In less extreme Red Consciousness, the individual is highly emotional, prone to burst of temper, sadness, tears and joy - often in the same day. This consciousness is often the consciousness of artists and highly excitable creative people.

Red consciousness is also the old mindset of the sports personality or the sales agent. Highly volatile, determined and infatuated with the highs of life. This person will do anything to stay on an upper. Except change.

On the positive side this is a highly responsive, alert state of mind. Quite often hyperactive people get massive amounts of creative and clever work done in very short periods of time. The downside is the exhaustion, depression and burnout they suffer after it.

Leading highly emotional people who are in Red Consciousness is like managing an army. Your leadership has to be clear, directive and strongly boundaried. If not, the emotion rules and the organisation will become led by pockets of emotions. Remembering that emotion looks for support to sustain itself and so, left unchecked emotion will seek out people with similar emotions.

Red Consciousness is on alert. It's the fight-flight mechanism of the human mind on alert looking for things to run toward, and things to run away from. It is rarely relaxed and therefore is often run down, exhausted, confused and leads to poor health.

No amount of balance will balance the mind in Red Alert Consciousness. Whether it is at home or at work, or on holiday. Recuperation periods and activities rarely last until that individual gets out the door. The immediately spring back into reaction and emotion.

New Leadership - Yellow Consciousness

This is the perfect state of consciousness at work. It is neither unconscious nor deluded. In fact it is ambivalent.

You might be surprised that I use the word ambivalent to define a great state of mind, but ambivalent is, without doubt the most powerful place you can sustain. Here's why..

Anything you can't see the balance in runs you. Now, if you see the balance in something you can take it or leave it. Like a new car or a new relationship. If you can say, I can take it or leave it, this doesn't sound romantic or enthusiastic, but what it does mean is that you have the power.

Now, having the power is an interesting state of mind. It means if the world goes left, that's ok. If the world goes right, that's ok. You see, emotional enthusiasm is short lived and passion is for children. A person who is ambivalent is ready to act, ready to do what it takes. In the most weird turn of events you can actually find that ambivalence and unconditional love, are one in the same.

Great thoughts come from a clear mind. That clarity is ambivalence. It means the work in front of you is neither pushing you away or sucking you in. You're the master of the work, not it the master of you.

When we speak of an open heart we speak of ambivalence. It's a state of readiness. Prepared to do what it takes, here in the moment. Not infatuated with the future, or the past. Rational, logical, calculated yet not retentive in thought. There can be no emotion in an ambivalent mind. It is neither for nor against. This is the ultimate sport star, the best and most perfect leader, the individual who is doing what they love long term. (sometimes mistaken for un-involved)

Try it. Instead of wanting to be right, better, good at, improved, better than, or anything comparative, just be ambivalent. Right in the middle, just do what you do. Detach from it. Do a letter with the

awareness of ambivalence and read it through. See if there is clarity, honesty, integrity and you in it. The odds are, it's going to be written in half the time with twice the truth.

New Leadership - White Consciousness

There's a truck baring down on you. The business is going bust. Your health is going to ruin. If you are in black consciousness you go down with the ship. If you are in red consciousness you have a panic attack and get emotional. If you have yellow consciousness you sit and work out a solution. If you are in white consciousness you don't give a damn.

White consciousness is like the captain of the Titanic, "full speed ahead, she'll be right, the universe will look after us. ooops, oh, goodness what's that big white thing?"

White consciousness is perfect for the beach walk, the ashram, the temple, the monastery, the Church, the Synagogue. White consciousness is perfect for making love or painting that Mona Lisa, or designing the next Opera House. White consciousness is perfect when you are on stage and about to hit that absolute highest note of your career. Yes, there's a state of mind way beyond yellow consciousness: it's divine, sublime, fine and in time, but if you are crossing the road and you are in that state of mind, you'll miss the pavement, slip on the banana skin, bump your head, bang your nose, stub your toe. You'll also sabotage your relationship, screw with your finances and make dumb decisions. It's not the right state to live in unless you are a monk or some sort of cave dwelling enlightened one.

White consciousness is where amazing decisions and great creativity can be birthed but once that thought is birthed, you'd better consider another head space or the baby will fall to earth.

Inspiration is a magnificent achievement. To stay in that white consciousness you'll need a very safe environment because if your nervous system perceives any danger, you'll find yourself back in red consciousness in a flash.

Any person who turns up for work in white consciousness is a sitting duck. Their gift if fantastic and their creative genius will be extraordinary. Commercialising that gift, paying the bills, managing a life or a relationship would however, be a total disaster.

New Leadership - Summary

Times have changed. Leaders have changed and people have changed. An adaptation is required in order to recognise the extent and impact of that change.

A leader needs a fast changing culture. If strategy can change fast, then so must culture. This is the leader's limit. If the greatest leader on earth is faced with an organisation that won't change with him or her, then, we can say that leader will fail.

Coaching people to adapt is more difficult than before because people are more comfortable. They are, in general, not run by fear, or as we call it, red consciousness, a state of full alert.

So, the power for change is with the individual. What this means, is that a leader might have to honour people's free will and their choice not to change and adapt, by outplacing the, or in more straight forward language, fire them.

The organisation that can muddle along and be funded from generosity does not have to listen to this. It is only those who face global market competitive demands that will be faced with the more intense side of this demand for growth. People need to operate better and leaders need to lead with more compassion. It's not always manifested in ways people expect.

Chapter 4.
FAST CULTURE
EVOLVING PEOPLE

In the whole dynamic of Organisational Management if the culture doesn't grow, nothing grows. All the dysfunction of organisational conflict comes back to human beings, unwilling to change their ways. FIT means people must grow at the same pace as strategy. And in some cases, that's instantaneous.

Fast Culture - It's only Natural

Building a fast culture depends on a few important things. They include:

- 1/ The willingness of the Individual to Evolve
- 2/ The skills of the individual to evolve
- 3/ The awareness of the need (if it ain't broke don't fix it)
- 4/ Trust in the Future (why change)

In an evolving culture we're trying to keep the organisation FIT. We're aware of the marriage between strategy, structure and culture and we want this relationship to remain healthy.

A culture that can't adapt is a huge problem. So, we need a very clear awareness of where we are right now from a cultural perspective, (see the Culture Audit in this Chapter) and we need to know where we're going (see the culture change process later in this Chapter) - then, we need people who are willing and able to make the shift, if any is required.

Evolution is a way of thinking that is adaptable and continually looking for opportunity for growth. Each and every incident is an opportunity, a guide post telling people to look at improving, refining the process, whatever it is. If a surgeon is doing open heart surgery and comes to a difficulty, they report it to the research team and they come up with faster and better process. Well, that's how corporate fast cultures are built. Innovation and new process, even at a personal level.

If the surgeon gets sore legs from standing for hours, or an aching back or loses concentration they report it, and research is done so that the surgeon is not distracted from their focus. Well, that's how people evolve. They find challenges, they look for ways to evolve so that there's a good focus. The key is to work on both the affect of the problem and the cause. If we don't work on the cause, we don't evolve, we just eliminate the issue for a while.

Change must have a Benefit

When I ask people to change, grow or evolve the first question they ask is, Why? In other words, what's in it for me?

People don't resist change, they fear it. They fear discomfort and confrontation. So, when we ask a group of people to make a change, we'd better have some good reasons for it.

Once, causing change came by threat. It was do it or go - but those times are mostly gone. Now, there is a far greater need for respect. And trade unions have stepped in to protect groups of people from the "increase productivity and lose your job" syndrome that ran corporations a few years back. Yes, times have changed and this is what we're dealing with in organisational culture change.

Any organisation that does not evolve on a continuous scale is going to experience that evolution in the form of a shock. (provided it is not a government funded not for profit organisation which operates under different rules) So, there's a massive benefit to people to evolve.

Shock change is "no choice" change. Whole industries have been wiped out because they didn't evolve. In Britain the steel and ship building industries resisted change at both a strategy and a cultural level and disastrous consequences came to it. When unions, or governments make employment a priority over competitive performance there is going to be a massive backlash at a market performance level. It is far better to work hand in hand rather than in opposition.

When culture evolves and strategy evolves, people stay employed because the organisation is competitive. The market can expand as fast as the culture can expand. Then, the equation is not about staff reduction, it is about effective staff management. People who don't fit would not be employed and replaced by those who do.

Respect for people, their beliefs and their choices is part of the changing management paradigm. However, that respect does not lead to more safety for employment. It leads to an honesty. Great leadership cannot happen unless people are willing to evolve, and those who choose not to, can be respected, and asked to leave.

Helicopter View - Work on it Not in it.

Whether you are an organisation of one or one million, you need to take a helicopter approach to your organisation. What this means is that you need to work on your organisation, not in it.

When I take a Leader to Nepal trekking, they usually start the walk with lots of questions about their organisation in their mind. They're challenged because they are still in the organisation. By the time they reach a few altitude gains, and start looking over the expanse of the Himalayas, they move to working on their issues, rather than be in them.

Even our language changes when we work on something at arms length. We might begin talking about my job, my organisation, my issues but when we have this helicopter view, we talk about that job, that organisation, those issues. This separation, the ability to observe from a greater height is one of the most important secrets of any leader.

We can't manage things we're in. We are actually part of the problem. When a close friend asked me to help with change in their business I willingly volunteered my time. I'd met most of the staff and they knew me quite well and because of this, gaining an objective viewpoint on the organisation was even more difficult than I expected. I'd become part of the system that I needed to fix.

Taking a helicopter view is often difficult. When our mind is messed up or we're having some difficulty at home, it's nearly impossible to step back in clarity. That's why we need a daily routine that includes some alone time. We need alone time in order to step back from everything and just observe.

A helicopter view is important in all the areas of our life. So, that stepping back experience on a daily basis can benefit our health, relationship and social world as well as our career.

This is a very important part of good leadership and self management at work.

Helicopter 1. Is Your Organisation FIT?

- Is the strategy for the future clear?
- Are the strategy and the vision compatible?
- Is the leadership model focussed on moderation or desperation?
- Is the strategy for the future backed by the right structure?
- Does that structure have clear financial resource modelling?
- Does the structure have adequate human resources?
- Does the company have a fall back plan?
- Do people trust the leadership?
- What is the history of leadership and has this tarnished confidence?
- Do people feel secure in their belief in the future?
- Are there factions of yesterday holding things back?
- What behaviour have people adopted in order to deal with reality?
- Are there people who need to leave but can't?
- What are clients saying?
- What is the market saying?
- Is quality improving or declining?
- Is profitability on a long term rise or short term?
- Is there cash from turnover or investment?
- Are these people willing to change and grow - seriously?
- Is there a good spread of ages in the organisation?
- Is there a healthy spread of male and female energy?
- Is there an openness to diversity, conflict and different ideas?
- Are people acting with integrity?
- Is there addiction to substitutes (read later in book)?
- Is there an objective measurement process for resource planning?
- Does the structural plan include the right human components?
- Is there a plan for helping people evolve?
- Do people know the key resource capacity of each job?
- Is the structure clear?
- Is leadership willing to support and challenge people?
- Does the cultural map reflect the future?
- Do people know what competencies they need to develop?
- Do people understand the benchmarks for success?
- Do people understand the cultural demands of the strategy?

Helicopter 2. - Is Your Organisation FIT?

Have the cultural demands of strategy and structure been mapped?
What program is in place to grow the culture with the strategy?
What plan is in place to evolve leadership with strategy?
Can the existing culture cope with the demands of the future?
What changes need to begin now to cope with the future?
Are people thankful for the dynamics of their work?
Is there any blame game in the culture?
What pace to people work at?
Are there some core culture blockers in the group?
Are your people in high demand from other companies?
Could you replace people with more skilled or are they great?
Is there an addiction to long term employment?
Are friends, family, relatives employed who are under the radar?
Is there a discipline or carefree approach to self-management?
How are people handling stress?
Is there a lot of emotional rhetoric?
Is productivity creative and good or declining?
Are people innovating?
Are people getting more done in less time?
Is happy one of the words you would use to describe the culture?
Is there uncertainty at any level?
Do people believe in the product?
Is there a feedback system for people to monitor their growth?
Is human development tailored to the individual or group?
Do individuals have a personal plan for their career?
Are they stretched, challenged, provoked and questioned?
Would you use the word - Intense - in your culture list?
How many people hold themselves accountable for growth?
Is there any fundamentalist mindset - moral high ground?
How, in general, are people's home lives?
How many staff would think, "I've got to go to work today?"
How many people in your organisation say, "Should" a lot?
How many people in your organisation say, "I love my job.?"
How many people in your organisation say, "I love my company?"

Fast Culture - Evolving from the Top

When we hide from growth we attract disaster. It's a hell in a handbag because we eventually, growth catches up to us and we can't run. When I consult to small business owners all over the world, 90% of all their bad experiences come from lack of evolving management.

Exhaustion, bankruptcy, fatigue, marriage problems are all evidence of blockages in growth. This is particularly prevalent in entrepreneurial situations where individuals are not answerable to anyone except themselves (until the bank or tax department step in). We can think we're doing the right thing, even believe we're adapting, but many times people are just in delusion.

But there are early warning signs of blocked evolution because it drives people to substitutes. When we don't evolve, we become frustrated and there are four key substitutes for frustration:

Food and Substance

Greed

Sexuality

Spirituality

(more about this later in the book)

You will find all sorts of crazy behaviour linked to blocked evolution. Most of it becomes a social issue and few people realise the root cause of it. You'll find depression, obesity, harassment, bullying, sabotage, go slow, union powers, complaints, conflict, interdepartmental non co-operation, poor customer service, self righteousness, theft, self abuse, alcoholism, chronic fatigue and relationship heart breaks all tied to blocked evolution. So, there's a great benefit for dealing with it.

The conventional solution to this problem is stimulation. I've seen the largest consulting firm on earth get hoodwinked into transforming its office consulting space into a toy store filled with coloured balls, balloons and other game based trinkets based on the "myth" that colour and crayons would keep some of the smartest business minds in the world stimulated. Absolute rubbish, avoidance at its best.

Fast Culture - Working FIT - Tough Love

We need to evolve. Some people don't want to. They are a leader's greatest nightmare. A leader cannot lead when people don't want to change, grow, evolve.

Evolution is nature's single focus. We might admire the tree or the flower and this is splendid. But that flower will not exist in the future, it can't, it must evolve, just as you must. Anything that resists evolution gets consumed. People get ill, leaders get fired, employees get stressed, nations get attacked, tsunamis come, fires burn, business's fail. All the result of a situation where evolution was being blocked.

Bringing the process of evolution to an organisation might best be referred to as Tough Love because really, there's no choice and if we let the whole matter slip, in order to be nice and avoid confrontation, we only do more people harm.

Sometimes we avoid the Tough Love approach because we like to be liked, or we think a few compromises here and there won't matter, but they do. Every time we let the culture slip behind the strategy, we sabotage jobs, the organisation and the responsibility as a leader.

Tough Love means everyone must grow. Those who resist get help but they cannot be carried into the future. Tough Love means short term pain for long term gain. Sometimes it's the unpleasant challenges that are the most important to deal with.

Fast Culture - Growth means Everyone

When even one individual resists the growth of a culture the whole organisation feels it.

Harmony comes when there's a zero tolerance to resistance. When people struggle with change this is human. When people question evolution this is also part of the process of growth. But when people just reject the idea of changing their behaviour, they take the whole company down.

In one company I was asked to consult with, the owner had employed some friends and family. Those individuals resisted evolution because it would have taken the organisation outside of their competence. So, they just held onto the past. I was asked to consult for change, but with these individuals with their foot on the brake there was no way it could happen.

What was even more fascinating about the situation was that the company had spent thousands of dollars on brand development, marketing, strategic planning and restructuring but the sacred cows of this firm, the family and friends had remained untouched.

Resistance to growth is different to conflict or stress. Unlike resistance, there's a constant growth from challenge and stress. When there's growth, the company gets more done in less time, and the result is always profitability. That profitability comes from productivity and can be shared, consumed or given back. The key is, that it happens daily. People are always looking for ways to improve their process. This is how an organisation evolves in harmony and avoids large hits of cash flow problems or commercial turmoil. The important things to avoid are complacency, comfort and peace.

Fast Culture - No Excuses

People can't be changed. They have to do that for themselves. So, real culture change is an individual responsibility. To change company culture faster you need to ensure that every person has the capacity to adapt to new circumstances. They need the tools to refine their work process and diagnostic skills to see where they are lagging behind.

That is a vital asset to share with staff. Now, if they don't want to learn then they don't want to evolve and if people don't want to evolve they are going to be a headache to themselves and the organisation.

The capacity to evolve work practices is the same within everyone but not everyone is willing to tap into it. People need the skills and knowledge of how to evolve. We need to teach people how to evolve daily, and this is why the laws of nature are so brilliant.

Getting more done in less time means each and every individual evolves their work practices. There's no end to the opportunities to work more harmoniously, more productively and with less energy.

When we evolve we learn how to deal with our existing circumstances better. We learn to do things better, faster and with less energy. So, although big changes might look and feel exciting, evolution means we do it one step at a time, less drama, more productive and certainly a faster approach.

Every time people evolve, they refine themselves and the work they do. They improve their process of life and make it more sophisticated. In evolution we move from clumsy, infatuated and all or nothing mentality to refined, accurate and productive mindsets.

This is the opposite to fundamentalism which fights to be right, resists alternatives and is rooted in an all or nothing mindset.

Fast Culture - The Right Environment

There's no such thing as an office that doesn't want to change. There are, however, people who refuse and they hold everyone else back.

The environment for a group of inspired people can be rough and tumble. They'll make the difference themselves. Inspired people make the space: they create the right space for themselves. They'll leave their mark too. When an inspired person enters a room they change it, just by their gratitude and presence. You can feel it.

Ritual is a vital key too, because in a business sense it can include keeping regular time, routine, leaving the office on time, not extending meetings and, can even go to the process of holding a meeting. In one company I was asked to do a culture audit on, they used a talking stick, an indigenous ritual to manage the respect in their meetings.

Those rituals can also help when we are feeling messed up, or having a bad day. We can get strength from our rituals. Each of us has our own rituals. The key is to make sure your rituals serve two key functions. The first is to make you thankful for life. The second is to remind you of what is really, really important, a sense of real perspective.

Love and be thankful for what people do for you. Believe in their best potential, remember people become as they are treated. Set standards, don't drop them or compromise because compromise is the worst enemy of self-confidence.

Happiness, enthusiasm, good health and commitment are normal human qualities. People want to do a great day's work and they love being rewarded for it. But, when the energy goes out of it, or their heart is not in it, then substitutes are how people survive. They turn to food, sex, greed and spirituality to pull them, or push them through life. Synthetic happiness is almost like an injection of good feelings and we could, make it unnecessary. Good feelings can be normal.

These things are, however, never static. We must be committed to continual improvement, introduction of new techniques and evolve the way people work. It comes down to an individual and their willingness and skill to improve their space.

Fast Culture - Finding Nemo

In a whole ocean, there can be one special fish. That one special fish can be a delight or a man eater. It's reported that the chance of shark attack in the ocean swimming is less than that of a car accident. But people still get bitten when you do a culture audit you can be perceived as the shark, so be mindful.

A culture audit is often perceived as a witch hunt. So, you need to be very clear up front when you do this. People can perceive that you're out to fire half the team, and then answers to questions, information will be diluted.

Do not survey staff when doing a culture audit. The answers to audit questions take three minutes and the best person to do it is independent of the company. Also, make sure who ever does your culture audit that they have business profit performance and client services as their motive for audit, otherwise, they'll be looking for HR issues. It's a sort of self fulfilling prophecy.

So, choose independent eyes. Make sure they have no HR agenda like selling training programs. Ask the right questions. Act on the results.. All such culture audits start at the office of the CEO because they are usually a mini mirror to the organisation. Whatever is going on in that office, is totally reflected throughout the organisation. So, you could save a lot of time just by going and talking to the CEO - that's where the FIT starts.

Find out how long people have been working in the organisation. If it is more than five years keep your eyes and ears open for comfort zones, superannuation motives, group think and power holds. People often gravitate to safety after 5 years.

When you hear the words, "that's the way we've always done it," or "oh, there's no need to check that out, it's perfect." Go onto red alert for culture blocks.

Please remember the objective of the Innerwealth Culture Audit is to prevent shock culture change. We're being proactive in planning growth and honoring the need for it at an individual level.

Finding the Current Reality?

If an organisation is FIT - then the signs will be so obvious. I've often walked around an organisation and in 10 minutes known that there's a great FIT. I've also felt the opposite in the lobby of a multi national corporation with thousands of employees. You can feel it in your bones. Trust that.

In a culture audit we're looking for the generic feel of the organisation. Is it in harmony or not. Now, in an organisation that honours diversity, you are always going to have bad eggs. One or two people who just go against the flow. A culture audit is not an extermination process. If you really want to honour diversity, you'll have to include the "challengers." The only question is, "How much power do they have over the whole momentum of the culture." Sometimes one single emotionally loud, cleverly versed individual can block a whole culture, and sometimes one single rational person can provide the perfect challenge. It's all a matter of influence.

Again, a culture audit comes from observation, not an anal retentive survey over the internet, or a psychological test to see if people are an NYPDBlue.... if you get my drift and if not, I'm talking about Meyer Briggs and the rest of those tests.

Where is your culture right now?

1. The Mood. What are people saying?
2. The Intensity. What are people doing?
3. The Vision. What is the dominant thought?
4. The Environment. What pictures adorn the walls?
5. The Teamwork. What do people look like?
6. The Commitment. What pace are people working at?
7. Social Conscience. What are the humanitarian goals?

Culture Audit 1. The Mood

Have you ever heard the expression, “You could cut the air with a knife?” or, at a concert, “The energy was amazing, everyone was up on their feet dancing.” Have you ever sat next to a person who is taking anti depressants and felt their depression? Or have you been to a temple or church and just been overwhelmed by the love and peace of the place or the guru?

Mood goes deep, and we feel it, long before we even meet people. We pick up moods remotely, sometimes we are just picking up our own mood and blaming it on others, or the environment, so, mood detection is highly accurate but very prone to delusions.

When you do a mood audit within an organisation get your own mood out of the way first.

Start with the leader, his or her mood is going to have a huge impact. Then just walk around. Keep in mind that a great culture has support and challenge in it. Don't start looking for a kindergarten environment, don't project your own expectations onto the organisation, instead, let it affect you.

Certain areas are going to feel dead, no energy. Other areas are going to feel frenetic. You are not doing this to compare the culture mood to some pre existing expectation or model that you have in your brief case. No, you are doing a culture audit to observe, feel, experience the energy of the organisation. It takes a few minutes really. Sort of like sampling a wine, you don't have to drink the whole bottle to get the taste.

Always do a mood audit twice. Pick two different days of the week, to make sure you're in the right space yourself and, that you weren't turning up on a bad hair day for the organisation.

Mood is the most revealing element in culture change. It reveals the quality of leadership and the generic cultural norms within the organisation.

Culture Audit 2. The Intensity

When an organisational culture is in FIT it's an intense space. People walk faster, laugh more, focus harder and, surprisingly, argue more.

Intensity is a fabulous sign of a well-led organisation. It's not sleepy or passive to work in a really great organisation. It's dynamic.

There is a vast difference between frenetic panic, emotional aggression and intensity. You need to know this in your own heart before you go into an organisation and start to judge the pace.

Intensity is not emotional. It's not noisy, rowdy behaviour or emotionally hyper active. Look at how people are sitting. Look at their offices and their posture. But most important look at the pace they walk because in a panic mania people run, in a dead forest, people crawl, and in an intense culture, people move with purpose.

Go shopping. There are people with money but no self worth who amble down the street as if time means nothing, just like their money. Then, there are people running, shouting, in a rush, they've got too much to do and not enough time, it's the height of unevolved living. Now, there's others. They know what they want and they have a time to get it. It's really about innerwealth.

What are you looking for in the Intensity Audit? You are looking for the energy of movement. The intent, the presence of people, and you are looking for the "culture blockers." Those people who've lost the run of the ball, a rock in a river, a concrete block under a tree root, a mountain of granite in the flow of the stream.

Intensity is a joy to work in. It's fun, focussed and productive. People leave the front door with more energy than when they arrived. Sloth, depression, emotional self-obsession are infectious. A person who is trying to become a Buddhist Monk might be a nice peaceful person to be around but in an intense organisational culture that's evolving toward perfection in productivity, time management and creative innovation they are about as useful as feathers on a crocodile.

Culture Audit 3. The Vision

I promised myself when I began writing this book that I'd be honest with myself and you, the reader. And in this area of the culture audit I have to confess, I've not done a great job in my consulting.

I've run thousands of vision setting workshops, done vision quests, taken people to Nepal on Pure Vision Retreats but I haven't always been totally successful in this mission. I've found it harder than I expected to get people to let go of their paradigms of limitation in such short interventions.

I'd say my success rate is around 50% of all my clients that get a real, inspired, heart driven and higher consciousness vision. And it breaks my heart because without any doubt in my heart, it's the most important personal growth ingredient there is because without a real heart driven honest vision, all that's left is emotional self-obsession.

If the only purpose people have in life is their own growth, then all life becomes is a drive to become more happy, more conscious, more enlightened, more self-obsessed and maybe this is great. However, from my side, that model is totally the opposite to the intent of nature.

Until a person finds a purpose greater than themselves they are trapped in a self-obsessing paradigm of get more, want more, need more. It's a never satisfied mindset and in a corporate culture it's really destructive. Competition is healthy, but within a team, it's completely destructive.

In a Vision Audit, make sure you, the auditor are clear on your purpose in life and that you are content. Make sure your vision is clear, and that you have no hidden agenda to cause a commercial benefit to yourself in finding a conclusion.

Then, with your own agenda out of the way, ask people about their dreams, visions and hopes. Don't force it, if they have none, it's ok. If the leader has none, then it's not ok. What you are observing is the time frame people have. If their dreams, visions and hopes are for next week, then it's a desperate culture. If it's years then there's some evolution there. You just need to ask people what they want and when?

Culture Audit 4. The Environment.

Some offices are decorated with trophies of company achievement. Some offices are decorated with the Golf Day Cup. Some offices are decorated with family photos and others have those motivational pictures with quotes on them. You can tell the culture of the organisation by those pictures and, you can change it using them too. This is the environment and it's one of the fastest - non shock - culture change mechanisms available to organisations: The environment.

There are firms with pictures of whales and elephants with quotes by long dead individuals on them on the walls. There's other firms that take photos of the staff and stick them on the walls. Another firm takes the photos from the last social night, usually the most drunken ones, and sticks them up to show what a great team they have. Other organisations invest in art and place that around to show how cultured they are.

There's fashion design, there's architectural design, there's accidental design and lastly, there's productive workplaces. Great cultures need a bit of all of it.

Fire people love red, and yellow, and green and blue. So long as it is bright and happy. Earth people love pastels, especially leather and wood colours. Air people love to work in any colour so long as it changes every few minutes and water people love cloth and carpet, anything that's soft and cuddly. Ether people love white. You see their favourite homes in magazines. White, with white, with a view of an ocean or something expansive.

There's no such thing as a generic human. Offices designed with one theme are relentlessly rejecting people. Offices where people don't invest in the organisation of their workspace lack innerwealth.

What's the feeling you get from the environment. Don't be judgemental, remember, it's not about money or facade. Does this space reflect what the organisation says it believes in with its products?

Culture Audit 5. Teamwork.

Great teams are built from great individuals. Individual people with individual goals, dreams and aspirations coming together for a common cause.

Individuals arrive in a team for their own cause. They have a clear personal focus, and they see the team game as being a great vehicle for that end. Loyalty, commitment and motivation come from the individual themselves. As long as they are getting their personal needs met, they'll play in the team.

People don't belong to an organisation. They belong to their family and themselves. They look to the organisation to exchange time for money. You can have the most belonging team but if you can't pay them, and their mortgage is at risk: good-bye.

Team spirit comes from a sense of belonging and that belonging has many dimensions. The main one, is certainty of the future. People commit to business, relationships, leaders, sports teams where they believe that the future is good for them.

When teamwork starts to fade, it is not always the individuals who have stopped co-operating. Very often it is because the future has become unclear. If people think their dreams, goals and ambitions will not be met in this team, they'll withdraw emotionally at least.

Great teamwork is revealed in clear communication, good feedback, positive attitude, confidence in the future, commitment by team members and trust in leadership. You can't buy it.

In the TEAM Audit look for process, workflow, eye contact, body posture and office layout. The signs include: respect, turning up on time, consideration, contribution and kindness.

Culture Audit 6. The Commitment

Why am I here?

What use is this time I am spending?

Who benefits and is that really important?

Where am I going in the future?

What's the history and is that relevant?

What did the company do with that injured employee?

I audited an organisation recently where, everytime the mnagement turned their back, people did home jobs. There was a real lack of commitment to the firm. When you do COMMITMENT Audit, look for the signs that people see their impact on the bottom line.

Sometimes people get the idea that the world owes them a living. They become accidentally lazy, and don't translate their behaviour to the long term survival of the business. This is very much the case in entrepreneurial organisations where the owner might be driving a very expensive car, and yet, paying people minimum wage.

Commitment is a precious cultural value and your measurement of this element of an organisation will tell you everything you need to know about the pace at which this culture can change.

Lack of commitment results in theft of time and assets. These are not always obvious in a culture audit but you'll get to know if they exist. Always look to leadership when commitment is vague.

Culture Audit 7. Social Conscience.

Social responsibility is, without doubt one of the key ingredients that makes people proud of their work. People require that companies have a connection to the world other than through product service delivery. Whether it's an orphanage or a humanitarian project of any description, people want to believe in the humanitarian conscience of their organisation.

In the SOCIAL CONSCIENCE Audit phase consider the bigger picture. How is this firm affecting the world, both with its products and services and with its profit sharing?

Fast Culture - Learning to Evolve

When we hide from stress or play it safe, one of the inevitable side effects is boredom. It's a hell in a handbag because we can't run from boredom. And it sucks our energy like nothing else. It's also a really dangerous place for decision-making. People who don't grow make choices for all the wrong reasons. The desire to hold on and resist growth really does breed problems on every level.

I've worked with youth all over the world, and there's nothing more accurate than the premise that blocked growth and the boredom it creates, does untold damage. Holding onto the past drives people to substitutes for happiness. And this is where addictions, greed, obesity and weird fundamentalist gets its roots.

You find all sorts of crazy behaviour linked to the resistance to change. You'll find harassment, bullying, sabotage, go slow, union powers, complaints, conflict, interdepartmental non co-operation, poor customer service, self righteousness, theft, self abuse, alcoholism, chronic fatigue and relationship heart breaks all tied to resistance to evolution at work.

The conventional solution to this problem is stimulation. I've seen the largest consulting firm on earth get hoodwinked into transforming its office consulting space into a toy store filled with coloured balls, balloons and other game based trinkets based on the "myth" that colour and crayons would keep some of the smartest business minds in the world stimulated. Absolute rubbish, avoidance at its best.

We need to evolve. Some people don't want to. They are a leader's greatest nightmare. It is a them or us scenario, a leader cannot lead when people don't want to change, grow, evolve.

Evolution is nature's single focus. We might admire the tree or the flower and this is splendid. But that flower will not exist in the future, it can't, it must evolve, just as you must. Anything that resists evolution gets consumed. People get ill, leaders get fired, employees get stressed, nations get attacked, tsunamis come, fires burn, business's fail. All the result of a situation where evolution was being blocked

Fast Culture - Evolving People

Now you have a good insight as to how to measure the existing cultural norms of your organisation you might choose to consider what cultural norms will be required in the future and start the journey of getting there. If you wait until you need to change the culture, people or behaviour then it's probably too late.

Proactive Culture Change - Doing it easy - Innerwealth

Culture change begins and ends at an individual level. People evolving their work practices automatically adapt to the demands of strategy, structure and culture. So, the effort in good healthy culture change is at an individual level.

For a culture that evolves there are two ingredients:

- 1/ People have to be willing to change
- 2/ People must have the skills to change.

There are people who want to change and there are people who don't. And there are people who say they want to change, and think they are changing, but don't. So, willingness to change must be matched with the skills to do it authentically.

The key measure of evolution comes at an organic level: We simply ask, "Are we doing what we did yesterday, with less haste, in less time, with greater quality?" Simple isn't it?

The skills to make those changes are a great asset for anyone to have both in their private life and at work. Refining our life process is a spectacular way of bringing more wealth, joy, happiness and health to our lives and those of others we are connected to.

Innerwealth Growth Process uses the laws of nature to help people change because they are grounded, apply to everything and can sort things from the smallest to the biggest issue.

Fast Culture - Tomorrow's Culture?

So, we've talked about culture change and the three classical methods of achieving it. We now know that two methods involve culture shock and they are significantly painful to human nature. One being a downsizing of the firm and the other being a market driven threat to safety. We've also seen that the former of those two is the most effective mechanism for fast takeover and performance turnaround and, the latter is often done under extreme financial threat.

We've focussed on the third method and identified that historically this third method of culture change has bred the first two: it's been too slow and during fast company change, is inadequate. So, our mission has been clear from the outset: to turn normal culture change into fast culture change. In fact, we want to make cultures evolve at the same rate as strategy, fast or slow, culture can keep up.

The key factor in this evolving culture is human development. We've argued that for a culture to move at the speed of strategy change, the power for change has to be at the grass roots level, in the hands of the individuals who make up the organisation.

We've also been mindful to respect those who are not willing to be, do and think different, whether it be because of religious or philosophical reasons and we've invited those people to find other places to celebrate their resistance to change. If they resist here, in this fast change environment, they are going to pull the organisation, their team members and the customers down too. So, thanks and let's be clear, this culture change process is for those who aspire to aspire to evolve and grow at a healthy market rate.

We've seen that the universe evolves, trees evolve and species evolve, nature consumes anything that doesn't evolve builds a new one on top greater in consciousness (smarter) and less in number (more efficient).

We've also done a Culture Audit. That means you know where you are. That's important because if you don't know where you are, how will you know where to go?

Fast Culture - Planning Ahead

Now it's time to focus on where to go. What cultural values do you need as an individual and what cultural values does your organisation need as an entity to go where you need to go in the future? Think about an organisation just like one big person. That one individual has a past, present and a future. The past is gone, the present is already here, so, 100% of the effort of that person is really dedicated to making sure the future is what they want.

Desperate organisations are worried about tomorrow. Inspired organisations are not worried, but plan for the year, years ahead. I used to think, "where do I want to be in ten years, and how do I get there?" Now, with wisdom I'm more likely to ask, "Where do I want to be in ten years and what are the skills and talents that I need to develop to make it worth the wait?"

Our visions might be wonderful, accurate and competitive. Our dreams might be brilliant, smart and genius. Our purpose statement, mission statement and inspired concept might be absolutely unique: but if we don't have the meat and potatoes, the skills, talent and resources to get there in realistic time, then, well we're up the proverbial creek without a paddle.

So, in this chapter we want to know how? How are you going to get from where you are as a culture with human skills and abilities to where you want to be in some period in the future with new skills and abilities without the shock of a health scare, a bankruptcy or a domestic crash.

You see, your life and your organisation's life are running on the same laws, nature's laws. If the tree wants to grow toward the sun, it better know how, and it better have a plan to hold those branches as it gets bigger, otherwise the council or a storm is going to lop the top off.

As a change agent let me say that when it comes to the human side of change there's a lot of room for people to blab blab about improvement without actually changing anything. Even in a culture where people want to evolve, they can do a lot of change but not really change. Knowledge that we can't implement is just intellect.

Moving Forward Letting Go of History

Cultures can really get stuck, especially when there's a long tradition of market dominance. Complacency is a poison in both business and personal management. This complacency makes the present a lot more comfortable than it should be. People start to hang onto the past because it's just too comfortable. I know it sounds crazy but challenge is a very vital part of good business and personal management.

One company I was asked to do consulting work with had changed everything over a ten-year period, or so they thought. They changed what they did. They changed who they worked with. They changed where they worked and they changed why they worked. But not once in their 10-year history had they change how they worked. The owner refused to change the process because he believed it was right. He employed the same team, and they behaved the same for ten years, like a traditional club or something, where old rules never change.

When it comes time to turn your organisation into a fast adapting entity, the first thing that's going to go are the old traditional rules. Those old traditions are great memories and important histories, but they are not sacred cows. You can touch them, and you must. Breaking through resistance has a lot to do with letting go the old traditions. It might be painful at first but it's far less painful than a lousy organisation that's stressful to work in, lacking FIT and in need of shock therapy.

To have a good fast changing business culture means that people work from their innerwealth: that really means: explore because your inner awareness is always growing, so, it means people don't get stuck in tradition, or even yesterday's ideas. That's the important thing about an evolving culture in a business, to keep the culture fresh, evolving even a little naive.

ICP Innerwealth Culture Change Process

Traditionally, organisational change at a cultural level has not been a very rational science. HR departments and leaders can be really committed to keeping the skills of the organisation up to par, but that might not be good enough. Even throwing money at training and conferences might just be too generic. My estimate is more than half of the money spent on organisational training is wasted. The question is: Which Half?

Here's how we've introduced the left brain into the right brain world of human development with the ICP.

We create a retreat for stake holders in an organisation. We either create or spell out the strategy for the next 12 months. We then group think the key questions for culture such as, "What key skills do people need to make this strategy happen." We come up with a list of 20 skills that almost guarantee the success of the strategy.

Try it now: On a spare sheet or the back page of this book list 20 human characteristics that would absolutely guarantee your success or increased success in business, your art or your home life. Choose one at a time. Please try to avoid being philosophical, just list them in a practical way. For example:

Creative
Resilient
Handles pressure well
Able to change
Good communicator

As long as you haven't become trapped in the altruism of nice guy and doing good, you'll have a real list in front of you of the "cultural" skills you need to get to make the success you want. Now, I know there are issues with your moral standards, and how you want to treat people along the way, but at least you now have a rational list of what you need to do to get what you want. It can't be more easy. When you've learned those skills then apply the Innerwealth growth formula later in this book. And you'll be on track to the destiny you want.

Innerwealth Culture Change Process

So, I hope you were able to create a list for yourself on the last page and prove that, if you take the fluff out, you can really quickly list the disciplines and skills you'll need to go where you want to go.

Well an organisation is just a big you. It has a direction, a set of resources, and it has skills. Those skills in the organisation are spread across many people and they collude in a culture. So, now, we're talking skills and cultural values that are essential to the organisation doing what it says, walking its talk.

When we do a culture change program we usually create a retreat to determine those characteristics amongst other things. But for now, just think it through yourself.

We list the characteristics for the future culture and ask each and every individual in the organisation to rate themselves from 1 (lowest) to 10 (highest) on each of the twenty attributes. We then ask direct reports and peers to score that individual on each attribute. (We mediate where there's radical differences in scores which is very rare)

If the score is very high, we work to increase the use of that talent in the organisation. If it is low, we set up training for that specific characteristic.

Chapter 5.
SELF MASTERY AT WORK

When we search our heart for answers we are missing the point, the answer is irrelevant and self-solving. It is the question we should get right.

Self Mastery at Work.

We have a limited amount of time, a fixed amount of work, we have standards to reach and we get seriously punished if we don't hit those goals.

There's no use pretending that work is always fabulous. Sometimes we're flying and sometimes we're not. I'm here in this section of the book to make it more often than not.

There are a lot of things that affect our work day, month, year and life. Some of it has to do with luck. I made a fortune in one company I owned by being the worst manager I know. I lost a fortune in another one after doing so much analysis and study it was ridiculous. Yes, so, there's some luck involved but that doesn't excuse us from stuffing up our work life.

In the last chapter of this book I present a whole bunch of information on work - life balance. So, before we get too far into the personal mastery area, let me say that about 90% of the problems people have with their work come from a mess at home. Most people are not good at managing their lives, and it really does have a strong impact on their work and career. I think a good home life is fundamental to a good work life. So, personal mastery starts on a macro scale.

Then, we drill down in personal mastery to look at how people function in their day. It's extraordinary the opportunity we have to get more done in less time. Oh, yes, personal mastery at work means, getting more done in less time. The whole idea is that we clean up all those things that cost us time and energy, refine the process.

Of course, this assumes that you have a life outside of work that you want to turn up for. I know that sounds a bit nasty, but, after 20 years of consulting to execs I promise, it isn't as weird as it sounds.

So, we're going to look at ways to improve the odds of your work life being a success. We're going to look at the way you think, breathe, eat, poop and talk. Then, we start all over again. The key is to remember that personal mastery is a skill that is a way of work, not a conclusion or an end result. It's a way of always growing toward your potential.

Your Real Genius

Einstein and most other great genius didn't feed off emotion. He claimed that it was the single greatest opponent to his research. He used a different science. The laws of nature. Yes, there have been thousands of people, who have used the laws of nature, to eliminate petty emotional highs in order to create inspired work. Einstein for example, immersed himself in his laboratory for days at a time, undisturbed, in order to sink down through his emotions, down into the well of his soul, into his inspiration. In that state he was completely emotionless.

There are others too, well documented people who prove the new paradigm of inspired work. Miro, Galileo, John Lennon, Elton John, Princess Di, Pavarotti, Bach, Beethoven, Mick Jagger, Gwyneth Paltrow, Sean Connery, Richard Branson, Bill Gates, Elvis all tapped or tap that same Einstein genius. Some knew why and how, others just stumbled into it and then came out into confusion. Some handled their genius because they understood it, some couldn't work out how it happened, and those were the ones who self-destructed.

Now, those people are pretty extraordinary, or are they? Maybe they're just role models of what is possible for anyone who chooses to live outside the emotional container that holds the mass consciousness. People who knew themselves tapped into astonishing genius. Gifted people. But I believe we're all gifted the only question is, do we put emotion before inspiration? If you put emotion before inspiration then there is a personal choice you are making and that's ok as long as you know it.

Balance exists everywhere in the universe, except in emotion. Balance exists in the stars, in molecules, in forests, in human health and it exists in the human mind. However, our sense can't think in balance. Our senses, for pleasure and pain, emotional senses can only measure one side at a time. So, all emotion comes from half thoughts.

Genius is beyond all that half thinking. In fact, when you tap your highest potential you aren't thinking at all. There has to be another word for it. You don't get tired, you forget time, you know things you have never learned. It's a miracle really.

Evolve Your Work Style

When the pressure of work comes on, the most simple thing to do is expand your work hours. Sometimes it's even a corporate measure of how committed we are by 'putting in the hours,' we are deemed to be showing our true colours. For many people, even after 30 years business experience, they are still, "putting in the hours," in order to get the job done. After thirty years they've only had one year of experience, thirty times. Their work practices haven't evolved, and they needed to. Time is not the best resource to handle increased workloads.

Instead, if we lock down on the time frame in which work has to be done, we birth a magnificent resource, which can be called evolution or innovation. This is the creative exploration of "how" we do things better and faster.

In my consulting practice, nothing is sacred; I question all the process "how" things are done. And if you could be a fly on the wall you'd hear the most extraordinary justifications on earth as to why the process shouldn't change. In the most part this resistance comes from the fear of losing some form of hierarchical control, and that can even mean their job. But we can't get stuck with process that doesn't evolve, to work in harmony with nature everything must be open to refinement, everything evolves, especially work practices. The System must keep up with the strategy.

Here's how it works. Anything you do twice the same, automate. We need to systematise anything that can be systematised. We need to change the process of anything and everything we do to make it happen within the time that's fixed. Did you hear Parkinson's Law? Work expands to fill the time allotted to it... So, we fight the expanding time syndrome, you go home on time, every time, with all the work done.

It takes courage to turn the paradigm around. However, you need to see it as a real investment in your business life and your personal life. Get more done in less time and therefore the more competent you are the faster and better you do something. It means that the one who leaves the office last, and works the most hours, needs help to grow.

Do it once, do it right, do it mindfully

Multi Tasking is another “presence killer.” Doing two things at one is fine as long as one of those things is not important.

How can we be 100% focussed on what we’re doing if our mind is split? In spiritual language “turning up” is referred to as mindfulness, but it simply means “being present” and doing whatever it is you are doing, with 100% commitment.

When people talk about balance they are most often talking about time. And yet, if you examine their mindset within those time allocations you’d be shocked at how little value they place on the integrity of what they are doing.

Much of the skill of success is in the art of mindfulness. Doing one thing, doing it right and doing it now. To bring your mind and body into the one experience of life. The great actor knows how. The entrepreneur knows how. The spiritual sage knows how. People who achieve great things know how to bring their whole being into the moment and stay there.

Mindfulness is a habit. It starts with the way we place things. Never throwing things into place, we place them mindfully, carefully so that there’s a respect for small or large objects. Mindfulness is also experienced in the way we eat. Mindful eating includes the way we chew, handle and consider our food.

Mindfulness also extends to our worklife and balance is affected by mindfulness. If we spread ourselves too thin in focus at work then we’ll be thick with control and heaviness at home. Or, if we’re not mindful at home, we’ll become extremely insecure at work.

Mindfulness simply means we do one thing at a time. We concentrate on that one thing. When people go into nature this is automatic, the environment causes it and there are few distractions. But in city life we can easily see something out the corner of our eye while we are talking and this means we are doing two things at once. We lose presence. So, mindfulness is a considered approach - especially in communication with others.

Everyday Improvement

Everyday ask yourself these questions:

How can I do repetitive things in my day in less time?

How can I do more of what I love in that extra time?

How can I turn up more?

How can I balance my emotions from yesterday?

How can I live more in the direction of my purpose in Life?

How can I be more authentic, and not put on an act?

How can I turn up more in communication?

What can I do to do what I do in less time?

How can I reduce waste in my time and life process?

Prevention is better than cure

My job is to help people solve problems and create solutions that last. The most remarkable thing in my job is the realization that people cause 90% of the problems they have.

90% of our stress is self-imposed and, in the same way we add hours to our keep fit program through poor lifestyle and bad eating habits. So much of what we do, is really undoing what we already did poorly.

We cause so much of our drama in life, and nearly all of it is completely unnecessary. By trying too hard, by following some life philosophy that doesn't work or because of some pre-existing belief pattern we cause nearly all our own problems.

For example: People with lung problems who still smoke. People with Gout who can't give up red wine or meat (both cause gout). One young lady who couldn't sustain a relationship for more than a few months before her boyfriends dumped her, couldn't, in her language, stop having sex on the first date. A businessman whose financial circumstances were always struggling but who kept sacking his accountant. And the couple who were so obsessed with pleasing their in laws, they forgot to ask each other what they wanted for Christmas...

I'd also go so far as to say we cause 100% of our business problems too. We seem so intent on following some independent path we forget that there is a 10 lane freeway already running – all we have to do is get on it and we'll have a successful business.

People who can't manage their emotion make twice the noise, seem to have twice the fun but make twice the work for themselves in everything they do. They also have twice the emotional pain that everyone has. So, loud, emotional and dramatic might be entertaining, but it's a lousy process to bring to any relationship that's meant to last.

Emotion is a choice that breeds plenty of highs, and as a consequence plenty of lows. That's unavoidable. So, you don't need to feel sorry for those who have emotional lows, they've already had the high, the upper and the wizz fizz. It's just balance that's all.

Beyond Emotion

What causes people to become extremely unbalanced in their work – life is emotion. People who can't manage their emotions can't manage their business, or their life because they become vulnerable, unwise and act from uncertainty. They can easily mismanage business and they mismanage themselves.

In the Long term – The pain of regret outweighs the pain of discipline.

Getting past emotion as a guide to anything in life, be it business, health or relationship is a really big step into wisdom and out of the drama. It is certainly at the heart of good business management and self-mastery.

To manage without emotion, you are going to need to find an alternative to conventional thinking. That's why the laws of nature are so important to learn. They put the wisdom back, where emotion has taken over.

Emotion can motivate us. Emotionally stimulated people work enthusiastically. Emotionally disgruntled people can become terrorists in the name of their emotional beliefs. Emotions are hard to separate from truth. An Olympic champion will tell you that there's no room for emotion in the final of their event, and the loser will say, "I just had too much emotion." It's the difference between the winner and the loser. One taps into their nerves, the other remains inspired.

Whenever we break discipline, commitment, focus and our dreams, emotion has overridden our real ambition. So, emotion is the short-term experience of life, and it's a very important experience of life. The key is, not to believe that your emotions are based on anything except half-truth. In other words, they are fictional interpretations of life. Our anger, our infatuation, our hunger, our desire, our jealousy are totally emotional, and therefore, valid experiences. They are however, totally deluded.

Self Management - Evolve

It's hard to do good if you don't feel good. Enthusiasm is a state of mind and the key to it is to approach everything we do with nature as a guide. By immersing yourself in nature, and using the laws of nature as a guide you can explore better ways to live and breathe, always evolving, healing and growing your life. A permanent balance.

Try to get things done in the least time, with the highest quality, with the least energy with the highest result. Refinement is nature's way.

Incremental changes are far smarter than lumpy ones. Small things everyday can hardly be noticed but over time evolve us. It's like losing weight. Lose a gram a day, not a kilogram. Small steps are permanent steps.

You are mind, body and spirit – evolve yourself everyday by learning, exercise and meditations like prayer and ritual. Your work is strategy, structure and culture – evolve your work everyday by vision, process refinement and gratitude.

A tidy mind is a tidy desk

Posture affects productivity

Breaks are important but need to be efficient

Mornings are always more productive than evenings

Always line up meetings back to back on one day of the week

Invest in systems to do what can be automated

You can also evolve from errors. Every disaster has a silver lining. As a leader your job is to find it. Learn from mistakes. Learn from disasters. As a leader of anything, even the leader of yourself, learn from your circumstances and you can live without the anger and grief that comes from regret. If we can learn from a situation, then we are not afraid of it happening again.

Turning - Up - Value Time

I wanted to learn Spanish. I talked about it and even bought the CD. I even learned one word here and there. The problem was I was busy and didn't have the time to do an hour a day. After a year, I still didn't have time. That's the problem for lots of people. They, like me, chunk things into all or nothing and don't do anything... So, I put the Spanish on my Ipod and I listened when I was waiting – I'm always early – and I listened when I was in the taxi. I just grabbed a bit here and there. So, I started to learn Spanish... Exercise is the same. People say, "Oh, I can't get to the Gym, so I can't exercise." But that's bad news. Sitting in your chair at work, with the inner core muscles tightened, breathing right, walking briskly instead of sexy, or stopping one stop before home and walking the rest. Its exercise and if you're not expecting to run the 100meters in the Olympics, then it's going to be these small things that'll make the world of difference. Chunk it down...

Set Priorities - Lines in the Sand

Your boss might ask you to do many jobs and some of them are within the scope of your job and some not. Your boss, if you are self-employed might be life itself but no matter who requests the use of your time, it is only you who can determine the value of it.

People can often accidentally devalue your time. They can ask you to work on things that are not in their higher priorities, and therefore assume automatically that they are permitted to devalue yours. This is where you need to value your time.

The first thing to ask is, “What are my responsibilities.” Then, with the measurable outcomes of your work all mapped out, you can ask, “What are the four highest priority tasks that will get me those outcomes?”

This is how you set priorities and all other duties must, in some clear way, link into those four highest priority tasks. For example, Robin came to me with serious financial issues. I asked her what her goals were, and then I asked for a run down on how she spent her working day. 99% of her productive time was spent on really low priority tasks. She was devaluing her time, and therefore she was being paid what she really thought she was worth.

When we work on low priority tasks we beat ourselves up. So, the boss might be happy that you spent all day trying to find something, but you’ll go home internally angry. Your innerwealth will be down, down, down on your private stock exchange. You’ll be having a bear run, and when you get home, you’ll be acting like a grizzly one.

I think this one small insight can explain most marriage failures and business failures. My observation of thousands of people is that we don’t value our time well and we often work on low priority tasks. In a relationship, if your priority is intimacy and love, then a priority might be spending time alone together, romantic candles and walks in the park. But many couples, who want that, talk work, watch TV and play with the children to fill up their free time.

Set priorities and make this your religion.

Put Your Heart into It - 100%

When our heart goes out of our work we become tired, frustrated and critical of ourselves. That's a really nasty situation to be in because if we lose our self-respect we lose the respect from others too.

The key here is to make your self worth a condition of how you work rather than a condition on what you work on. Even if you don't have work right now, you can do something productive and creative. And even if that is not a very important task, you can do it with your heart and soul.

Have you noticed that where people have plenty of time, where there's low employment the space gets really messed up and there are usually a lot of babies around. When people feel lousy about their work life they lose respect for their inner self, and that reflects in their outer environment. The way people compensate is, sexuality

A woman came home from work, it was 7:00pm and she was exhausted. She sat down on the lounge and put her head in her hands and began to sob. She felt awful and no one seemed to understand why. She'd seen all sorts of doctors and received all manner of advice, but she was exhausted all the same. A friend dropped over and invited her to come down the pub for a few drinks, and nothing seemed better than that offer. At the pub, they were sipping their beers and having a few jokes when the band started to play. It was an old 60's number and they both smiled at the familiarity with that good old music. After ten minutes or so they couldn't help it; they had to dance. Soon the dance floor was packed and some guys joined them. It was laughs and fun and at 3:00am the woman and her friend went home. What a great night. So, was she really tired? Exhausted? Or was she just beating herself up from boredom?

There's no balance program, holiday, yoga class, tennis club or affair that's going to put back into our lives what "a bad attitude at work" is taking out. My guess is that 90% of all doctors' visits are triggered by this one single piece of disharmony. When we don't work, or work for all the wrong reasons, tiredness and sickness become more frequent. And they get worse, until there's a chronic illness.

No Compromise at Work

Jenny ran her own company and it was really successful. She travelled the world with her team and they were a formidable force. Clients loved dealing with them. It was a great business and everyone made money. Then, Jenny met a man and he started travelling with her and the team but his mindset was old school, and he wanted to assert himself in her life so, he started to change the work dynamics between the team and with the clients.

On many levels, Jenny's new man was right. I mean, her systems were a bit organic and her team had a lot of emotional struggles. But the clients loved them, they loved their work and there was profit growth. So, Jenny compromised her own style, her own values in order to do the "right thing." As a leader this also meant that she betrayed her team because she, as a leader, compromised her relationship with them based on the personal desire to please her new man.

Torn between wanting to please her new man and wanting to run her company, Jenny lost a lot of business and because of his methodology, he made the client relationships more formal so the organics went out. Jenny still provided great service but the clients didn't like dealing with her so her business shrunk badly.

People love working with authenticity. They don't want false fronts or highly efficient business operations, they want human beings that do their job with passion and of course, deliver what they promise. The process is very adaptable as long as the client enjoys it.

There's a masseuse in Australia who is an ex rugby player. He's the strongest man I ever met and he gives the most painful healing massages I've ever experienced but people line up for an appointment. He's fully booked. Why? Because he loves what he does, it works and his intent is to heal, no compromise.

Set your standards in the process of your work and don't compromise them. This means, that you work to a process that you enjoy and you defend it. This begins with the way you work.

Control Your Mind

1. Sit still
2. Hold extreme gratitude (thankfulness) in your heart
3. Be free from emotional and physical Pain
4. Open your heart to whatever comes to your mind
5. Feel the lightness and joy of life.
6. Have no emotional attachments for this time
7. Be in silence where you cannot be interrupted, disturbed or distracted.
8. Focus your heart and mind on an object in front of you; just relax.
9. Surrender any expectations of an outcome
10. Keep your spine straight
11. Balance your breathing; inhale and exhale the same length of time and pressure.
12. Keep your eyes open at all times
13. Any spontaneous thought, write it down, keep a pen nearby for notes.

Balance begins at Work - Deserving.

Susan ran her own successful company but she was always in financial troubles of some sort. In her office people were abusive, they were disrespectful and there was compromised integrity everywhere. Susan came home everyday wired, sensitive and emotionally wrecked. Her willingness to compromise at work, destroyed her balance, and her home life just couldn't compensate.

Balance begins at work. It begins with self-management and how to stay invested in your work. Remember when your heart goes out of your work, so do you. Your duty is to bring home most attractive person you can be and that person must be in control of their destiny. The more you love your work and believe in it, the more your energy will reflect it, and the happier will be your family.

As a leader you need respect. This respect can either be earned or demanded. At lower levels of human consciousness structure sets the hierarchy and therefore respect is a part of the process of business. At higher levels of consciousness people need to volunteer their respect.

This whole idea of respect begins with the self-belief that you deserve it. This is the foundation of respect. If you act like you deserve respect, then you've taken the first step. If you feel that you deserve respect, then that's the second step. But if your results show that you do what you promise, then, your respect is validated.

In the situation with Susan, her team did not show respect. This was because she was friends with some of her senior people and they didn't want to empower her over themselves. Also, Susan was reluctant to assert herself because these people were friends. This is a deep pollution in business dynamics.

The other reason that Susan's company struggled was because there were no standards of behaviour set company wide. Some of her team were allowed all sorts of liberty with standards and ethics, while others were told to toe the line. Double standards in an office or company is one of the worst compromises, and it always leads to personal drama.

The Victim

Don't blame anyone for how you feel. Become absolutely bulletproof in your happiness and joy in the process of your work. It's infectious so it helps your business grow, plus, it keeps you really attractive to your partner because you feel worthy of their affection.

Remember, nobody does to you more than you do to yourself. If you feel ugly or out of integrity, or if you feel unproductive don't ask your partner to feel great about you. All they can offer is sympathy.

When we get into the victim mode we blame everything. We always have an excuse. Dave came to me with poor health, exhaustion, and tiredness. He reeled off 20 reasons, and gave 20 more names of people, naturopaths and doctors who had given diagnosis to help him distance himself from being the cause. Like, the air was bad, or the dust caused it.

I spoke to Dave harshly, "mate, if all these things cause all these problems, and all these things are outside your control, then what are you doing coming to me? I can't fix Sydney's air pollution or the dust in your carpet. While you are the victim of the circumstances, you are going to seek remedies, not cures."

He quickly recognised the issue and asked how to turn it around. "Simple, we find out why, on an emotional - psychological level that you are having all these symptoms, we make you the cause of all the problems you have and we fix whatever it is in you that's causing them. Really simple stuff."

Dave was defensive, "But I am not the cause."

When I teach consulting techniques to my consultants one of the first things I share with them is when to know that you are going to fail. I teach them to recognise a "failed client," before the failure. I say to them, "don't take bad clients. It's corruption of your value, it's going to make the client angry and, it's putting commercial needs above your reputation. Your reputation is your greatest asset, don't compromise it. You can't help victims until they want to be helped."

My mission in this chapter is to apply the laws of nature to your work life. The idea is to help you gain from my experience. I mean why not? If I have spent half my life traveling through India, Nepal, Indonesia and Australia, learning from traditional healers and wise people, why wouldn't I want to share some things that made sense.

Instant Calm

Have you ever noticed that if you use your peripheral vision, your mind calms, and your emotions automatically stabilize?

Proper Breathing

Did you know that your floating ribs, located in your lower chest area and on each side (float because they don't reach all the way to the sternum) should expand on the in-breath and contract deeply on the out-breath for healthy internal organs (liver, spleen etc)?

Focused Mind

Did you know that if you close your eyes during meditation, you are not actually meditating? Closing your eyes while sitting is an ancient technique used for searching the occult, for travelling outside your body. It is actually a very advanced Yogic practice usually reserved for students under instruction of an advanced teacher, because it can be potentially dangerous. Keep your eyes slightly open and focus on a point in front of you and stay still for as long as you can (starting with 5 to 0 minutes and increasing the time when you are ready). Experience the focus and stillness of your mind.

Feet can change your life

What if the arch of your foot represented more about your mind than nearly everything else in your body combined? Then high arches usually means a highly creative but emotionally unstable mind. Low arches mean emotionally grounded, and a practical mind. And there are many stages in between, the arch of the foot will change with your mindset. Change your arch - change your life...

Natures Guide

Did you know that the crow's feet at the sides of your eyes represent the health of the kidneys, as do the dark rings under your eyes? Did you also know that the vertical lines between your eye brows are called worry lines and represent the health of the liver? Nature and your body guide you all the way.

Smile

Guess what? A hormone is produced based on the shape of the mouth. If your mouth is curved down you feel down and if you add a small smile to the corners of your mouth you feel balanced. A big smile is associated with adrenalin as is clenched jaw.

Your tongue

Did you know that your tongue position affects your emotions? Curled tongue rolled back on the roof of the mouth slows your metabolism, poked out tongue increases it.

Relax the big toe first

Did you know that the big toe represents the state of your mind. When sitting or standing if the big toe is active, it reflects a highly active mind. It is the first muscle to learn to relax for yoga practice.

Anti depression posture

Did you know that with your back arched backward, lying on the floor with pillow under your back, or sitting with your arms over the back of the chair or lifting your chest with your back arched against a wall, you can never be depressed.

Your spine is your mind

Have you ever noticed that hunched shoulders represent a person who feels like the weight of the world is on their shoulders?

Mind – body are one

Did you know that body posture is the single greatest determinant of the state of your mind?

Fast emotional power

Did you know that your breathing, the in and out breath changes with every emotion? Controlling your breath controls your emotion and therefore the way you feel.

Calming the mind

Did you know that by folding your thumb inside your own fist, you calm the mind?

Instant cure for headache

Did you know that by squeezing the flesh at the joint between your thumb and forefinger, you relieve headaches.

Saving vital energy

Did you know that restlessness in legs or hands represents an over abundance of personal magnetism (life force) yet nowhere to go with it? The jitters are trying to get rid of that vital energy. Try to hold it rather than waste it. Like a car with an engine revving and no one to drive it, just turn it off.

Stop worry – live longer

Did you know that worry is one of the most exhausting behaviours on earth. Most people die of worry?

Stop stressing – change your mind

Did you know that stress comes from a thought and that stressful thought is an imbalanced one? In other words a thought that sees only one side of a situation is going to become a stressful thought. Balance your mind – see two sides, get rid of stress.

Grief is illusion

Did you know that people don't die they just get out of their body? It is a really simple process to connect with them at any time after death. Love can't die so people you love are always with you – just in a different form. Everything else – all the physical, emotional and material stuff – nature provides immediately. Nothing is ever missing.

Stop Fidgeting

Did you know that fidgeting is a repelling energy? People don't like it because it warns them that there is no control - danger.

Live your dream

Did you know that hyperactive children are most common in homes where parents use children to entertain themselves? In other words where the parents are living through the kids rather than with them.

Keep your hopes high

Chronic Fatigue is a mind state based on too big a goal, or ambition, with a total dislike or disrespect for being right where you are right now. It comes in people who want their dreams to come true tomorrow. Chronic Fatigue is when a person loses hope that the dream will come true, and they are stuck where they are.

Stay humble

Did you know that depression only comes in a mind that's filled with expectations that aren't possible?

Face challenges confidently

Did you know that you are never given a problem you cannot solve?

Stay young forever

Did you know that youthfulness can be measured in a person by the extension of their neck? As a person gets older (mentally) their neck begins to sag into their shoulders. Long neck, youthful feel.

Keep control of your belly

Did you know that healthy children do not have tight abdominal muscles (6 pack) but they do not have saggy bellies either? In normally active children the abdominal muscles work with every breath and are highly tuned to hold organs in place and expand and contract with the lungs. Aging is the excess control of or complete loss of control of these abdominal muscles. Tight abdominal muscles are normally associated with emotional rigidity, saggy muscles reveal surrender and lost enthusiasm for life. Your abdomen should not protrude past your rib cage for healthy adult living.

Keep your hips open and flexible - stretch

Did you know that sore hips are blocked dreams? Sit on the floor, simply watch TV on the floor and let your hips open again.

Knee talk

Did you know that a stubborn mind produces sore knees?

Spine talk

Did you know that your feelings about money and your relationships are kept in your lower back? Also your core values are stored there. Lower back represents your security. When this is compromised your lower back can go into spasm, or wear out too soon.

Balance your tension

Have you ever noticed that some tension in the body is essential? When a pipe is left without tension nothing can flow through it because it kinks and bends and sags - excess tension is the opposite - it's like twisting the pipe into a knot - nothing can flow through it.

Choose your weapons wisely

Did you know that your nose is built for breathing and your mouth is built for eating? So don't eat through your nose or breathe through your mouth, unless you have to.

Follow your nose

Speaking of noses, did you know that you favour one nostril for breathing and it changes usually every half hour? For balanced thinking practice nadi sodana – alternative nostril breathing and you will become cantered and inspired. Follow your nose. First place a finger against the left nostril and breathe in through the right, then release that finger and place another finger on the side of the right nostril and breathe out through the left. Then hold that same position (finger on the right) and breathe in through the left nostril. When the lungs are filled again swap fingers and push against the left nostril and breathe out through the right. That's one cycle.

Follow your nose cont'd

Now breathe in through the right again and continue as before. You should do this gently, there should be no sound of your breath and there should be no force. There are many variations. This is just a beginning.

Balance your breath – ease your mind

Did you know that the in breath is inspiration and the out breath is depression - they are two sides of a balanced mind? A healthy person has depression in every breath. Every human in a body gets depressed with every balanced breath.

Follow your heart

Did you think that people think too much? When you see the average person they walk and sit with their forehead forward. They are thinking and therefore lead with their head. Why not pull back the forehead and push out the heart and therefore think with your heart?

Bums protect

Did you know that a person with a big bum is hiding something?

Floating ribs don't float

If your floating ribs flare - in other words if your rib cage is more like a bell than a cylinder, you will have huge emotional swings and feel somewhat out of control. So when you breathe out your floating ribs should come in a long way to compress your abdomen. Don't flare the floating ribs on the inhale unless you need extreme air - e.g. making love or scuba diving..

Honour Authority – it's nature's law

Did you know that issues with authority come when you feel you are better than everyone else? Be humble to those who know more than you. It's just knowledge or experience or something. As humans you are equal still.

Turning up

Did you know that people who are always loosing things are not here, they are somewhere else, probably in their head. So their body is here but their head is over there thinking about tomorrow or something else. So sometimes their body is a walking missile without a pilot. These people also breed hyperactive children, or even ADD kids, because they are there, but not there if you know what I mean. Always active in their head even if the body stops. Control your mind and body, and learn how to become present and life changes.

Mind over matter

Did you know that the mind doesn't get old or lazy. People do.

Love 'em before you leave 'em

Did you know that people become how you treat them. And you treat others how you treat yourself. So your partner is you, the other you. And therefore leaving your partner without loving them guarantees your next partner is going to have some of the same annoying traits as the one you left and then what?

Live beyond shame and guilt – be proud of your truth

Did you know that if there are two you's, a public and a private you, then you are living in shame? It's understandable that we have privacy, just be mindful if that privacy is because we do things in private that we are embarrassed or ashamed of. Because shame kills the spirit.

Protect your relationship from trivia

Did you know that people get into relationships for love and intimacy, then, immediately start making plans as to how they can make everything else in life, invade the space that made the relationship worth having in the first place.

Be Mindful of what enters your subconscious - always

Did you know that your eyes pick up words without you even reading them. Those words go into your head as if they were your thoughts.

Be Mindful of what enters your subconscious - always

A letter sitting on a desk, with negative words on it, is actually reading itself to you. Or an advertisement on a roadway is actually sending information to your brain without you asking for it.

Put the plug in the socket

Did you know that the area between your legs - (not the sexual parts) should always be slightly tense? The perineum, and the lower abdomen and the groin hold your energy up. If it's all saggy all your energy goes down the plughole.

Study your Poo

Did you know that if your poo floats (fluffy floaties) it's healthy and if your poo sinks (stinky sinkies) it's toxic? Did you also know that poo that doesn't get to the bottom of the bowl, (explosive shrapnel) shows a scattered mind and too much fibre? You don't need a diet book or a therapist. What you eat and the quality of it, can be seen in the rockets you send to the sewerage system and constipated means stuck mind. Funny how the two ends of the body communicate! This science can save you a lot on therapy...

Beyond exercise – healthy habits

Did you know that every time you exhale a breath your abdomen should contract?

Keep your eyes soft

Did you know that the hardness of your eyeball is determined by the primitiveness of your thoughts. Very primal, highly activated thinking creates hard and bulging eyeballs. Quiet and peaceful thinking creates soft eyes.

Keep your mind and ears open

Did you know that deterioration of hearing comes from being around someone or something boring or being so self-righteous that you don't want to hear what anyone else is saying.

Keep your hat on

Did you know that baldness and worry are synonymous.

Let it go

Did you know that people who hang on to the past hang onto more than their memories? They also get constipated (fear)

Breathe deep – let it all out

Did you know that people who can't let go of the past get asthma.

Hyperactive is a cry for presence

Did you know that a hyperactive child doesn't feel loved or lovable.

Men take note

Did you know the possessive – controlling men are actually treating a woman as if she were their surrogate mother.

Controlling is ugly

Have you ever noticed that people who are controlling have trust issues?

Beyond Pimples

Did you know that acne is anger at self?

What allot of snot you got

Did you know that sinus problems are un-cried tears? Mucus membranes get blocked and tear ducts become irritated when natural flow is obstructed in the sinus passages. So a good cure for the common cold is to cry a lot (not all the time just once in a while).

Breath and mind are one

Did you know that you can balance and therefore calm your mind by balancing your breath?

Relaxation is an extreme sport

Did you know that lying on the floor dead still without moving a muscle is the absolutely hardest yoga posture you can do. Lying in the corpse pose on the floor and not moving a muscle? Try it for 0 minutes. Some yogi's can do it for 0 days.

Act on it. Organize it. Don't sit on it.

Did you know that knowledge with out application sends people crazy and that knowing things that you can't do something about just adds to confusion? Organized knowledge is power. Knowledge without love just adds to confusion. In other words knowing everything but doing nothing with it would kill you. Love is the at of doing.

Change the colour of your day

Did you know that colour affects the mind more powerfully than objects and actions. Red sends the mind to primal activity, white sends the mind spiritual, purple and mauve are inspirational, blue is about truth and personal dreams, green is about truth, independence and love, orange is the colour of human passion and yellow is the colour of emotion. All these colours, whether we wear them, or others do, affect us extremely.

Music is the gateway to the soul

Did you know that sound impacts our life and mind without us being conscious of it. There are drum beats, heavy and hard these activate the primal mind, along with crashing music of electric guitar, primal screaming. These sounds stimulate primal reflex. Violin activates the heart. Harp activates the higher intelligences. Silence activates the spatial mind and takes people out of their body. Sounds such as chanting and didgeridoo incorporate all levels of sound in one sound, like a harmony.

Life force – energy obeys thought

Did you know that life force or energy - is really only thought. There is no substance that can replace it. Humans can live in all manner of diet and still not have energy. But they cannot live for long with toxic thought.

Better not be bitter – butter

Did you know bad breath comes from bitterness, bitterness causes bad breath.

Brush your tongue daily

Did you know that your tongue is as important if not more important to clean as your teeth. The tongue determines absorption, wellness and immunity.

Skin deep

Did you know that you excrete as many toxins through your skin as you do through your urine? Puts a new slant on kissing doesn't it? Tattoos block the largest and most important organ of the human body. If you cover a person in paint so their skin can't breathe (or excrete) they die in a few short hours.

Communication is your state of emotion

Did you know that the tone of the voice impacts people far more than the words that come with it? The whole science of communication is actually the development of vocal characteristics such a wood, string and water tones in the voice.

Hold your power

Did you know that your body is like a battery? There is an electrical charge in you that determines your health. Flat battery, bad health. Did you also know that most people cannot stand to have a fully charged battery and then need to run around to dissipate that energy? Forever going about trying to rebuild it.

Learn to charge your battery

Did you know that worry, emotion, and nervous activity are not bad but are essential ways of dissipating energy that a person cannot stand to feel inside. These are the ways most people empty the life battery they most urgently want to charge up. The person who lives longest can hold the most energy, focus it on a goal without wasting it.

Think your life long

Did you know that people self determine the length of their lives. They don't know about accidents but they do know how long they think they will live. Simply ask someone what they'll be doing at 90 and if they have no idea, they won't live that long.

You might not choose your circumstances but you do create your reality

Did you know that we are where we want to be? We may complain but we choose where we are by the decisions we make. Sometimes we forget that there are always choices and that we make choices based on priority. For example someone might say they are very comfortable but unemployed. What they are saying is they made comfort a priority over work. Or they are independent and won't bow to authority but are unemployed. They prioritized some moral position over employment. They forget to tell you this when they complain.

Get beyond blame – that's spiritual

Did you know that blame is the only thing that inhibits spiritual growth? So - if ill health is caused by blocked spiritual growth then blame must cause all illness because it provides an escape for people who need to avoid truth.

Victims can't heal

Did you know that while you see yourself as a victim you can't heal anything? Someone has to do it for you and that, eventually, will make you feel more like a victim.

Life is energy – success is energy

Did you know that you can feel a person coming long before you see them. You know a person long before you meet them. You feel a person's presence. Because energy precedes everything. We communicate everything without saying anything. What's going on within is broadcast all over everything you do and say.

First impressions count

Did you know that in sorting through resumes for a job the average time it takes to judge the first cut selection is 5 seconds per resume.

Positive thinking is the key. Now just find the door!

Gratitude - sharpens and makes the mental facilities keen and sharp.

Gratitude - improves the organs of mastication, digestion, assimilation and elimination of food.

Gratitude - makes the sensory powers rise to a much higher efficiency level.

Gratitude - No process of therapy ever fulfilled so many indications for restoration of vigorous health

Gratitude - improves circulation

Gratitude - increases endurance, stamina and strength.

Gratitude - opens the mind to become more receptive to logic and a sensible natural way of living.

Gratitude - empowers the mind to become so powerful that it can take full control of the body.

Gratitude - gives a person confidence, a positive mental attitude.

Gratitude - gives tranquillity of mind and a glow of well being.

Gratitude - renovates, revives and purifies each and every one of the millions of cells that make up the human body.

Gratitude - is a diet.

Gratitude - is essential to any lifestyle

Gratitude - is the quickest way to lose weight

Gratitude - is successful in treating of physical illness

Gratitude - lowers cholesterol

Gratitude - is a calming experience

Gratitude - increases eating pleasure

Gratitude - gives a natural high

Gratitude - often results in a more vigorous sex life

Gratitude - helps break addictive habits

Gratitude - saves time preparing, eating and cleaning from meals

Gratitude - rids the body of toxins

Gratitude - gives the body a spiritual shower

Never be lonely again

Did you know that you cannot be lonely if your life force is strong?

Find the middle path

Did you know that depression is caused by elation?

Take good care of yourself

Did you know that nobody beats you up more than yourself?

Life is not conformity – awaken your heart

Did you know that the happiness of each person lies in the vitality found within them. One is not made more inspired in life by following a certain religion, or by having a certain belief, or by being a fanatic with regards to an idea, by knowing metaphysics or praying to the ether, nor by becoming good, because this increases the separation of the four elements, mind, body, heart and vision. Conforming to rules and earthly dogma decreases inspiration. Vitality is simply found by finding your true nature. Vitality is natural, it is born within us, it is the beauty of life, the human heart, the spirit and is the key to our happiness.

Life force is free it's everywhere

Did you know that the energy of life is all about us, in the food we eat, the water we drink the air we breathe? We cannot live for seconds without it. No atom exists in the universe without the internal motion of attraction and repulsion. This energy is the vitality itself.

Live long breathe deep

Did you know that long-lived people have one common denominator – they are deep breathers? The deeper and fewer breaths a person takes in one minute, the longer they live. Take long, slow, deep breaths first thing in the morning and during working hours take periods to practice long, full, deep breaths.

Oxygen – nature's preventative for all diseases

The deep breathing secret of endurance and stamina – vigorous exercise forces large amounts of oxygen into the body. Oxygen is a detoxifier. Like fasting, it removes poisons from the body. Practice sleeping with windows wide open with a cross ventilation of air across you as you sleep. Compensate long hours of sitting with outdoor walking and physical activity.

Inhale to inspire – exhale to relax

Did you know that balancing the breath is balancing the mind. Inhale to inspire, exhale to relax? Yoga without breath is simply exercise, unconscious but beneficial. Breath is the single most transformative element of Yoga. Listen, watch, monitor and focus on this alone and there will be an incredible change in your life. Always breathe through the nose, the mouth is for eating.

Overcoming challenge guarantees it's opposite

Would you have guessed that what makes one truly great is knowing how to suffer the insufferable and endure the unendurable? Everyone knows how to thrive in the good times. It is the trying times that separate the one who has substance from the one who merely possesses the image.

Fresh air – vital for life and love

Did you know that unless fresh air in sufficient quantities reaches the lungs, the foul stream of venous blood cannot be purified and, consequently, not only is the body thus robbed of nourishment but also the waste products, which should have been destroyed, are returned to the circulation and poison the system and death ensues?

Eliminate toxin at it's source – eliminate negative emotions

Did you realize that emotions, toxic foodstuffs, negative thoughts and physiological disturbances are all stored in the body, and for want of a better analogy, are referred to as toxic waste? They are held in the body's cells as electrical charge—positive or negative ions. This stored charge is referred to as Apana in Yogic terms.

Breathe deep – live forever

Did you know that colds may often be prevented by practicing a little vigorous complete breathing whenever you feel that you are being unduly exposed. When chilled, breathe vigorously for a few minutes and you will feel a glow all over your body.

Nervous system is the spiritual system – look after it

Even the nervous system suffers from improper breathing, in as much as the brain, the spinal cord, the nerve centres and the nerves themselves, when improperly nourished by means of the blood, become poor and inefficient instruments for generating, storing and transmitting the nerve currents. As the indirect result of a lack of proper breathing, the nervous system can actually be rendered inefficient as an instrument for conveying nerve force.

Self-worth comes from doing things worthy of self

Did you know that to have a sense of your own worth, you first have to do something that is worthy of your own respect? This includes hard work along with determination and perseverance. Concentrate your energy on the things that make you of worth to others: the competent and faithful performance of your duties, care in honouring your commitments, and the energy and creativity you bring to your tasks. This is the battle within.

Faith in ourselves and then faith in creation – these are the keys

Did you realize that our divine maker never stops us from possessing worthy gifts. It is our own lack of faith in our worthiness to receive the gifts that prevents us from possessing them.

We are where we chose to be – no blame – no victim – our choices

Consider this, almost everyone thinks he wants to be rich, but in reality most of us are where we want to be financially. Obtaining prosperity is not about what you are willing to do to gain it. More importantly, it is what you are willing to give up in exchange for it. This is an extremely important principle to remember.

We are where we chose to be – no blame – no victim – our choices

It is like the making of a superior athlete. The first thing the athlete has to confront is the question, what am I willing to give up in order to become a great athlete? Am I willing to give up the times that I spend with my friends? Am I willing to forgo the parties and fun times that my friends enjoy? Am I willing to forgo delicious, fattening food in exchange for a disciplined diet program? The list goes on.

The Subconscious – can be made conscious – the key to success

Just imagine, whatever occupies the subconscious mind as you enter sleep will be manifest in the earth plane in the day. An intense urgency of thought in the last waking moments, becomes a prayer. Such thinking is always fruitful. On the other hand the mumbling of meaningless words is not prayer. Repeating words that have no meaning to you, that have been dictated to you is merely mockery of prayer. All genuine prayer must be born in the subconscious, in the heart with feeling and depth.

Future is more important than anything

Did you know that there is no other pursuit in which so many people are engaged, and have been engaged since history began as future seeing? It is the universal hunt, all humanity either worries about the future, or else is building its hope on it. All faces are turned to the front attempting to predict, create or avoid the future.

Learn to be alone

Did you realize that the great composers, artists and inventors have always had the capacity to be alone for extended periods of time? Edison, lived, ate and slept in his workshop laboratory for weeks at a time, because he needed to be alone. Interruptions bring the mind back to the surface layers. It is only through the subconscious that the mind can access the great ocean, it is from there it can tap discoveries. Edison knew this and has stated the fact, hundreds of times. To be alone, to allow the mind to pass from its workday layers down to the universal sea, is the secret.

Learn to protect your aloneness

Give me a few hours by myself, let me alone, shut out all interruptions, and I can bring myself down to my work. I take my pen in hand. I write a few thoughts. I see the future. And realize my responsibility. The more I think of the duty placed on me, the graver since my responsibility. Every idea has weight. I can see the effect of days ahead.

Experience is the most expensive – yet the best if all else fails

Did you ever consider that experience is based on finding out things after they have happened? This is the reverse of good judgment. If you put a \$10 bill in the fire to see if it will burn, you have acquired the knowledge through experience, but you have lost \$10.

Self-reliance is the key to living with happiness

Did you know that every person in the world should train themselves to depend on themselves as much as possible? Societies are based on interdependence of people and this is healthy, but in this interdependence there is dire need to be self aware, self-driven and self-conscious. Self-awareness, is a trait that has not been cultivated in our society, but that is part of life. To be self-aware is as important as to be generous. One makes you strong and the other makes you human. It is much easier to be generous if you are so selfish that it is no problem to be generous. Generosity from a minimal place is typically very conditional.

Self-reliance is the key to living with integrity

Did you know that it is the decree of nature to cultivate for people self-awareness? Make yourself a power in your day, if not in the world. Workout your own destiny. Be an architect of your own life on earth first. Learn self-reliance. Keep wholly within bounds of right dealings with all others, and then you will be able to show a generosity with the things has accumulated. In other words fill your own cup with abundance and let it overflow to others. To be in poverty in your life and then be worried about the wellbeing of others lacks integrity. You must become that which you want to give.

Peace is not the answer – never will be – life means support and challenge

Did you realize that many theorists believe that the ultimate end of civilization is a calm and beautiful peace? The reply to this belief is the assault the nature makes on peaceful people. Peace inactivity leads to weakness and death. Sickness and disease – ill health is caused by inactivity, not the excess of it. Today, we seek rest, television and easy food, and there are 8000 diseases, and as many remedies. Nature does not want peace and will not have it.

Trust yourself first

Did you know that the first step towards strength is personal dependence, the ability to depend almost solely on oneself? It is not the same as personal independence, as that excludes other people. You must learn to work with others. They are made to support your path. Depend on your own efforts and your own energy, and make all progress you can in the world by inspiring others in your team. Be dependent, not independent; dependent on yourself almost wholly as far as power or purpose is concerned, and dependent on others for manifestation. Be the master of your own world.

Personal Strength is to live consciously

Consider this, the strong person never dies young and rarely by accident, for nature takes care of those who live with purpose. The intense, committed, on purpose, devoted people live as long as they are useful in the world. Those with emotional unconsciousness, with no active purpose, who fill their lives with the lowest of priorities trying to solve the problems of others equally emotionally lost, are of no value and are in constant argument with nature's intention.

Disease can be prevented and if not, cured by natural law

Did you know that physical disease is the result of defiance of the laws of nature, generally by a preceding generation. Harsh as it may seem, the time will come when sickness will be counted as a crime. In the plan of existence there is no room for weaklings. This statement refers not to people who are weak in body but to those who are weak in mind, deficient in energy, without purpose. inactive in their duties, and cowardly in character.

Chapter
LIFE IN THE BALANCE

**When I was young and free and my imagination had no limits,
I dreamed of changing the world: as I grew older and wiser
I discovered the world would not change, so I shortened my
sights somewhat and decided to change my country, but it too
seemed immovable. As I grew into my twilight years in one last
desperate attempt I settled for changing only my family, those
closest to me. But alas they would have none of it! And now I
realize as I lie on my deathbed, if I had only changed myself
× rst, then by example I might have changed my family. From
then, by example, I might have changed my friends. From their
aspirations and encouragement I would have then been able to
better my country, and who knows, I might have even changed
the world. Inscribed on the tomb of an Anglican Bishop at
Westminster Abbey**

Life in the Balance

We have inside us all a spirit. It's a child about 3 years old and it loves life. It loves life and it brings joy. It's a light, a spark and if that spark goes out, well, we become adults.

Adults make money, own business, get married. But adults have no joy. They have things, like money and cars and partners and children. Adults have things but the joy and energy that comes with them, is a pure child like spirit.

When the spirit goes out, we go out. When the spirit goes out of work, we survive it. When the spirit goes out of a relationship we survive that too. There's nothing wrong with a spiritless relationship, or a spiritless job in fact it's normal. People find ways to live without the spirit of their inner child and they're really happy, so let's not get into criticism here. Spirit is joy, and many people live happily without it.

However, there are some problems that come when the spirit goes out. Most of them are personal but all of them lead to social issues that governments, communities and families would love to fix. They are called the four substitutes and you'll read about them in this section of the book. When the joy and spirit goes out of something, then we substitute: Food (including alcohol and substance abuse): Greed (blind ambition): Sexuality (affairs and more): and, most surprisingly Religion and spirituality (escapism and righteousness).

When we lose the spirit of something like our work or relationship it is not a disaster. We can survive. But our health, wealth, joy and energy will drain away. The substitutes are trying to put back what nature gives automatically. And there is no pill to replace the human spirit. I know this, because I've tried.

Everything is easy in retrospect, but now I can clearly see that during the early 80's my heart and soul went out of my work. To anyone who knew me, it wasn't obvious, except that I was drinking more alcohol, getting all spiritual, cheating on my wife and being a bastard in my work life. It's hard to believe that I could be so successful in my work and family life yet be so corrupted. It was all a matter of smoke and mirrors, substitutes proping me up. But it didn't last long.

Nature - A Tough Teacher

The problem with substitutes like: food, alcohol, affairs, greed and fanatic spiritual practices is that they end up taking more than they give. They are perfect short term fillers when the real energy is gone, but they always have a cost. That cost is in the long term.

When our spirit - energy - joy - goes out of our relationship, work, self or life, we're into zone of self sabotage, even if we don't know it. It's now 20 years since my catastrophe, and now, I can see that all the warning signs were staring me in the face. I was just too obsessed with survival to notice.

Those warning signs were nature's guidance to me. "Chris, get your life together!" but my ears were shut, and frankly I felt like I was doing fine. I mean, A few glasses of scotch (sometimes four), an unlimited budget for boy's toys, my own business and therefore plenty of things to blame for my woes, and a fanatic attachment to spiritual yoga which made me feel - how do you say it - more pure than a snow drop. I had such a great system of denial going that not even my partner, family, friends, doctor or Yoga Guru noticed.

But Nature did and she's a tough teacher. She's not going to allow one single member of her whole family waste a life. Within 12 months, my business went sour, my marriage failed, my health went into recession and my bowels jammed up. My friends deserted me, my business partner bought me out, I had some sort of nervous breakdown and I needed therapy. From winner to total loser in 12 months, and no one was more surprised than me.

In Canada I am known as the Spiritual Pitbull. It's not because I'm bad or mean, it's because I want to help people get past that same denial that kept me from seeing that when my spirit went out of what I was doing, I was in a fight with nature that I could never win. In Australia we have that expression, "She'll be right mate." It's how we push people off to avoid confronting personal issues but every single day is important. We need to be honest, not like I was and in denial until we get hit over the head with a 2 by 4. We need to be proactive in witnessing our spirit and when it's out, get it in, or walk away. This is Life in the Balance.

Avoid Compensation

It is very important that you avoid the trap of compensation. It pollutes one area of our life with the incomplete stuff from another. It usually results in messing up both. It's very common; in fact it's the norm rather than the exception. It stems from the fact that people don't know how to find harmony in their work or their relationship so, they try to compensate one with the other.

Compensation doesn't work. My observation around 90% of all work related productivity and management issues are really the result of compensation for disharmony at home. And, this might shock you, 90% of domestic struggles come from an attempt to compensate bad self-management practices at work.

When we try to balance something that we don't like with something that we do like, say a job we don't like with a relationship we do like we screw both of those up. We aren't present at work, so we're always making mistakes and forgetting things. We aren't present at home because we expect too much. Both suffer, and we'll often cry, "oh, I need a holiday because I am so out of balance" but really, no holiday is going to fix this, in fact if you hate your work and spend your holiday with your partner to try to recover, you'll probably blow your relationship as well.

Say you're really under pressure at work, what sort of home life are you going to want? You would want calm right? So, in seeking a balanced life, we often use our home life to compensate our work life. But it also works the other way too. Sometimes people go to work trying to compensate for a difficult home life.

If we can't walk through our front door happier than when we left in the morning then there's something wrong. If we come home complaining about being tired, then we are asking our partner to have a relationship with a second hand self. We're bringing home the crud and leaving all the good juice at work. This is really going to play one off against the other.

Avoid compensation: do right at home and at work. No compensations necessary.

The Real Thing Please

When we are out of integrity to ourselves, following some compromised path and out of step with nature, we use substitutes to survive.

Substitutes are like the rations soldiers carry in their back pack. They are there for emergencies. You wouldn't want to live with them permanently. But people do.

Substitutes are temporary energy replacement mechanisms that we use when our heart goes out. Our heart is like the natural fire of life and when we are healthy, doing work we like and with love in our relationship, we really don't need substitutes. There's just no appetite for them.

However, given that in our busy lives we can so easily lose touch with our true nature we can observe our real life balance quality by our attraction to substitutes.

There are many ailments that we can trace back to the concept of a substitute that has become addictive. So, being aware of your attraction to substitutes can help you heal your health and stay true to your natural way. However, I think an even greater reason to stay aware of your attraction to substitutes is that this reveals the real quality of your life.

As our quality of life decreases, we increase the use of substitutes as replacement fuel. If our health, our work or our relationship are operating at a substandard level, then we will see this in our groping for substitutes.

For me, this has been one of the most powerful awareness' of my whole spiritual path. What it has shown me is when I am running away from challenge and when I am avoiding something. I'm not hard on myself for taking substitutes, I just don't want it to become a permanent habit. I aspire to life and love and great work as the fuel for my life, not substitutes.

Substitute 1. Food and Substance

Food, alcohol, substance, sugar, pharmaceuticals, herbs and remedies are the first line of replacement when our heart goes out of life. They are the most immediate temporary fix and can provide instant fake energy sources. Because they are so easily used, they are the most addictive and usually the most subtle.

We reach for and over consume those things that make us feel better – fast. When we're in denial or in a place that really hurts our heart, we feed our soul with food. It's a temporary substitute for good life, and love, and inspiration. Obesity is really a wonderful way to witness the food substitute in action.

Even obsessive paranoia about health foods, organics and natural products can be a form of substitution for real happiness. The individual who has lost the joy of life can often seek it in a health food shop, self-obsessing. It's a form of compensation that is like massaging your toe to get rid of a headache. Feels great – solves nothing.

Alcohol is a food. Taken in moderation it is meant to be healthy. But taken as a substitute it is the prime choice for those with depressions, lost vision, hopelessness and inner turmoil. Personal dishonesty is masked by the substitution of alcohol into our diet.

It is the sugar in most foods and alcohol that forms the core of our main socially acceptable substitute. It stimulates mental and physical activity and makes a person feel totally happy for a short stint. This is the drug of choice for the average person in our society who has lost their heart and it is highly addictive, toxic in excess and leads to around 99% of all medical ailments that plague our communities.

Excess consumption of food, alcohol or substance is an important sign that an individual is out of harmony with nature. Rather than let it progress, or even worry about it, we are far wiser to seek out the source of the issue. Why has their heart gone out of their life?

Substitute 2. Greed

When we feel poor we want to fix it. For many people this inner poverty drives an outer desire for wealth. This is how a substitute works. It deals with an issue in one area of life and patches it up with another.

This is a quite normal dynamic that motivates a lot of people. However, external wealth never fills the internal poverty issue. So, no matter how much a person who has an internal poverty accumulates they'll still want more. It becomes an obsession and the more time that passes, and the more wealth they accumulate, the poorer they seem to feel inside.

At some point the substitute of outer wealth has to be removed so that the real issue of inner poverty can be replaced by innerwealth.

If we choose to deal with our real issues then we can be proactive about it and there's a healthy growth. However, if we don't deal with those issues in real time, then nature seems to sabotage the function of the substitute. In this case, a person might totally lose their outerwealth because it was blocking them from dealing with their innerwealth.

Greed is the stage just before nature takes hold of the substitute. People sense that they are vulnerable and start panicing. This is greed, and there develops an obsessive - compulsive attachment to money, people, places and things. It's the equivalent to hanging onto the cliff face with your fingernails.

It is in this awareness that many teachers get messed up, blaming money and our desire for it for our social issues. This is not true. The use of money as a substitute, and the desperate struggle to hold onto it as a substitute for innerwealth, this is the real issue that drives anti social behaviour.

Substitute 3. Sexuality

Much of our sexual needs come from a desire to compensate something deep. A man who loses his real passion for life might have an affair. A woman who loses her love of life or herself might fall in lust with a new partner. People change their sexual preferences, flirt, and cross all manner of boundary in sexual expression in order to replace the heart they lost in life. They are really compensating for something that is a natural part of living a healthy life.

We flirt and play with energy in an attempt to dig our way out of heart-breaks and emotional pits. Using sex as a substitute for real life heart and soul is a quick fix that doesn't last. And it causes so much loss of real life force too.

In many spiritual teachings they advocate the idea of abstinence from sex. This is not because sex is considered bad, it is simply because sexuality is a great hiding place, a pure and available substitute for real spirit and love. So, by abstaining, they feel that people will become more honest.

I don't find this to be the case at all. There are many horny people walking around denying their sexuality in a physical way but using it in all other sorts of ways. So, blocking out the physical act of sex doesn't really mean people aren't being sexual, it just forces it into different forms.

Nature will not turn a blind eye to the use of sexuality as a substitute. She closes in on our nervous system, our feelings of goodness, eventually, if sexuality is used as a substitute in any form, nature unravels it and people eventually face their real life challenges. It is just a matter of time.

If our heart goes out of life we often seek sexual approval. In this way we might use sexuality at a time when we feel the worst about ourselves, instead of the other way around.

Substitute 4. Spirituality

When the heart and soul goes out of life, people often turn to spirituality as a substitute for it. Spirituality often gives people what they lost in a marriage breakup or a personal drama because it, like sugar, sex and greed, feels better than loss.

But spirituality is a substitute. The spiritual individual is a natural person who finds their spirituality in everyday life, rather than an Ashram, cult, Guru, “New Age” speaker, Born again fundamentalism or Meditation classes. Such things are invented to help people when they lose life, and therefore they are temporary substitutes.

The one who loves their home and their family is the spiritual speaker. There is no need to add what is already natural. We only seek spiritual release from life if we lost the love for it. Compensation by spirituality is a wonderful nurturance for the damaged life, but it is no answer. Nature needs no analysis, it’s already perfect, and just like we are: already spiritual.

We substitute for real heart and soul in life by putting on robes and flashing our ego all over the world, “hey, look at me, I’m a Buddhist.” This substitution is great, it helps the fallen stand up again, but it’s just another label and it eventually peels off.

When we attach to spirituality for what nature gives us naturally, we put on a mask that is no different to sugar or cocaine. A prop to help us through a time, but eventually, we need to let it go. It is not a healthy attachment. Life is the best drug to take and a well managed life is a heart filled soul driven experience. Who needs spirituality then? We’re as spiritual as we could ask for.

Protect your Relationship

When people die, very few of them wished they'd worked harder or longer hours. Their regrets are usually around family and loved ones. You see people think that their relationship is more resilient than it is. They overwork and break commitments or turn up tired and every one of those subtle compromises costs far more than people know.

So, I'm suggesting that, if your relationship is a good one (and many aren't) then it's worth holding sacred. That means, don't compromise it. This automatically thrusts some disciplines into the mix.

People who don't want to compromise their home life are forced to evolve their work life. They have an intensity at work which forces them to be always asking, "How do I get more done in less time."

The relationship is the most vulnerable to bad balance. As I pointed out above, people think their relationship will handle all they throw at it, and they count this as a measure of the love they share. It's total rubbish. Love is respect, trust and many other things but it isn't the willingness to tolerate abuse.

Don't come home late

Don't come home tired

Don't bring your work worries in the door

Turn up for your partner inspired by your work life

Give 100% to your work and it will send you home happy.

Don't ask your partner to counterbalance your crappy day

Keep your private life immune from work culture dynamics

Don't cut corners at home

Don't think 5 days work - 2 days home life. It stinks.

Don't take your partner for granted - they've got needs too.

Don't bring your home life to work

Don't hire friends or family you can't fire.

Come home more energized than when you left

Give more than you get at home

Setting these boundaries will force the evolution of process at work.

A Master in the art of Living

Draws no sharp distinction
Between their work and their play
Their labour and their leisure
Their minds and their bodies
Their education or their recreation.
They hardly know which is which.
They simply pursue their vision
Of excellence
Through whatever
They are doing and leave
Others to determine
Whether they are working or playing.
To themselves, it always seems
As if they are doing both.
Christopher Walker

Wisdom

There is no one way to live life. Wisdom is more about knowing the options than it is about knowing one way. The laws of nature are an option, a good option because they don't come prepackaged in a "should do this, and shouldn't do that philosophy."

There are many different ways to do everything, so, this is more about exploration that it is about nominating one particular pathway. These are guidelines only and with that in mind you might find some great insight to improve your quality of work life balance.

Please remember that work life balance starts in your head. If you think out of balance you are going to need rebalancing. So, if you think in balance then there's no real need for rebalance. You just love your work and love your life and put time boundaries on things so, there's a sense of discipline.

It's my personal opinion that we are guided in our life. We are guided by nature, our intuition, our emotions, our vision and our soul. So, often there are conflicting directions to take. Each one has its own gift and really, at the end of the day, they all end up in the same place: we die.

When it comes to work life balance we can save ourselves a huge amount of time by not stuffing things up in the first place. I've experienced the wisdom of my soul, and the wiz bang of my emotions and I can vouch for the gifts in both. The main difference is the amount of drama we create, and therefore have to repair.

I think the most important thing to know here is that we are actually quite transparent. What I mean is that our secret life, and our deeper thoughts affect our life much more than we think. This is both a positive and a negative. When we are filled with joy and happiness it's infectious, and when we're feeling uncertain or insecure we cause no end of drama. I don't believe anyone sets out to self-sabotage but we do it regularly. So, these hints that come in the next pages are designed to help you prevent problems before they need to be fixed. Balance things before they need rebalancing. Don't Bring It Home

I wish, I wish, I wish... If I had a dollar for everytime I have heard those words I'd feed the entire world's poor a thousand times over. I wish I hadda, I wish I hadn't, and I wish I'd known then what I know now. It doesn't change the issue, it changes our choices. We need to listen to the signs and be wiser.

Life In the Balance

“At the end of a life, few people wish that they’d worked harder”

The global pressure on relationships is rising. Some people are settling for less, others are becoming independently single. Others are looking for a real solution and although Yoga classes, meditation, health spas and resorts are becoming popular means to cause balance, they are still functioning on the premise that work practices are of a high standard. And they are absolutely not.

The very notion of “needing balance” shows that something is wrong. Why would we need balance from something we enjoy? It’s my belief that a vast percentage of relationship problems come as the result of mismanagement at work. This includes self management.

Always look to your work practices and how to improve them when and if your relationship is struggling for air.

Be proud to come home light, happy and fresh. Maybe you can remember your Dad or Mum coming home all wounded from work and telling you how much they loved you and that their hard work was all just for you. Their tiredness was a real measure of how much they loved you. It was a really great spinner in the home to be exhausted from the work they were doing to earn the money to pay for your school fees. Tiredness after work is a sign of bad management, it’s no longer something to be proud of, in fact it can be quite the opposite. These days partners and families expect and deserve a healthy, happy, enthusiastic person coming home from work. So do you come home from work and give kisses or take them? If you come home from work inspired, you’ll be loaded with energy and want to give some. If you’re managing your work life badly, you’ll be coming home more like a Hoover Vacuum cleaner. Looking to your family for balance.

Manage your Work Life

David was a successful entrepreneur, his business life was busy, he travelled a lot and had his share of ups and downs. Independent and wealthy, his only real issue was his relationship was turning to dust.

Jenny's company was cash short and was on the edge of going broke. Jenny had challenges at work but none of those compared to the pressure she was under in her personal life.

Michael worked for a large multinational. His heart was not in his job but his mortgage and his financial commitments to his holidays in Bermuda gave him little choice but to stay in the job. His wife had recently revealed that she'd been having an affair.

Greta had a great job. She loved it and if only her teenage children would get their life together she'd be totally happy. A single mum, Greta had been dealing with the police over her son's problems.

Rose and Peter each ran small businesses. Peter worked two jobs to bring in his share of the money to keep their savings plan on target. Rose was committed to buying a home soon, her business, a high profile fashion company was doing well. Peter on the other hand had diversified to follow his life dream. Their relationship was on the rocks.

Jane and Mike had three children. Their business was doing fine and their children were doing fine. They were doing fine with everything. Until Mike had an affair. Trust was broken and now another family was about to break up.

Susan had a breast cancer. She'd done everything she could to be healthy and yet, here she was facing one of life's greatest challenges.

All these people came to me for advice on their personal life issues but all of their problems started with the way they work. They thought their relationship or their health was more resilient than it was and subsequently they didn't protect their most precious gift. Protecting your relationship, family and personal life is the beginning of healthy work-life balance. Lets explore how...

Protect Your Relationship - A Good Job

A person who comes to their relationship after a great day's work will be a really interesting partner and probably a great lover. They'll be relaxed, feeling abundant, and quite inspired about life. So, although I write here about relationship, I do believe 90% of the essence of great relationships starts with our work life. If we can refine our work-life, be effective, do something we're passionate about, we'll be magnetic and wonderful as a partner.

The pressures of everyday life and business are making relationships more and more difficult. Protecting your relationship, family and personal life from the ever increasing demands of work is a really important commitment. But this does not mean working less, achieving less or doing less. What it means is working smarter, not harder.

By working smarter, you do more in less time. You use technology where it saves repetition. You think before you act. By working smarter you automatically accept that certain human behaviours are normal and you don't get disturbed or take things too personally, instead you stay focussed and again, get more done in less time. Like a great actor who can do a scene in one take instead of 20, you become a working person who can do their job in "one take" rather than fluff around.

Relationships thrive, and survive when we have a good work life, and this is where a lot of energy needs to shift. As a society, we are putting a lot of pressure on our relationships because we still operate on the premise that longer hours means better productivity. It is like putting water in the fuel tank of your car and wondering why the car doesn't go well. Long hours, exhaustion and hard work do not make a better performance at work. Quite the opposite really.

So there is a great opportunity for all of us to grow. Just like those milestones that athletes breakthrough, and we thought were impossible, now it is time to breakthrough the "work longer, do better" boundary. It's a time to focus on doing more and more, and doing it in less time. Refining the process of work, refining our human relations, refining our definition of productive work so that we don't pass on antiquated work practices and sabotage people's home life. We need to protect what we value, not by avoidance, but instead, by evolution.

Do Good - Feel Good - Treat others Well

At work, there's no need to compromise yourself. Just take responsibility for everything that happens and don't give yourself justification for treating others badly. Begin with respect for everyone, whether they deserve it or not and carry it through to all your dealings with people. Keep your chin up at all times and, don't let your mood run your life. You have great power to affect your state of mind, and you can hold yourself accountable for the way you impact people.

I've put enough self-management tools in this book to make compromise a thing of the past. You can do the worst job with the toughest people in the most challenging circumstances, with a smile on your dial if you learn this gift. Try not to read it all and then "bring compromise" back with you, because then the power of creativity is lost, you might not have the energy to think up new ways to do old tricks. You must use the intensity of no compromise to treat people as you'd love to be treated. Use the energy to get more work done in less time. Avoid being the cause your own suffering.

In your relationship don't compromise. In relationship every compromise in the standards for your romance, your intimacy and turning up is a nail in the coffin of the relationship. It's a deep nail because it goes straight into your heart. There's no need to compromise. You have the skills right here in this book to turn up 100% in your relationship and at least, if you slip, to know it and warn your family in advance that you're too dumb to sort out your own mind. No excuse, none.

The Honeymoon that Lasts Forever

When I wrote and published my book *Sacred Love - The honeymoon that lasts forever*. People criticised me for being unrealistic. They claimed, “Real relationships can’t live up to that.” And for a long while I began to doubt what was and still is, my firm belief that the honeymoon can last forever.

To be attractive, you have to make others feel good in your presence.

If you are unhappy, then all your doing is trying to compensate, but it just won’t work. My experience has been that happiness is a personal experience that you have before you go out into the world, and you carry it with you everywhere. That means you give happiness rather than need it.

When we go on the honeymoon, we’re obsessed with making our partner feel great. This is because we feel really happy and just want to make our partner feel happy. There’s no self - obsession in it at all.

Self obsessing isn’t really attractive on the honeymoon, and it’s no more attractive when we get home. To stay in a great space and feel balanced we need to turn up happy. That means we need to be content with ourselves as we are. Content with our life and with the world around us. The complaining person who sees only the negative of the world, the environmental destruction and worries about the global warming, is actually polluting the world more than any corporation they might complain about. Turning up content means a good heart, an appreciation for life, just like it is.

Getting In Touch

There are many layers to life. On the surface it's all pretty obvious. Under the surface it's a minefield of complexity.

The key to all this is, "don't give your power away."

There's gurus, and there's new age speakers, and there are healers, and there are mind readers, and astrologers, and there are spooky people who read your tea leaves. All these people are brilliant and have amazing power, but don't give your power away.

When your mind is turbulated it is easy to want someone else to straighten it out. And that's where the road gets bent out of shape. This is the time when you need to go bush, not listen to a guru.

I think there's an amazing untapped potential within all people and sure, it sometimes gets lost in the storm of emotions. But you need to hold fast to your own innerwealth, your strength.

People will tell you about past lives and future lives and cracks in your palm but they have a fragment of the story. You are the one who must tell your own future and that is within you.

The key is in your heart. Don't be afraid to use it. Understand that the only limit is set by the amount of noise you attract around you. The emotions and judgements are the blocks.

So, if you want to know your destiny, clear out your unfinished emotional business, let go the judgements of yourself or others and go bush. Just walk the beach or sail a boat. Throw away the golf clubs, it spoils a good walk. Go an open yourself to nature and you'll hear the most powerful guidance.

Bring that awareness home and use the laws of nature to hold certainty. Don't ask advice from people you wouldn't pay. Don't listen to advice you didn't ask or pay for. The greatest advice you need to listen to is the advice you give others. Really, it is meant for you, not them.

Beyond Myths that run People's Lives

Myths are wonderful tales and while we are able to label most stories and fairytales as myths, there's a whole bunch of stories and fairytales that we think are actually real. And because we don't label them myths we really get ourselves up the creek without a paddle. The ultimate damage comes when we start expecting the whole world to turn left when it really wants to go right.

Your behaviour is conditioned by your education, beliefs, values, experiences and the myriad of seminars and books you've absorbed. The fact is, most of this is subconscious, and some of it we've even inherited from the chemistry of our parents at birth. So we're conditioned before we even get a chance to walk and talk. We've all got a head full of ideas about how the world should work, could work, and might work.

There can be no peace in our heart while our pre-conditioned expectations are the foundation of our reality. So much of our imbalanced life work is caused by tensions that come from myths we call real. Stress is one such consequence where, people become tense because they feel threatened or questioned, when really, threatened and questioned are healthy signs of good communication. So, we end up doing communication training on how not to be a real person. The screw turns another notch.

It is by far the most important element of good stable inspired balance to learn how to see the two sided of every coin. To accept that our opinion is right, but so is everyone else's. We must, at all cost avoid getting trapped in the myths that run people, and their business and their relationships. If you can see beyond myth, you'll see harmony, and feel it, no matter what you are doing.

Be Creative in Your Self-Management

Paul was an employee of my firm doing work experience and completing his MBA from Europe. He'd been married just 6 months and they were really happy. However, I noticed some unhealthy signs.

Each day Paul left the office later and later. He was gradually stooping in his posture and looking less inspired everyday. I asked why and he said his home life wasn't going well. He explained that his partner was untidy, lazy and wasn't happy living in Sydney. She had nothing to do and had become really needy. I asked Paul what his real mission was in his life and what he valued most in his relationship.

I asked Paul to go through his day. What was he actually doing in his daily routine? And guess what? Yes, everything he believed in and valued was in compromise. I asked him why and he had 50 excuses. Like it's temporary, it's hard for his wife, it's a new job and with this I got really angry with him. "Paul, you'll go on making these stupid excuses until your wife leaves. Stop now. Sit down and think it through, how can you have what you want? No excuses.

Paul wrote, "I can do this job in half the time if I really try and I can do it brilliantly. I can stay home in the morning and, clean the house and do the things I want my wife to do so that I stop complaining to her. It's just not her thing. She can come with me to the office so we enjoy the journey. She can fill her time looking around the city or going to galleries or the library – she loves books and photography so, she can have my camera and we'll come home each night and work on those photos in my computer. I will love her by helping her love herself, her passions. I can cook each night with her, and we can dance around more. Like we used to. We can cut alcohol and drugs out of our life and be really healthy; I know she'd love that. I want to do this. I am just afraid that you'll cut my pay because I work less hours."

Can you imagine how I felt? Here's a young man talking from his heart about the life he would love to live and he's asking if I'd love to help him. I simply changed the performance structure of his job, set him goals and gave him the space to do it. He used his mobile phone, and we paid the account so he could be contacted if we needed him. Fantastic. No compromise.

Hold your Integrity at Home

There seems to be a vast difference between the emotion we use to seduce people and the lifestyle we create to keep them. The vigilance of our presence during the dating time is often far more mindfully applied than when we get into a relationship. Maybe it would be better the other way around.

We need to set benchmarks for ourselves at home. Those benchmarks can be behavioural or attitudinal but they are very clear indicators of how much our work, emotion and stress are affecting us.

For example: During dating we might give our partner bunch of flowers or a massage every now and again. That could be a good benchmark in our relationship. Keeping the standards of appreciation.

Seduction is a terrible thing. It's like false advertising. I think if we are prepared to attract people with certain behaviours and attitudes, then we can be held accountable for maintaining it.

Another idea is about health. When we seduce our partner we might finish work early and "turn up" for dinner dates bright and smiling. But after a few years, we might arrive for dinner all puffed out and emotional from work. I believe we owe it to ourselves to hold our partner and ourselves accountable for quality control in our relationships.

This pushes the responsibility back to each person to manage their work life in an evolving way. As time goes on at work, we get promotions and increased responsibility. By holding each other accountable at home, it makes sure that we learn how to manage these increases in pressure at work rather than come home complaining about how hard life is.

Don't compromise your relationship. Hold each other strictly accountable for "turning up" happy, enthusiastic and just as committed as the first day you met. Hold each other accountable and don't make excuses. You can evolve your self management practices to deal with increased work pressures. Hold your relationship absolutely sacred, and when you can't do that, at least admit it so your partner can make wise choices around it.

Authenticity - Nature's Wonder Drug

Getting out of balance starts with a few small compromises, and ends with disaster. It's easy to rationalise and justify a few compromised moments, We get home late for dinner or miss the gym, just to get that really important job done. It's easy to miss the bus home or put in that extra business trip yet, once we start the process of compromising our true nature and breaking promises to ourselves, it's really hard to stop.

Work can suck time. If you give your work an open check book of time, it'll take it. For some people this is a great escape from relationships and health commitments, but for most of us, balance is necessary. So, the important thing here is remaining vigilant on our time commitments. Time isn't everything but it sure means a lot.

When people complain that their love life is not what it used to be, they can usually count back to a time when it was great and in that period when their life was really happy, they can account for a good amount of their personal time being spent in a healthy balance. They gave time to relationship, to family, to health. Then, work took over and most people with dead relationships can remember when it happened. They compromised with the idea that, "it'll only be for a few years."

Compromise says to your partner, "You are not so important as..." Even if your partner is 100% supportive, if you treat them as second rate citizens, that's what you create. Every single justification for overwork, over stress or staying back late, puts another nail in the coffin of love. It's just not natural. We work in order to live and we live in order to love. So, our mission needs to be to get our work time as short as possible, and our life and love as long as possible. Why would we do anything else?

When a person realises that they've been seduced into something with false promises, they become resentful. When couples first meet there's a way of life and this sets the standard. If work expands, yoga classes start taking precious together time, there is slippage, a breakdown in the promise of love. It's like false advertising, where the product lasts just long enough to seduce the buyer: Compromised.

Turning - Up is about Respect

There is no greater compliment that you can give, than “turning-up” for someone. It means that you’ve dedicated this time to a communication with them. You’ve actually focussed on them for this time.

I think this is a real relationship winner. I know in my own past and I see it in clients that they still value the hours they spend outside the office as the best barometer of their balance time with family, but, this is just one measure. The quality and respect they show during that time is very important too.

I’ve witnessed people coming home worried about their job, their ex husband, their children, their sport, their headache, their diet, their money, and consequently not really showing up for their relationship. Now, when we’re single and we meet a partner for drinks or a dance, “turning up” is really easy. We only see them once or twice a week so, we can easily manage to put asside our “distractions,” for those few hours. We’re needy, happy to see them, and wanting to be appreciated. We can seduce people with our “turning up.” However, when we get into long term relationships, we can accidently forget to seduce our partner, and start to take our relationship for granted. We let things creep into our time: we don’t “turn-up.”

I was at a restaurant the other day with my partner and it was quite surprising to see how many couples were on their mobile phones even during their dinner togther. I’m sure, like us, it was a special chance for quality time, and how insulting it must feel to be taken out and taken the time to get dressed for a beaut dinner and find your partner on the phone, even for a few minutes. It’s one of the newer issues we need to deal with, and with MP3’s and mobile internet, it’s going to become more challenging.

Not being present is abusive. It tells this other person, “you aren’t as important as what ever else is occupying my mind.” We even rationalise it and suggest that we’re justified, “oh, I’m so worried about Grandma,” which might be nice for Grandma, but the person we’re having time with, it’s not nice for them. “Turning -up” really means that the only thing filling your mind for the few minutes you’re with some one, is them. It’s the opposite to self-obsession.

Turning Up

We owe it to people to “turn-up.” Isn’t that what our family is asking for? How can we do more than that? Simply by “turning-up,” fully present with whatever we are doing we are making a difference in the world.

When we “turn-up,” people feel met. They feel respected and valued. And this alone makes the world of difference. Earlier this year, I went back stage to meet Carlos Santana after his sell out concert here in Sydney. He’d been playing on stage for nearly 3 hours, non stop, he came off stage, took a bottle of water and came into the meeting room. He was totally present with us, he’d fully left the stage, he wasn’t puffing and huffing thinking about dinner or a rest, he was 100% present and the four of us spoke for nearly 40 minutes until his manager reminded him that 30 other people were waiting next door. He was the celebrity who had just played to 20,000 people and here he was talking charity and giving love and advice to four people he’d never met. So present, yet so humble.

Learning to relax into your true nature must come from deep inside, a friendship with yourself that is perfectly natural, undistracted. It’s all there already, nothing we need to do except to protect this beautiful innocence from our own ego. Our most natural state in life is ego free and open, fully present, “turning-up.”

This “turning up” is a very high spiritual state. When I used to study sitting meditation we had to sit perfectly straight, eyes open and unblinking, body perfectly still and mind focussed on our breath. It was so intense, because we just had to learn to control our reflexes. We couldn’t be distracted by our mind, emotions or our body. No matter what happened we remained in perfect presence. We were absolutely “turning up,” right there in that micro second of time and this is called being in the moment. Sometimes I’d drift off, distracted by an ache in my spine or some emotional tangent so the monk would wack me with a stick. I’d snap back into the moment and I’d be present again.

“Turning-Up - The Spiritual Side

So those Zen retreats just teach us what we already know. There is really nothing to learn. Just stuff to unlearn. We have the habit of scratching every itch, talking about nothing, worrying about the weather. We have the idea that emotions are real, but when you sit in Zazen, you watch your emotions come and go. They are like clouds that came over and block the Sun, but, if I didn't react to them, then eventually those clouds blow away. The Sun, our happiness is always there, even if the emotional clouds block our awareness from time to time.

Doing what you love is a natural form of ZEN. When you love your work you're present with it. When you love your home life you're present with it. Have you ever gone shopping to a place that's boring to you and noticed how tired, or even ill you feel. That's lost presence. So, doing what you love and loving what you do is the real everyday art of being in your true nature. And this is a critical key to life because if you hate your job, and want a happy relationship with yourself or someone else, then no spiritual ashram or guru or therapist on earth is going to get you where you want to go; there's no way you can force happiness for more than a few moments. That lack of love and the consequent lack of presence at work can't be 'balanced.' If you hate your job or your home life, you are out of balance and nothing, not even a month in the Bahamas is going to resolve it.

The ultimate aim of all spiritual development is to stop wanting. To stop the pain that wanting creates, and the main way to achieve that is to learn how to be in the moment; naturally. It's really a matter of letting go. Letting go the distractions that take you away from what is already yours. Sometimes we need a meditation cushion and a harsh stick to give us this awareness, but for some people, like artists, photographers, sports stars and performers, they know this experience already. It is their real life.

The key is the capacity to translate the skill from the stage to their home life. We might know how to kick a goal, but can we be present enough with our beloved to make them feel met? How can we achieve this while we're distracted by body, mind and emotional anxiety? The answer is we can't. Presence in this moment, "turning-up" now, is our truest nature, our highest spiritual achievement.

Your True Nature - Turning Up in Life

The evolution of human consciousness reveals that we have capacities untapped in our ability to create, manage and do work, It reveals that we've been living in the stone age on mental application. So, we're going to step through the ways of "catching up" if you choose. The first, and fastest jump in human performance that you can invest in is the ability to actually, "turn-up" in whatever you do.

Doing anything by half is surely going to cost. It is going to cost double because both things that you've split your attention to are going to suffer. In an office, if our attention is distracted by phone calls, conversations, emails, people walking past, music, emotion, and our own personal distractions, we are not being productive. Who pays? Our family pays because we get home more tired, feeling less productive and late.

Turning up means that whatever is there, right in front of you is your highest priority no matter who it is. Call this focus, but it is not aggressive focus. You can attribute this single skill to the mastery of new Golf professionals, sports teams, actors and musicians. They are mastering the art of turning up. 100% in the zone whenever they choose.

If you have this skill, then, when you are talking to someone, or listening to someone, you are not scratching your bum or answering the mobile or dialing a text message. You are right there, 100% focussed and they'll feel it too. If you are in the taxi going to the airport, "turn up" with the taxi driver. If you are on the train, "turn up" with the sounds and experience. If you are home with your partner, you'll "turn up" with them.

It means that you need to become adept at handling emotion because emotions exist relative to the past or the future. Fear of the future and guilt about the past are the two primary emotions that drag us out of the moment and therefore cause us not to "turn-up."

"Turning up" is really easy once you know how. When you get away from all the stress, the worry, the ambition, the fear, the expectation: all the things we load onto our lives, we find ourselves, automatically, "turning-up" happy, vital, healthy and inspired with life.

Turning Up - Overcoming Distractions

So, “turning-up” is natural and easy when there are no distractions. I found this in my own career. When I first started speaking to audiences I’d prepare my talk one way, but deliver it totally different. Why? Because I “turned up” in practice when there was no audience to distract me, but when I was confronted by an audience the fear and desire to do good made me lose presence. I had to do a lot of work on myself to be natural in front of an audience.

When there are no distractions, like out in nature, people “turn-up” automatically. People are really different in nature. They are more creative, more generous, more present. When I take business groups into nature, years drop off their face, and they start to get on well with each other, even if, back in the office they are rivals. Why? Because the ego is not in defence, distractions are less, the beauty is magnetic, people simply “turn-up” because there’s no reason not to.

Now, this might come as a surprise but the best you, the most productive and energy efficient you that can do a day’s work is the natural you. That person, is relaxed, happy, healthy and at ease. So, the real mission of work life improvement is to handle all those distractions that take you away from who you really are. In other words, without distractions - you “turn-up” in life automatically, and happily.

There are 3 different categories of distractions we need to deal with in order to be at our best. They are physical, mental and emotional.

Physical distractions range from pain and discomfort all the way through to hyperactivity caused by sugars, including food, alcohol and drugs. Mental distractions range from worry and stress all the way through to overwhelm and confusion. And emotional distractions range from sadness and grief all the way through to judgement and insecurity.

So, “turning up” is natural, and distractions are life. To stay authentic and natural, you’ll need to deal with distractions. Even if you are playing Golf or making love, dealing with distractions is an important skill. How to block out mind noise? How to process emotion? How to prevent and deal with physical addictions?

Turning Up - Prevention Before Cure

The best way to overcome a distraction is to prevent it before it happens. There are innumerable technologies for repairing life. but the best cure is always prevention. Going to the doctor after five years of bad posture and seeking a remedy for your back pain, is such a destructive process. Lets try to “turn-up” in a good way, and prevent the issues - like worry and emotional drama, before they happen.

If you examine the Self Help industry and the health industry, you’ll discover that 90% of all the problems people are dealing with, they caused. It is an extraordinary discovery to realise that we have not adapted to city life as fast or as well as we thought. Whole industries are established to repair what should not, in a healthy world, need repairing.

Our city life can be so synthetic, and our work practices can be so clumsy, that we need banks of medical and remedial people on standby to fix us. Therapists, chiropractors, orthopedics, eye doctors, herbalists... the list goes on. All these industries and millions more, thriving on the basis of a work-life paradigm that doesn’t function as nature intended it to. Most of what we learn about self-management is how to fix things, that should never be broken in the first place.

But relationships, families and self worth are not so easy to fix. Once those things are broken we’re facing some serious repair jobs, and most of that is really in vain. You can’t repair lost time with children, or poor quality time with partners, once it’s done it’s done. Time itself is one of the most valuable and precious commodities in life. Once lost or given it can’t be taken back, repaired or replaced. So, with family, relationships and self-worth, getting things right the first time might be a really sensational way to transform our work-life balance paradigm and save us a huge amount of time and energy. Not only that, it could save us a fortune in medical bills.

So, prevention is better than cure. And that requires wisdom. Wisdom comes with time, and time produces experiences which cause us to make mistakes that need cure. The aim here is to short cut the process

To Prevent Physical Distractions:

Physical distractions draw us away from “turning up” because it brings pain and discomfort into our awareness. When our body with it’s habitual and insatiable appetite runs our life, there’s just no way we can be present. Here’s a few ideas to prevent that happening:

Daily Exercise

Eat fresh food

Stretch your body

Sit properly - good posture

Watch the energy of the moon

Get fresh air once a week

Minimise toxin consumption

Avoid acidity and alkalinity in food

Control your Body - don’t overdo things

Eat, sleep, drink and sex in moderation

Do moderation in moderation

Be thankful for your body.

Watch your poop.

Check your Cholesterol

Get sunlight daily

Evolve your lungs

Expose yourself to pollutants gradually

Good bed

No wet hair or bare feet in the cold outdoors

Protect your Kidneys from cold

Walk where ever you can, Up steps instead of elevator etc

Eat balanced diet. Not too much protien

Eat for your work life

Don’t carry heavy -one sided shoulder bags

Learn how to relax actively

Measure your health by your immune system function

Don’t medicate long term

Breathe right - Diaphragm should compress on exhale

Eat light at Night

To Prevent Mental Distractions

Mental distractions draw us away from “turning up” because they affect our capacity to communicate. These include Parkinsons, Stroke, Alsiemers, dilusion, uncertainty and the most common, depression. Here’s a few ideas to prevent that happening:

Develop trust in a higher power
Have back up plans for your worst case scenarios
Create buffer zones around fear - don’t be run by them.
Control your moods when you chose
Accept your incometence as a part of life
Train your Brain
Do creative arts as well as logical ones
Be intense - Focus on one job at a time.
Look into people’s eyes when you talk
Want nothing - have everything
Avoid numbness from Alcohol - drugs
Learn to still your body with your mind
Measure your mind health by your nervous system
Practice recall daily - poems or numbers
Cool your mind by good views
Be in nature
Prevent Depression by eliminating righteousness.
Create a personal vision
Create routines -
Write it down - A short pencil is better than a long memory
Allocate priorities - set agendas - rigid schedules
Always be early
Avoid desperation
Do one task at a time within the time
Don’t take on other people’s stress
Fulfill your commitments
Do what you say
Listen to others intensively
Look for beauty everywhere.

To Prevent Emotional Distractions

Emotional distractions draw us away from “turning up” because they disempower us, make us reactive and inauthentic. We cannot remain in a state of presence while we have any emotion. So, emotional control is a vital element for anyone who chooses to “turn-up,” in life. Here’s a few ideas to prevent emotional distraction.

Learn to observe your moods and feelings without reacting
Don't take yourself too seriously
Remove all ideas of blaming others for your emotional state
Look for the two sides of everything
Be at peace in your heart every morning
Avoid upper and downer causing experiences
Accept both support and challenge as two sides of one coin
Remember infatuation leads to resentment
Never do what feels right - Nothing is just “right”
Remember pleasure and pain come hand in hand
Learn to let go, expectations kill love
Know that all emotions are only half truths
Practice feeling things without acting on them
Remove - Got to, Ought to, Should from your vocabulary
Be thankful
Follow your heart
Don't react - first impressions are emotional ones
Have the wisdom of time. Seek the two sides of everything
Trust emotion to tell you how you feel - then change it
Choose your state of emotion, don't let it choose you.
Be disciplined in your planning
Be in the moment in your lifestyle
Be soothed by water.
Trust nature.

Emotional Fruitecake or Inspired Genius?

In order to “turn up” you’ll need to know when and how to deal with emotion. It’s your emotions that come between you and your presence. So, if you know how and when to drop past those emotions back into your true nature you can “turn up” whenever you choose.

How? By flipping this whole equation upside down and becoming aware of when you are not turning up. Your true nature is already “turning-up” naturally, so the most vital skill in dealing with emotion is to be aware of it. You see, most people don’t know the difference between emotion and inspiration.

Let me give you an example: Say you see something dramatic. An absolutely stunning sunset. There you are, in awe of it, just mesmerised. That’s inspiration. Now, a friend is standing beside you and you turn and say, “Wow, look at that sunset.” That’s emotion.

So, getting into the zone of “no emotion” can take some time. Athletes prepare themselves, it’s called psyching themselves up, and artists go into isolation for it. There are so many ways to get into the “no emotion” zone and as long as we know how, we’re capable of sliding into that space. Again, the key is to know what it feels like. There are two critical measures; one is that you forget time, and the other is you forget space. In the zone, all that matters is what you are doing.

Being aware of when you are not in the zone is a vital skill for professional people at work too because when we’re emotional at work we’re likely to make a lot of foolish mistakes. That’s where leadership is important because if you see people all emotional in the office, you know that their work is going to be substandard. Even clients know when their service drops, something is wrong

So, next time you feel all emotional about someone at work or you are thinking about your annual holidays or last night’s dinner, just say to your boss, “I know you are paying me, and because I haven’t turned up, I mean really turned up fully, I am not able to do my job properly, so for this day, please don’t pay me. I’m really not earning what you think I’m worth.” I doubt this will catch on...

Lower Emotion and Higher Emotion

There's a range of emotions, the lower of which is more destructive than the higher. So, if you plan to be emotional, try the higher ones at least.

Lower emotions are: anger, jealousy, resentment, sadness, grief, fear and guilt.

Higher emotions are kindness, compassion, gentleness and care.

Moving from lower to higher emotions requires gratitude. The more you can thank a person for, the higher the quality of emotion you are sharing with them. If you did a million thankyou's you would end up in the zone, 100% in presence. That's like making love, you end up totally connected with your partner no matter what emotional state you started in.

So, we are trying to turn up at work and at home. In that state, we give people 100% attention, we listen, they feel met, and when we apply this to our own work, we hit the nail on the head everytime.

Great artists and television presenters have to get into this zone quickly every single time they perform. Each has their own process but the area of the brain that they are tapping is the same for everyone. They tap their corpus collosum. This part of our brain can only think one thought, only transmit one signal. Here, we're totally tapping the higher consciousness of creativity and thought. We're inspired. Again, it's no big deal, it's natural and everyone can do it, if only they know the difference between an emotion and an inspiration.

Quickly tying this back to domestic bliss, if you turn up at home in emotion, then you could spend 12 months doing nothing more than pleasing your partner and they'd still complain. They'd still be missing you because you haven't really turned-up. Emotion means that either your body, your mind or your emotions are off somewhere else having a party, while you stand face to face with someone who wants your attention. They don't want 12 months attention, they want 5 minutes of absolute and total focus. Forget meditation, just learn to turn up for people and you'll be the enlightened master, or close at least.

Stop Wanting - Be Happy

When you “turn-up” it means you don’t want to be anywhere else. That means you are 100% focussed in this very moment, nothing lingering from the past, nothing anticipated in the future. Can you imagine it?

To achieve this great state of mind you’ll need to learn how to become content anytime you choose. Contentment means you are totally happy with life as it is. Nothing to fix, nothing to change, perfectly happy with things just the way they are. Of course, there are a few challenges you’ll need to deal with. So lets explore them.

The greatest challenge you’ll need to deal with is your wanting mind. Our wanting mind simply doesn’t like wherever we are no matter how great it is. Wanting mind is always thinking, “gee, if only” So, your wanting mind is never satisfied, totally unable to be content. You’ll need to deal with this little bugger before you go any further on your journey with this great work,

When you stop wanting to be anywhere else, or do anything else with anyone else other than who you are with right now, you’ve arrived. There’s no desire to improve it, change it or make it better. There’s no interest in comparing it to last year or your plans for next year. It just is what it is, and you are thankful for it.

I hear people say, “I am where I am meant to be,” and this is a great technique for accepting the present moment as the best moment. People are just waiting to feel your presence in this moment so, if you say, “I am where I am meant to be,” and you really mean it, they’ll really feel it.

Your partner, your work colleagues and your family are waiting for you to “turn-up” right here in the moment and be content with what you’ve got. But most people miss that chance to be around. Many people arrive in their mind or body, but don’t really “turn up” because they can’t switch off. The “if only” mind is running for some people 24/7 so, if you want to be felt, be appreciated, be attractive and give people the gift of your presence, best to stop wishing for what you haven’t got.

No Mind Games

Our mind can play all sorts of tricks on us, and in many cases these tricks ruin our balance time. Take comparison for example. Here we are, standing on top of the second highest trekking peak in the world, looking at the summit of Mt Everest, watching the Sun Rise, and someone turns to me and says, “This so reminds me of France when I was there in 1834,” or something like that.

Where are we when we compare things? Well, we are certainly standing on the spot right here, but our head is doing flips between what we’re experiencing with our body and what we remember experiencing before. Now, our body doesn’t know time. Memories of fears are as powerful as fears. So, when we are comparing where we are to some other experience, we’re totally not “turning up.”

So, say you go home to your partner after work and he or she wants time with you but you are comparing your day to the day you wished you had, or comparing your work to what you want to create. Where are you? Are you actually home sharing time with your partner or are you split, half “turning up.”

I think 99% of relationship problems stem from this comparison thing. Our mind plays tricks on us. You can see that comparison might be fantastic when you’re doing vision quest or setting goals. But when you are doing communication, if you are into comparison mode, then the other person, or people are just not going to pick up the signals you want them to get.

When we are doing comparison, it is like a radio that is not tuned into the station, actually it’s receiving two stations at once. So, in fact you can’t hear either one. So, you are not tuned into your own energy. This makes it impossible for people around you to pick up your message too.

It’s very common. Most people talk about, “oh, when I was in ...” or “when I get things will be better.” This is comparison and it makes the whole potential of what we really want to say, dilute, especially if we are looking for quality time with family. If we’re always comparing what’s happening to what we want, we’re not “turning-up.”

Value Yourself

“Turning Up” demands intensity. Sitting around watching TV is not turning up, actually, it’s more like, “turning-off.” So you can’t value those activities as good mechanisms for balancing your life or even quality time with your family. Those are more like physical or mental rest periods.

Sometimes on a wintery weekend, my partner and I just sit and read books. It’s a nice easy and restful. However, when Monday comes I often feel like the weekend escaped and I’m not really fresh for the start of Monday. What it really means is that I failed to be present over that weekend; I was in fairyland. Twenty hours of emotional companionship, or 40 hours of television is not going to balance your life. Those things in themselves are going to add the need for even more balance time. They’ll compound your need for balance. On other winter weekends we go for brisk walks in the chill of the wind and share cuddles behind rock walls along the ocean coast. Monday comes and I feel like I’ve had a month’s holiday.

It’s the same in an office too. Many times, we take too long to do something because we don’t have time pressure. Time pressure, that is a dead line that’s fixed, forces creativity and intensity and so, the odds are that we’ll be more present when we do that job and presence means quality.

So, it’s a great mistake to think life is getting harder or that we’re under more pressure now, than before. What it might be wise to consider is that we’re being asked to be more intense, more present when we do things. This translates to doing more in less time.

Simply, it means that we’re evolving toward a more effective lifestyle. If we meet someone, we’re being asked to do it in less time, but with total presence. Or, if we are doing something at work, to do it once and do it well in a shorter period of time. In a sense it’s taking the wasted time out of our life.

Intensity, is not stressful. Intensity is only stressful if we’re holding onto some outmoded idea of how we can work - live - play. Getting things done in less time is actually quite relaxing if you know how.

Move through Judgement

The key is to live with an open mind. The egoistic temptation is to be right, and therefore argue against anything that contradicts your ideology. But this is a disaster for the human spirit and for society. It's a disaster for our relationships and our business life. Being right never solved anything and it's the source of massive humanitarian abuse.

Global change begins inside your mind, and if you can just achieve this one discipline in your life, the idea of an open mind then you'll have a healthy openness to others.

An open mind is not a dumb mind. Simply it sees two sides to everything, just as nature intended. There's two sides to a leaf, so, there's two sides to every person, and there's two sides to everything they do.

One client, an ex Rhodesian militia officer had seen a lot of battle, he was really suffering from his past, he'd done some very nasty stuff. There was nothing he could do to undo the past, but he could set his mind straight in the present. So, I taught him to see balance. Now, as a militia man, they don't get taught about balance, they get taught about single minded focus, that's the opposite. They learn how to see things one side or the other and never let the idea of being wrong or balanced come near their mind. That's how they can hurt people without conscience.

So, I taught him about balance. He was really shocked to hear that there are two sides to everything. He couldn't apply it at first. His wife was really keen to help too because his volatile temper was often directed at her. So, he studied with that focus he's learned and it worked.

He went scuba diving the next week and rang me, "Chris, it's a miracle. We went out 2 hours in a boat to a reef, everyone dived in the water but as I was lifting my tank, my air hose broke. Normally I would have screamed but instead I looked for the balance, so, I thought what's the benefit of this and I discovered that I could snorkel and do other things instead. I can't believe it, I never even lost my temper, my wife loves me again because she can get close. Thank you."

Removing the Obstacles

Not all our work life balance is exactly how we “expect it” to be. So, to remain present with our everyday life we need to do some mental gymnastics. Learning mind games, or mental gymnastics, is a really important part of “turning up.” Say something bad happens to us about 20 years ago, but we keep having drama around it. Then that event, and the person in it, is still running our life, 20 years later. Distracting our focus, draining our energy, sucking our life.

This affects our balance in life, because it makes it impossible to show up. We are always comparing, worried, protecting, projecting. We’re stuck in the past, trying to act in the present, fearing the future. To expect any relationship to survive and thrive under those circumstances means we need someone of low self worth to tolerate it.

The best mental gymnastics, or mind games that I’ve found to work in bring people present in their day is the “balance game.” Simply, this can help you cope with a family tragedy, a scar from the past or a fear of the future.

Here’s how:

Take the event that is affecting you and split it into two lists. The first list is all the things that were bad about that event. The second list is all the things that weren’t right about that event, the good news. Now, even a rape or violence teaches us something. So, really, in universal language, there’s two sides to everything and the mission here in this first step is to find them. The two lists must end up the same length, equal balance of positive and negative. This kills the emotion from that event, but it’s not finished.

Now, take all the things that went bad, and list all the good things that come from those. For example: someone might have broken your trust, the good thing is that you learned to value your intuition more. Then take all the good things that happen and find the downside of them. For example; if you started “self exploration,” then the downside might be that you became hyper sensitive.

By the time you finish you’ll be in the present, You’ll let go the past.

The Essence of Our Global Impact

A silent communication comes from our inner nature, and reveals itself when we are free of emotion. We automatically affect the world around us when we “turn up,” and when we don’t we waste a lot of energy.

Nearly 100% of all tiredness is emotion. Only extreme physical activity can cause tiredness. Emotion is also 100% responsible for ill health, allergies and nervous disorder. So, you can see, nature is encouraging you to “Turn-up” in life.

People crave this silent communication with you. People want to feel your presence before they talk to you, and if your presence is not genuine, all the talk in the world is not going to compensate for it. So, the art of good communication begins with silent communication.

All people are intuitive: they know when you are present and they know when you are emotional. So, much of human behaviour that can’t be explained by psychological models is human nature blocked by emotion.

Nearly 100% of child behaviour, and a huge amount of adult behaviour is spent trying to get attention from parents and work colleagues who can’t “turn up.” And it’s taken very personally. People take our lack of presence as a sign that we don’t like them, or we don’t care. So, by turning up you save a lot of time.

Sometimes we don’t “turn up” when we should. We come home from work stressed or worried and we’re all self absorbed. Our partner or children reach for a few moments of focus and we’re just blocked.

Being emotionally motivated is also destructive because we’re always trying to fix or change the world that actually doesn’t need changing. So much of life is just how it is meant to be, and so much of our reactions are actually trying to fix what doesn’t need to be fixed. You can come to peace withing yourself and with the world by living from your true nature in total presence, rather than in emotion, trying to fix what isn’t broken.

Small Changes - Huge Impact

Wanting to make radical and huge changes in your life is a presence killer too. So, resisting change altogether is a problem because it keeps you in the past but in the other extreme, too much ambition to change things, puts you into the future. People who are always ambitious and enthusiastic about the future, rarely show up in the moment.

Wanting the future makes us very accident prone, almost clumsy. We are distracted from the moment, keen to get somewhere better so, we start looking at where we want to be rather than refining where we are. This happens in relationships and business more than we care to mention.

In business, we can easily become obsessed with the future, it's like an anti depressant. The existing reality might be tough so we start visioning, imagining and trying to attract the right clients.

In relationship, we can also become obsessed with the future, it's like an anti depressant because the truth might be that our partner is not showing up, or we are into disappointment with them. So, if we come into our relationship wishing that our partner was different, or wishing that we had a different circumstance, we're not present at all, are we? We're not showing up.

When we aspire to change, we're typically in the belief set that something in the existing present moment is not good for us, or good for others. We don't know how to deal with it and so we create a future reality that's different. We reject the current situation and aspire for improvement. This can become a habit, a grave mistake, because we end up avoiding our abundance.

In every moment of life there is positive and negative influences. Our emotions can only witness half of that equation at a time. So, it can be possible that we see negative and miss the positive or the reverse but neither position that comes from emotion, sees the truth. Both exist.

Obsession with change comes from the emotional perspective. It triggers the idea that we need to attract something that we haven't already got, a lack of abundance mindset, this breeds itself.

Evolve not Change

The difference between evolving and changing is huge. A person who wants to change their business or personal circumstances is automatically rejecting their current position. There is an implied dissatisfaction. This is completely understandable, like in situations where there is abuse or turmoil. So, the desire for change is most likely based on rejection. There are two considerations here. Remembering that rejection is a powerful force, the witnessing and desire for change is highly motivating. So, this is the gift. The curse of change is that there is an automatic implication that “here” is not going to be as good as “there.”

This is the wanting mind, and it really does become an overriding habit of life. It is the inability to relax into the current reality and therefore, creates a continuous tension of dissatisfaction.

When I first studied spirituality I came to it disillusioned with my life and therefore, dissatisfied with who I was and what I was doing. There were plenty of people ready to share my money and teach me how to be a better Chris. They accepted my paradigm, and in most cases reinforced it: Chris needed to change, they knew how it could be done and where I should end up.

In hindsight, which is always easy, what I really needed to do was evolve myself, rather than change it. The person who wants to evolve is accepting the current position as perfect but recognising the need for growth, is looking for more sophisticated ways of expressing it.

The key to evolution is that it is in a direction. So, again in retrospect, I would have been wiser at the start of my own spiritual journey, to have found a direction for my growth, rather than a generic, “gee, I want to be a better me.” That direction did come for me eventually, and after 15 years of self-indulgent change work, I realised that there was nothing to change. All I really needed to do was to find the direction of my life, and refine my process for achieving it. I sat on a mountain top, wrote my life purpose, translated it into a vision, and since then, committed myself to better and better ways of moving toward it. Evolution is never random, it always moves in a direction, a purpose, an art. Goals are not the direction, just stepping stones along the way.

Become Your Own Best Friend

Spending time, reconnecting with your roots, your heart and your soul, and balancing your emotions is a really vital part of work-life balance.

Do you sit down or lie down each day and say to yourself, “How are you today my friend? What do we need to evolve today? Is there any block to your love for life and what are we going to do about it?”

I think it’s great to become your own best friend. Give yourself whatever it takes in the form of self-diagnosis or get help with it. Your love for life, your job, and your partner is the single most important barometer of your process in life. If you can be your own best friend in this journey you’ll arrive in your day, week, year totally authentic. And what more could you dream of. You might not be the world champion every day, but you can be your own best you.

I don’t really know what a soul is, but I do know what it feels like when I connect to it. I used to sit in meditations and look at statues and things but, really for me, I was just emulating what others were doing. From a first hand perspective, I didn’t come out of those experiences refreshed or in touch with my soul at all. I was in touch with my knees, my boredom, my aching back, but not my soul.

When I hug a tree or sit by a lake or paddle my kayak out in Sydney Harbour, I am in touch with my soul. No question about it. When I go to the mountains of Nepal and walk up those long hills, I am in touch with my soul. Totally. Even when I play my piano I get in touch with my soul, and I’m not very accomplished. The fact of the matter is, my soul and I are really good mates. We like each other.

In my experience it is important to learn how to be alone and be happy with it. To become your own best buddie and value that. This for me is one of the great keys to life. To learn that being alone is healthy, and the older we get, the healthier it is.

Learn to Like Yourself - Warts and All

When I was in my first relationship I think I was really motivated to go into it because I hated being alone. I really did. I didn't like myself, and the last thing I wanted to do in my spare time was to hang out with someone I didn't like. Do you know what I mean? Anyway, I think I made a rapid commitment to that relationship because she liked me, and I didn't so, it was brilliant. I found someone who could give me what I couldn't give myself and that was friendship.

Now, it didn't take long for the balance issue to become the main issue. With someone who liked me at home, I felt very free to go and make a success of my life and for that it was a great partnership, but I was never really happy. How could I trust someone to like me when I didn't?

I was foolish, but that's no excuse for you. If you think your partner is the one who loves you most, even more than you do, then you could take some proactive action, and get yourself back into balance before nature slam dunks your relationship. There's no need to repeat other people's mistakes.

To be your own best friend you've got to become the person you like to hang out with. I spent a lot of time becoming the person other people like to hang out with, but not much thinking about whether I'd like to hang out with me. For example: I spent months in India studying yoga. I became a yoga person. People liked me a lot because I was a nice yoga guy, but I didn't like me. I didn't like all that astrology and guru worship, it's just not my way. But, I was committed to being a better bloke so, I stuck it out.

My Yoga is sitting in my kayak, or walking in the woods, or rolling in the surf. My yoga is sitting on top of some mountain somewhere in Nepal with a grin on my face like from ear to ear. We each have our own space, and that's the point. To be your own best friend, and therefore feel the balance of life from within you, then you have to do what feels right for you.

Accept Rejection

What helped me most on that self-friendship journey was learning the laws of nature because they gave me a real expectation of who I could be. Once, I thought that I could be “good” and then it hurt when people accused me of doing something bad. I didn’t like that, I took it very personally. However, I learned from nature that the world is going to see me as both a good and a bad guy. Some people are going to like me, some people are going to reject me, no matter what I do.

It’s the most amazing insight, because it just shows us that if we want to be our own best friend we have to accept that people are going to see the good side and the bad side of who we are. So, it’s up to us to form our own opinion of who we are by holding integrity in our intentions. If we intend no harm, but some harm comes, then we are able to say, “I mean no harm.” But if we want to win at all cost, and care not for doing harm, we’re saying, “Success is all that I will measure myself by.” These are our personal choices.

You have to make up your own mind. No matter what you do, people are going to form a balanced opinion of you. So, it’s wiser to value how you feel about yourself rather than other people’s opinion.

Learning to like yourself means you’re happy alone with who you are. It means that you’re not deceiving anyone, especially yourself.

I recommend you do something each and every morning of your life to bring yourself back to balance. If you do this before you go out to work, you’ll find it easier to stay in balance throughout the day. The real harmony is within. Remember, no one can treat you better than you treat yourself.

If your balance practice makes you all peaceful, and therefore afraid of losing it, then it’s a mess. Your self-practice needs to be expansive, generous, grateful and therefore breed a deep sense of contentment within you. Happy with life, happy alone, happy with who you are as you are. Just a joy to know yourself and celebrate that amongst the storms of life. Create a time for a friendship with yourself.

Be Honest with Yourself

Sometimes we're doing well. Sometimes we're not. The important thing is to admit it. Not just to yourself, but admit it to others too.

People take your moods to heart. So, when there's a personal issue that gets between you and your self respect, the best thing to do is admit it, own it and be a good friend, firstly to yourself and secondly to others.

There are so many things that can affect your mood. The moon, the cycles of your body, a temporary setback or a bruise to your ego. All these things plus different chemicals in food, drinks and unseen worry. So, we need to be vigilant. I don't think there's any reason that any of this should affect your life or the life of others, because we can, if we choose, control our mood. But sometimes stuff gets through the filter, so we need to be aware of it.

Self-honesty is also important because it'll reveal how you feel about certain things that people do to you. When we're not self-aware it's easy to say, "it's ok, no problem," when really we mean, "you bastard, that hurt." Self-honesty is about knowing how you really feel about things. But it does not mean expressing them.

When I first started my self-honesty journey, I put a huge expectation on myself that I'd be a good guy. I wouldn't be naughty at all. Unfortunately, I didn't live up to my expectations, but that's not the worst of it. Not only did I not live up to my fantasy, I pretended to others that I someone I wasn't. In other words I was completely blind to my affect on people. I thought I was doing good all the time when really I wasn't.

In the longer term I worked out the difference between owning my behaviour and expressing my reactions to people. You see, people do to us on the outside just what we're doing to ourselves on the inside. So, reacting to people is a waste of energy, they're just mirroring our own self-awareness. When we're a good friend to ourselves, so are others.

Eat Great

Sugar, alcohol, packaged and reheated food, frozen food, dehydrated food, wheat, dairy foods and processed food with additives, affect your mind.

If you are really intent on clarity and open hearted living you'll need to be mindful of what food you eat and when.

Long delays between meals are bad, blood sugars affect your thought patterns. Sugars stimulate activity and make it hard to concentrate for long periods of time. Caffeine is addictive as a stimulant for thought.

There's a time and a place for everything so there's no right or wrong here. I'm simply pointing out that blurry thinking and mind control issues are 99% self induced and great thinkers eat well.

I'm no wowser - far from it. Even in Nepal I enjoy a few rice wines with Monks sometimes. Alcohol and stuff is a medicine in some circumstances. But if you're into it everyday, especially before breakfast, well, you're on the one-way train to old age fast. You'll probably fizzle before the grandkids get to know about you. So, for the sake of good health, know that the most destructive drug on earth is alcohol. It is the cause of more problems than Ned Kellie ever had. So, cut it to once a week, and then a few glasses at best. You'll save 20 years on your life and, I can guarantee, your sex life will be much better.

Get a life

Allot of people stuff around at work, because they really deeply don't want to go home. So, make sure that's not you. Plan your day, plan it well and plan the time allocations for health. Don't wait to be sick to get healthy.

You don't need to be an Olympic athlete to be healthy. The maximum essential time required on a daily basis to maintain extreme health is between 20 and 40 minutes. This includes time getting to and from the venue. 40 minutes a day includes warm up, cool down, getting dressed and changing afterward. Your heart rate at 70% of your MHR for 20-40 minutes a day puts you in the high end of health-fitness. It helps your sex life, your business life, makes your body last longer and helps you think. Goodness, do you need more evidence that this should be your absolute number one priority on a daily basis. And please don't mistake those walkie-talkie morning strolls with the dog and call it exercise. That's dog-walking, poo collecting not exercise.

If food arrives at the market in season, without a packet, there's a 50% chance that it's good for you. If it's got an organic label, there's a 50% chance that it's twice the price and a 10% chance that it's better than non organic. If it comes in a box, then there's a 2% chance that it's good for you and if it comes in an organic box then there's no chance. Don't waste too much energy or money chasing trends, fashions, myths, and ideologies. Good old farm food is going to be great no matter what the label the marketing people put on it.

A lot of food "aint" food anymore. So, get used to the idea of supplements. I'd invest in these companies in the future. Tomatoes "aint" tomatoes. Our real hope is genetic modification and a swing from fast growth and commercial motive back a bit toward nutrition. In the meantime, supplements are super.

Beyond Self Obsession

The ultimate awareness in self-help is that there's no self to help. Our "self" in that model is our ego. And this ego is transient. So, the more you learn to separate your emotions from your deeper soul, the less you consider that the "self" needs help.

In nature, we eat to live. We don't fuss around too much with French sauce and herbal sprinklings. We have a day's work ahead and so, we eat for that. We treat our body with respect, and rather than focus on inches or pounds, we're concerned with doing what we are called to do, every day. So, we eat to live. If we're lazy we eat less if we're chopping wood for the fire, we eat more. It's a matter of choosing our diet for function rather than for pleasure.

Back in the city, when we scan the menu we're thinking about taste. We think about food as a source of pleasure. This is our wanting mind again. Always wanting more or better. Never happy for long and it reveals the folly of trying to do any form of Self help in order to cause us to be contented. In the wanting mind, there's just never enough.

Becoming content with yourself, is a huge part of life balance. Contentment is a natural state of mind but it is a foreign state of mind in a consumer world where the ego is the basis for choice. If you can learn contentment you'll be more happy, more inspired and more at peace. But it means really understanding your Innerwealth and the difference between this and your ego.

Contentment means happy with what you've got. Frankly, we're afraid of it. We're afraid of contentment because in that comfort and stillness we don't want anything. What then? If we're perfectly happy with what we've got, then who and what is going to motivate us? This is a very important question and only the individual who gets to contentment will truly know the answer. All the rest is theory.

Balance one - Forget the other

The best way to understand the idea of personal balance is to consider that there are two of you. Two people. One of them is Mr or Mrs Happy; totally content, completely worryless. This person has four simple principles for life. Kindness, gentleness, care and love. They come automatically with a connection to nature.

Now, there is the other you. This is your “always wanting” self, you can call it, Mr or Mrs Wanting.” This you, your ego and emotion always wants more. This “wanting you” is really important because it wants wealth in order to make a home, or it wants better health in order to stay young, or it wants a better relationship in order to enjoy the home life so it keeps you hungry, exploring and challenged by life. Remember the first you is content.

Both co-exist, but one of these two has to take priority in your life. Mr or Mrs Wanting can never achieve sustained happiness. Mr or Mrs Happy can never create desires, drama and goals. The key is not to get them confused.

So, no matter how much balance time or energy you feed your wanting mind, it will never be happy or content for long. And no matter how much work you do, your contented mind, is never unhappy.

When you focus on your innerwealth, your contentment, a certain shine comes to your eyes, a glow to your demeanor. Again, it is perfectly natural out in nature but it takes a bit of work to stay in touch with it in city life.

That’s why I think meditation or yoga or some other sort of self mastery physical and mental practice is a really important training ground for your city life. I don’t think those things are really necessary if you live in nature, but in the city, they are really helpful.

And keeping your feet firmly connected to the earth, the laws of nature make your contentment transportable. With those laws you can go anywhere in the city and still be connected to nature.

Balancing your Life - Go with the flow

In Nepal when I take my groups up to Gokyo Re, The Sacred Lakes of the Himalayas. I teach clients how to walk with the mountain rather than against them. But those old competitive habits are hard to release. People try to achieve the summit rather than go with the flow.

Those mountains, like the structures of our business and societies have been around for a long time, so it's wiser to work with them, rather than compete against them. The Sherpa people of Nepal are a great example of this idea in action. Life can be difficult in the mountains, so, they've learned to go with the flow, rather than fight it.

The process of going with the flow is about appreciating the moment, enjoying each single step. Then, the most important place we can be is right here, and we value our temperament rather than the summit. We stay cool and generous, even when the going gets tough.

It is easy to let the emotions of exhaustion, fear and fatigue overwhelm us, so, I teach each person how to observe the beauty of the walk, no matter how challenged they feel. In this way, they go with the flow of the mountain, rather than set goals and try to beat it.

For work-life balance, this is a very important awareness. Balance comes primarily from the ability to "turn up" no matter what the circumstance. We learn to manage our mind and emotion so we go with the flow of life, rather than against it.

So, nature's harmony comes to those who learn to go with the flow of life, rather than carve out chunks of it. It's a visionary process, no one is suggesting that we live aimlessly. The whole idea is to set the vision, the dream and then focus on the process. Like an Olympic Athlete, they want Gold Medals, but the more they focus on winning the Gold the less likely they are to achieve success. All they do is focus on the flow, be in the moment, enjoy the circumstance.

I don't think we can predict the future 100%. Life is going to present us with challenges and those challenges can either make or break us. For my suggestion: emulate nature, adapt, stay on track, evolve.

Independence is Vital

Nothing of the senses ever satisfies the Soul. Things don't make you happy. Eventually we all die, and every-thing that we had is gone. Nothing is permanent so, learn to hold your emotional wellbeing independent of things.

No matter how much we collect, own, consume or experience, our soul, is never satisfied by the accumulation of things. That's why consumerism fails, no matter how good products get, people are never content, so, the marketing machine just builds a new mouse trap. It's a self perpetuating process. It feeds itself.

Moments of real contentment - inspired moments - linger in your memory for your entire life. Moments when you were so overwhelmed by love and happiness, there was no wanting, nothing to change, perfect moments in life.

The real desire for balance is the desire for these moments. The wanting mind at work comes home and wants these moments. We have to allow ourselves to become independent of material life just a few hours a day at least, so that we connect to our soul, and the soul of those we love. When we are in our true nature, we are really connected to everything, and everyone.

The skill of balance, to a large extent, is the skill of contentment. Accessing Mr or Mrs Happy. This mindset only appears when we are thankful for what we have. Even the most devastating circumstance has a good and a bad side. The wanting mind can't see it, because it is an emotional mind, only seeing half the story.

Cultivate this idea of two minds. Cultivate the idea that one part of you can be in perfect peace while the other part might be experiencing a hurricane. Imagine a tree in a hige storm. Its leaves and branches being ripped from its core, but deep down under the soil, its roots, like your soul, is solid, unaffected: independent.

Balance the Hour - Chunk it Down

Stress is cumulative. Yesterday's unfinished business rolls over to today. And today to tomorrow. So, balance needs to be considered as a progressive process. However, current work-life balance techniques are quite chunky, for example: work all day, seek balance at night after work. So, in this old model people are stressed all day and want balance afterward. This is why alcohol and food have become so abused. People trying to balance one controlled situation with another out of control.

I think it's more rational and healthy to bring balance into every hour of the day, rather than into 5 day working chunks with 2 day weekend breaks. I subscribe to the idea of work time and home time, that's not the argument here. I am talking about the quality of the time spent during those five working days. Balance in those days certainly means exercise and coming home each day to relax, but what about the time in the office, how are we managing that? And are we placing so much stress on ourselves at work that our home life just doesn't get a fair go?

Everyday I get up at around 5.00am. I take a cup of tea or coffee and go sit. I sit to be thankful, to start my day with love in my heart, happiness in my mind: contentment. I do this to begin the day because once the bustle of exercise, internet and dealing with the world starts it is nice to have some good fuel in my tank.

During the day, I balance myself as much as possible. I make sure my posture is good when I'm at my desk and I breathe well. I eat regularly and take standing breaks from my desk whenever I need it, (each hour as a minimum). But the main thing I do, throughout my working day, is to maintain my contentment. I hold my state of mind in contentment whenever I can. Even if the work I am doing is not "great" or "joyful" I hold my state of mind as the most precious independence I can have, happiness, and this is ultimate 24/7 balance.

The Greatest Human Power

I know that my happiness is totally in my control, right here and now. I can change my perspective and see balance in any situation and therefore change my mind about it. Now, instead of fixating on things being right or wrong, I look for the gift, the benefit in that situation. I remain happy, and therefore I usually get to act authentically.

For me, it's like keeping my feet firmly planted on the earth, in the spirit of happiness at all times. And from that great place, not wanting to change anything or anyone, grounded in gratitude, I do my life work. I set my goals from a place of not wanting.

At first I found transitioning backward and forward between my wanting mind and my contentment a little lumpy. Learning how to be mindful of this was a really interesting journey because I kept wanting when I was meant to be content. Like I'd go into nature to do a walk and find myself saying, "I'll be happier when I get to the top of this hill." Those old habits are hard to get past.

Please don't get me wrong, I still get out of balance. I'm still emotional and I still get angry with myself. I still get confused and have moments where I am not content. Goodness, that's not what I'm going to pretend. I still have those moments of reaction, but, instead of acting on them, I simply see myself as an evolving being. I am content, with my discontent.

One day, after weeks of meditation in a retreat I found myself permanently content. There was nothing in that environment to disturb my mind. I was at peace. At the end of the program I went to the teacher and expressed my pride in my achievement. He quickly responded, "now your problem is you will be discontent if you are not content. You've made your world smaller, not bigger."

A Peaceful mind is a mind that finds the process of being in peace, rather than an environment in which it is peaceful. Once, after weeks in Zen, I caught a taxi to the airport. We were late, I began to sweat. 3 weeks of peace, vapourised in an hour. The greatest human power is the process of adapting to circumstance and holding that inner peace.

Find the true value of your life

Did you realize that if you don't care to cultivate your mind and soul, with commitment and discipline, then you will struggle to find any use whatsoever in living? What good value can you be in the world? What have the years ahead in stall for you that makes you want to remain on earth? The whole generation of which you are a single unit, consists of millions in millions of people, and they as a whole constitute just one step on the evolution of humanity. Your role is not insignificant. Every atom is important to nature. You are a huge mass of them. She will not waste the resource. Should you think that it is possible, to waste your life, then nature will act in accord with her own laws and make best use of her resource. You will be challenged.

Follow natures plan – change comes – can't be forced

Did you know that rewards are granted by nature alone. She can give you long life and health, with ceaseless gratification and a boundless pleasure for your existence, if you are a part of her march of progress. Food and lifestyle must change radically in order for us to appreciate the world in which we live.

Know natures intent and you know natures future – for you

Did you know that understanding the future is one of the great sciences of existence? We have often heard people say if I had my life to live over again I would not make the mistakes that I now see. If I could have known what was coming, I would have met it better and been more prepared for it. But the past is dead, and the future is hidden. So there can be no remedy for the errors of judgments and conduct of the past. The only consolation is the learning we get.

Change the tiny cause and one million things in your life can be affected

Did you realize that nothing can happen without a cause? So much has happened since the universe became a fact that the succession of development seems endless. The order in which events occur is called succession, just as the passing of heirlooms from parent to child. If a person is able to be a single cause of a single fact, and to thereby set in motion a single line of activities, they count themselves inspired.

Live with nature – not fight against it – you can't win

Are you aware that when nature becomes your enemy you are the target of all her antagonisms and she carries many in her equipment? Backed by 8000 diseases and the countless dangers posed to you, all added, she is able to challenge you at any angle of your existence, and nothing that you can do will save you from her fury. It is therefore wise to align with her will, rather than your own folly, ego or intent.

Universal Understanding – We are all the same

Did you realize that the universal Principles of Nature are the foundation of life? If examined through the great mysteries of time they reveal the source of every religion, every faction and system of thought on earth. Simple as they are they evolve into all pervasive laws that guide every drop of dew, every raindrop and every ocean. Nothing escapes these laws. Like gravity, they underpin the totality of our lives. They also control the action of our personal well-being. No law, called a universal law, can be escaped.

Go beyond the surface – Live from your deepest heart

Did you ever consider that there are many planes of existence and the material one is on the surface? On this plane we may choose to live out most of our life and so a great journey takes place here. However, there is no security in the world of materials. Human security cannot be achieved through bondage or materiality. Often we become trapped in the transient consciousness of the material realm, hoping that the formality and structure of such a realm can appease the fears and questions we all carry within. Security cannot be found like this. The material realm is the smallest drop in the great ocean of life. Absolutely nothing can keep an individual from exploring and discovering that great ocean?

Be strong in your heart and the world is a beautiful place

Have you ever noticed that when the fog is cleared – the heart sits open? It can never be closed – just dampened, it forever waits to be heard. Intuition springs from this clear state of life, good health rises out of intuition and love and friendship always accompany the strong heart.

Dump the baggage of ego – find your truth

The process of clearing the baggage of ego begins as we shake free of our identity. We need to get to know ourselves, totally, and honestly. To know what's real and what's false. Identity is but a collection of erroneous facts that, through conditioning, or experiences have been adopted as truth. So we need to get beyond the duality on which the whole of human life is founded and measured. If we don't rise beyond duality and go towards unity, we do not rise above the mist. We do not begin to feel the harmony for which we were born and in the absence of harmony the soul remains hungry. For nothing of the world of duality can satisfy the hunger of the soul.

Climb the Sacred Mountain

It's like climbing sacred mountains. You make a commitment, you choose the best path, you develop the skills and learn to get over the challenges, to move past the obstacles that get in the way, then, with body mind and breath united just do the thing, follow the dream.

Your True nature – you must be true to your heart

Are you aware that finding your True Nature - means becoming more what you were meant to become? Born as a seed, your true nature is when you have flowered. You have come to complete growth, an inner growth, to the inner end. Now this will contradict the ideal that we must aspire to be the best we can or that we must continually evolve in order to find ourselves. In this concept of finding our True Nature we aspire to be complete. That means totally content, comfortable with who we are, inspired by a purpose larger than ourselves and connected to the vitality of life. At this point we can totally surrender and become what is described as living our True Nature.

Your Heart is your true nature – a personal Spirituality

Have you ever noticed that there is a certain relaxed calm that descends over a person who has found their true nature. The inner power, the heart, gives a radiance, a constant showering of love and inspiration seems to come from them. There is a silent power surrounding them. When a person has found their true nature – it is a personal spirituality, they have become content with themselves and their energy becomes infectious.

Hold your centre within yourself and you will be in truth

Did you know that a person who is centred is the same, no matter whom they are with, or where they are. They have the same inner quality. When meeting a beggar they are not different from meeting a King. When onstage they are identical to offstage. When alone they are no different then when they are with friends. This is the self-actualized person, they are completely natural. There is no need to pretend, there is no act to present. They practice between performances. Falsehood has no place in their life because the centre is the axis around which they live their life. This includes being in pain. Can you imagine being self-actualized enough to welcome pain with the same loving kindness as you welcome pleasure. This is the centred person.

Moderation – is balance – even use moderation in moderation

Balanced living is neither excess nor deficiency. Neither overeating nor under eating. Never too much, never too little. The result of balanced living is obvious. A balanced person will be at ease. Whatever the situation, the relaxed attitude will not be lost. Unconditionally, the lack of tension will stay. A person who is at the centre is always at ease. Even if the death of a loved one comes, they will be at ease. They will receive death as they receive birth. If misery comes they will receive it as they receive joy. Whatever happens it cannot dislodge this person from their centre. This relaxed attitude, this ease is also a consequence of being balanced.

Self Actualized – tension drops

Have you ever noticed that lack of tension is one of the great witnesses to the self-actualized person? They are at ease, they do not get stressed under any circumstance and take all of life in their stride. Their mood changes for nothing. Nothing disturbs them, nothing dislocates them from their home in their heart, their centeredness. To such a person you cannot add anything. You cannot take anything away, you cannot add anything, and they are fulfilled. Their every breath is a fulfilled breath, silent and blissful they need nothing within. This is the ultimate freedom for everything this person will do they will do out of love, kindness and commitment. There is no hunger, no desperation, and no fear.

Nothing is really missing in your life – Be grateful for the form of your wealth

Did you realize that the joy of life will be fulfilled for you when you understand that you are already fulfilled within? Then the world becomes simply a playground in which the differing circumstances of your life come and go. You may decide to change location because you don't like where you are, but this is not in order to make you feel better, inside, you already do. Instead it is in order to manifest a different external world out of playful investment. It is like sitting for dinner with a full stomach. There is no appetite but still sitting at the dinner table is a wonderful way to share time with great friends.

A penetrating intensity – with calm in your heart – this is a great life ideal

Did you ever notice that, inauthentic living is a life lived in delusion? Waiting for the future, hoping that something will happen someday, just hoping. Then every current moment becomes lost. The past invades the present and so there is really only a repetition, life of the past simply repeating itself over and over. To transcend this inauthentic life, needs a penetrating intensity. An intensity, which transcends, cuts through, to the centre of your core where balance exists. What is needed is a complete change in perspective. This change is radical in the Western world because it contradicts thousands of years of indoctrination regarding the righteousness of morality and values.

The past becomes irrelevant if you make it so

Did you know that living in the past destroys spiritual awareness? Unless the past becomes just that, the past, the present will not be real. If memories, fears, uncertainties, guilt, judgments, resentment and anger fuel your memory of the past then there is no way that you can be in the present, self-actualized. Whatever is happening in this day is a mirror of your judgments and beliefs about the past.

Find your spiritual heart and hold it as your core strength

Have you ever realized that to find your heart is to find your path, a path that doesn't waver, it's also to hold a certain centre, and be true to yourself and others?

Personal spirituality

Do you have a personal spiritual practice? It can't be separate practice from daily life because it is life itself. It doesn't mean rushing around solving the world's problems either, because those obstacles are countless and that rushing around is in itself part of the world's problems. By listening to your own heart, to your own particular gifts, it enables you to focus on what you really love to do and to express yourself without tension or reaction.

The highest spiritual goal of life – an open loving heart

Did you know that if one spent their whole life doing nothing other than opening their heart and developing the qualities of the heart? It is no exaggeration to say that this effort alone would bring people to the highest spiritual goal of human life because it is through the heart that one finds their truth and within the heart that one finds their true vision.

Allow your real personality to shine

A friendly attitude, expressed in sympathetic thought, speech, and deed, is the principal experience at the heart of personality. There is limitless scope to show this attitude, and however much this personality is developed in this way, it is never too much. The tendency to give, that which is dear to one's heart, is what shows great dignity. One can never do too much. To do more than one's due is perhaps the ideal, within the power of every person, giving more than taking, this will accomplish one's life purpose.

Be thankful for all of life – where is God not

Gratefulness in the character is like fragrance in the flower, it builds the sincerity that brings integration. A person, however well aligned and qualified in their life's work, who lacks gratefulness, is missing that beauty in their character, which makes the personality alive, attractive and vital. If we answer every little deed of kindness with appreciation, we develop in our nature the spirit of gratefulness. If we have the courage to answer every deed of disturbance with gratefulness we are absolutely exhibiting true personality and by learning this we rise to that state where we begin to realize our true nature.

Intent – pure intent – do no harm to anyone

Have you ever heard what Gandhi used to say? Before you act, consider the affect of that act on the poorest person you ever met in your life, and ask whether the thing I'm about to do will benefit them, and if it doesn't, don't do it. This is pure intention. This is Gandhi's way of checking in on himself, am I acting from truth?

Change whatever you need to so that your mind becomes still and strong

Have you ever thought to arrange your life so that mental health does not become a hindrance? Adhere to the laws of balance in all your mental activity. See that by getting elated you will breed a depression. Acknowledge that righteousness, the idea that you are right, is the cause of all mental diseases. Breakthrough your expectations. Expectations are the root of all breakdowns. Expectations are like the contamination that breeds suffering. If you can be a person whose expectations become the most flexible part of their world then you become a monk, a rabbi, a priest of the highest order.

Do not obey, attend to, follow or become interested in emotion – it is the evil of your life

Did you know that you can use the fuel of emotions to build your life rather than to destroy it? Emotions are natural and wonderful but to follow them, to use emotions as a guide in your life is the poorest of all religions. Emotions are there to awaken you, to enlighten you, to absorb you in life but they are not the outcome of your life. Emotions connect you to life and earth, but they are the joker, they lead you, they provoke you and ultimately you must, in the interests of life mastery and the spirit of your dreams be seen for their fallacy. Emotions are not life, but your reaction to it.

Make every word – every action and act of pure thoughtfulness

Did you know that to dissolve all past and future tensions we need to live in a mindful state? One in which we are able to be still. One in which we are able to be still and know within ourselves the infinite nature of our inner world. We need to be able to see beauty everywhere we look, in every event, and every circumstance.

All the answers are within, all the questions are without-know the difference

Did you know that if you turn your attention inside of yourself every day, if you will open your mind and heart to feel the flow of energy within yourself, you begin to feel your awareness of it expand – then the issues in your life become, smaller and finally, no issues at all? Your notion of who is living your life and who is motivating your body totally changes. Furthermore your understanding and experience of the creative power of life in its fullest sense brings you to a total acceptance of your life within a larger scheme of life itself.

Being open goes beyond fear it means being able to say no, no, no, no and still feel integrity.

Have you learned to be open without getting lost? You may be rejected, or shamed, or criticized or blamed, but this is no problem if you hold your heart open in strength and not fear. You have to remember who you are and where you're going, in the context of this inner effort you make to remain open. This is necessary so that the energy you absorb and consume, and the expansion that results, will re-articulate themselves in your life in concrete, practical and beneficial ways, which will serve you and all the people whose lives, are connected to you. Only in this way will you really learn about energy –about the subtle energy of life itself.

True dignity is raw honesty

Did you know that true dignity is raw honesty? So for a wise person, reality provides the beauty in which true nature is recognized. It is seen in light and dark and this gives balance to their personality. Wisdom gives that weight - seeking the balance is the mark of wisdom. Foolishness at its core is worry, anxiety, stress, and giving ones power to others through concern over that which cannot be changed. To emot on matters of opinion or reaction is unproductive. Wisdom alone brings freedom.

Do not react – be still and allow each moment to be refreshed and new

Have you ever noticed that if you can try to be in the moment, quiet and not talk too much, you will know a deeper awareness of life? Fast response to challenge is not likely to result in anything thoughtful, so the best thing to do is to be as quiet as possible, and to think about matters for a while before reacting. Even if somebody says I want to know right away. You can say, Well, I don't know right this second, but I'll tell you tomorrow. You should avoid answering in the moment of a reaction

Become happy within yourself and then consider your attempt to change others

Did you know that if the mind is still the heart is true and happy and then, the body will be happy? One must find out how to become happy within by achieving this inner calm. Wanting to reform the world without discovering one's true self is like trying to cover the whole world with leather to avoid pain of walking on stones and thorns, it is of course, much simpler to wear shoes.

Refuel in the morning, charge your spiritual batteries in the morning

Start each day with your inner work, and as you move through the day, you will meet each opportunity that presents itself from your own centre, then you establish a sense of joy, vitality and enthusiasm for life. You engage this joy, you dance with it. The whatever the activity, it not even work any more – it's an act of love. You find that you're tireless in it, you have all the energy you require for anything.

It is a question of where you begin , and of what you understand your real work to be. Try to start out with an intense love of life, and an intense love of creation. Look at the mystery of life and absorb that into your being. Then go wherever that love takes you and do whatever you are called upon to do from there.

Fill yourself with a sense of abundance and then without desire go about your life with passion

Did you know that when we let go of desire we cease to be driven by wanting our life to turn out in a particular way? Then we begin to appreciate what our life really is. Instead of endlessly projecting our own limited vision and understanding in the form of our limited desires we are free to feel, sense and touch and be touched by something much bigger than it is easy to imagine or talk about. Every day of our life we can begin to sense the flow and see it's effect. We can sense its action and participate in it. We can understand it working in us and see it working through us into the lives of the people whose lives we touch. This makes our experience of life deeply satisfying because everyday becomes an extraordinary adventure and a continuous revolution.

Living without tension

Have you ever noticed that there is a big difference between pain and suffering. Pain is when you cut your hand. You don't worry because you know it will get better. Suffering is when you're not sure and you worry about what is going to happen. If you live from tension or from need, from drama or from difficulty, then what you get back will be tension, need, drama, and suffering. If you live from lightness, joy and love then what you get back will be pleasure and pain, it is very different. Yet, endlessly the same.

Inner harmony is simply a matter of resignation to the beauty of what is

In all of this, the fundamentally important aspect is the feeling with which you live your life, and from which you express your concern. When I say to be aware of what is inside, I do not mean being aware of feeling jealous or happy or sad. All of that is nonsense, and most people simply use such circumstances in life to become hysterical or dramatic. Instead, I mean having a sense of vitality for life and of the simple joy within you, no matter what goes on around you. Knowing that everywhere you look there are two sides, that beauty exists in all things to the conscious person who thinks on a higher plane and that harmony, inner harmony is simply a matter of resignation to the beauty of what is.

Evolve – in the face of pain or suffering – you must evolve – change what you think in order to eliminate the suffering

Did you know that growing is the answer to pain, suffering and disappointment. The solution is to pull our attention away from all the analysis of these distractions, to begin to withdraw our attention into the very source of this appearance, and to cultivate our awareness of its existence. Instead of intellectualizing about this source or his existence, we cultivate our understanding and our living contact with it, which gives rise to an expansion within that field of energy and vitality. This is what we call growth.

Worry never solved a problem – stillness finds solutions

Have you ever noticed that thinking about problems doesn't solve them, getting above them does? Real Work is the distillation of overwhelming problems, to condense them to smaller, focused and specific things that can be dealt with.

When you stop praying for what you think is missing, and simply at-tune yourself to the extraordinary richness, the quality and the love that are at the core if your heart the ocean itself becomes apparent, and all the rest is just the debris that floats on the surface. All debris is dead - the ocean is what is alive.

Study for your life – Who am I and why am I here?

People come to personal growth for many reasons. But the most basic one is to be free of the tensions and thereby to know their true self. Who am I and why am I here? Through this we discover the nature of the absolute and an understanding of its laws. This in turn deepens our relationship to, and our understanding of, what is truly divine within us.

Take the responsibility – life is about choice – your choices

Did you know that infinite volumes of spiritual literature can be reduced to a few simple choices in life? Either, to be consumed by tensions, or to rise above them. It is really that simple. Tensions that consume our life are bondage. They lead us to live a reactionary existence and represent our inability to immerse ourselves in life with integrity.

In everyday life we act out our choices.

The depth of our commitment to our spiritual process shows in many ways. We demonstrate the reality of our own motivations through our interactions with other people and through the quality of the environment we create. It is important for us to understand this so that we can look at ourselves in a realistic way and begin to make our choices, with consciousness. We, and only we, decide which it will be.

Life is just one big, long series of choices. Make them wisely..

You know that we have this opportunity to choose many times each day. We can make the effort to be open and to live with a genuine love and respect for ourselves and for others. We can choose to see all our inner effort as an investment in the quality of our outer life. We can choose this or we can let ourselves be consumed by doubts, fears, judgments, anger, worries and insecurities. You have to choose your outcome carefully. Instead of being consumed by tension you can instead open yourself and feel the flow of that energy pass through you and you grow as a result. Then you become free, free of all the biological, psychological, and emotional restrictions that endlessly limit human beings to an unfortunately stupid and harsh existence.

Wisdom is the instantaneous recognition that every crisis carries a blessing

To live with self-awareness is not just meditating. Although this can release tensions and reactions. It is really about becoming aware of the essence of your own life, and then beginning to live from that essence, whether you're in a crisis, walking, riding the subways, working in your job, or something else. True honest spiritual practice is being aware of that essence at all times. Then whether you're sitting still or moving around is irrelevant. You won't need a special place – environment in order to have that experience. You will have expanded the experience of all the techniques into your whole life, and made your whole life itself an act of meditation.

Be still in your life - everywhere

Quiet the mind is vulnerable. It is the surface of the lake always ready for something to disturb its surface. Still the mind means to dive beneath the surface of the lake. Where surface ripples do not disturb the stillness. All we need to do is find a way of being still in the world so that even if the sun rose in the West instead of the East we would still follow the same path.

Develop a powerful sense of stillness and calm

Did you know that calm can be acquired, and it is an attractive force. It is simply achieved by breaking the habits of the body, regulating thoughts, steadiness of the eye and calming the mind. Add techniques of breathing and graceful, steady poise and you have created magnetic attraction of the highest order.

Develop a powerful sense of steadiness

Did you know that nervousness is one of the greatest causes of loss of vitality, and is a repelling energy? It is reflected in the person who is uneasy, fidgety, squirming or in any other way addicted to irritated activity. Restlessness is a bad habit. It is the cause of lost vitality, lost concentration, lost focus, lost clarity and is the primary generator of mental diseases such as depression. Steadiness is an art that should be taught to children. The magnetic person is not restless and this way is magnetic to others.

Stop the jitters – sit still – calm your nerves

Have you ever noticed that freedom from restlessness is not stiffness or fixed position? Relaxation is the basis of ease, polish and grace. There is a power in correct relaxation. The resolution is to be without disturbance to your own mind. This means to rise above reaction to others. To allow them the freedom to be who they are without righteousness.

Be true to your deepest passion – it is the key to your own heart – and others

Did you know that even an open heart will close if the desires of the heart are not being expressed. The artist must paint, the sculptor must sculpt, the doctor must heal. All inner, personal work must result in action for this is the expression of inner spirit. Expression is giving.

Patanjali Sutra

When you are inspired by some greater purpose, some extraordinary project, all your thoughts break their bonds, your mind transcends limitations, your consciousness expands in every direction, and you × nd yourself in a new great, and wonderful world. Dormant forces, faculties and talents become alive and you discover yourself to be a greater person by far than you ever dreamed yourself to be.

Self Growth

Did you know that whatever makes a person more valuable to himself will make him more valuable to others. Personal improvement lifts the individual up through thoughts, ideas, impulses and by keeping the company of inspired souls. From this habit of looking onward and upward, comes the spirit of initiative. It is an amazing training, always looking for ways of betterment. It is valuable in any area of your life.

Ideology is a curse - open your mind to simplicity and kindness

Did you know that ideals are where we are stuck in our expression of life. Our true, natural, pre-existing, divine self-image, if it were an available and authentic self-image, is an image of loving kindness. Any other self-image is self-constructed. Our mission must become a path to self-acceptance. We must find a way of saying the door of my heart is always open to others and myself.

Find your centre – your true self – the real centre and stillness will come.

Have you ever noticed that sometimes, when you are relaxed you glimpse the centre. There are moments when you have no tension. You are in love, for a few moments, for a single moment, your lover your beloved is with you. For a moment your mind goes off. There's been a long effort to be with the beloved the mind has been wanting and desiring and hankering, the mind has always been thinking, thinking about the beloved. Now the beloved is there and suddenly the mind cannot think. The old process cannot be continued. You were asking for the beloved; now the beloved is there, so the mind simply stops.

Recognize the symptoms of stress

Did you know that if you have less energy at the end of the day than at the beginning, you have stress?

DO not react - choose to be there or not, but no need to have judgment

Have you ever noticed that reaction to another person is like throwing petrol on a fire? It serves only to create tension and therefore disempowered the reactor. It should become obvious in life that reacting to people places one far from their own true nature, far from their own true spirit and is a great cause of broken harmony. To this end, harmony should be akin to stability.

Allow your life experiences to go deep, feel it, feel it, feel it

Did you know that the effort you need to make now is not one of figuring out these tensions and experiences themselves, because that is practically impossible? Rather, the effort must be continuously be one of reaching inside yourself, opening your heart and mind and feeling the flow of energy within you. This means allowing experiences to go deeply inside of you.

Nothing belongs to you, it's all on loan - don't hold on - you'll kill it

Did you realize that grasping is built on insufficiency? The “if only” mind which works on the premise that if only I had that, and if only I had this, all would be ok. This is the wanting mind, wanting to be filled. Always looking at the world to see what they want. Always thinking – what else do I want tomorrow. The result is a sad and painful existence.

The poorest person – no matter what their money – is the needy one

Have you ever noticed that fear drives a sense of smallness and therefore generates strategies for safety in life. These unskilful strategies for life are ways that have been taught, learned or borrowed from others. The person with the grasping mind says get more, more and more to be safe.

Try to see both sides – yes there's hardship but there's also joy every time

Did you know that aversion is built on resistance, push away, the judge and avoidance mind. It's always looking for what's wrong, looking to negate. Always looking at the world to see what they don't want. Always thinking – what don't I like about this. It's a sad and painful existence.

Kill doubt before it kills you

Did you know that delusion is always confused? What should I do, what's this all about? A confused person suffers doubt. A doubtful person is always dragging their feet, always uncertain. This mind always has too many options because it is always thinking of itself, about itself, for itself. It cannot rise out of it's feelings. It speaks only in terms of “I” I am, I feel, I want. This is a fearful mind, filled with doubt because it has imploded on itself. Too much meditation, too much pleasure, too many options, too much fear and pain. You should be cautious of such a person because they will use you to eliminate their own doubts. And then they will confuse you too. They are always very strong willed and prone to infatuation. Do not attach yourself to these people.

To move on from the past you must learn to love it

Have you ever experienced that until the heart comes to love, there is no moving on? The mind can move on, the body can move on but the spirit cannot move without love. What has not been loved in the past will re-occur. You can be sure. Spiritual growth and development is measured by this. Consciousness is love and what is not loved is the mirror of unconsciousness. A person cannot awaken anew to this day if they are running from the past. Nor can they celebrate the day if they are dreaming of the future. Both actions kill the bliss, the spirit of the moment. To love the past, you must see two sides of every event, experience and feeling from the past

Did you know that love is the balance and the balance is universal?

Until the two sides are revealed there is an infatuation or resentment of the past and this is the curse of mind. It carries only the toxin of imbalance into the future. All thought, all emotion all pain and all pleasure are imbalanced thoughts and guarantee the repetition of the past. Lessons not learned, consciousness not achieved must be re-lived in some form.

The key to personal growth is to unlearn what life has taught you

It is said in the East that the first thing to be learned is to unlock what has already been learned and then unlearn it. This unlearning is what is called real knowledge, wisdom. Knowledge is learned from the outside – wisdom comes from within. In other words, we have to learn how to become a good student, to let go easily. To see a person and say, that person is bad, is learning. To see further, and recognize something good in that person, is unlearning. When you see the goodness in someone you have already called bad, you have unlearned. You have seen with two eyes. You learn by seeing with one eye, then you unlearn and see with two eyes. This makes the learning complete. It requires humility, being humble.

Unlearning the past – means letting go of half truths

You ask yourself ‘how can one unlearn all these stories that have been collected in a lifetime?’ It is said by some that the personality is engraved on the mind (and hence, that things cannot be unlearned). But I heartily disagree. For the sake of humanity, we all need to disagree. What we can do is add truth to half-truth. What has been learned is possibly only half the truth, we need to add the rest. Rather than take away, it means to unlearn is to add the missing pieces. Like a child learns by being open, but an adult learns, and locks onto that knowledge and no longer remains open to add more. They say, I know about you, but this is half learning.

The degree to which it’s possible for a person to change from unproductive responses to productive responses is extraordinary.

It requires a decision that going over the old pattern is too tiring and you are willing to make the effort to go someplace different. This takes a serious commitment. Not a heavy commitment but a real determination. It all has to do with your willingness to control your own energy. This commitment doesn’t require doing a lot of big things, instead it’s the simple things that, together, are the most effective. These simple things are the little moments in-between, when you slowly build a different pattern. Like anything that you practice, if you try to be simple and regular about this every day, then you take the steam out of the big moment and the blow up points become less critical.

Nowhere to stand

Did you know that your life must become a mirror of pure balance, you have to see the positive in every negative situation and the negative in every positive situation. This means a refusal to become one-sided, learning to never make a stand, because with a universal perspective you understand that everything in this world is in perfect balance and therefore to stand on one side or the other is self-destructive.

Let go the past – means to hold bigger dreams for the future

Did you know that we only hold onto the past because we think the future holds no hope, it's a lack of abundance? We stay attached to people, places and stories because we fear, that in the future, there can never be anything as good as, as happy as, as kind as, as loving as, as bad as the past. The person who lives in the past lives in fear of the future. Small problems become big stress, this is how they stay in the past, and they refuse to move on. The person who is stuck in the past will be meagre. They will be tight, ungenerous and self focused because they fear loss. Ultimately, you will know those who are stuck in the past, they are the ones who are most attached, to people, places, things and stories.

The Key to great living is to become content – with what ever you've got

Did you know that contentment means independence and that means learning to love yourself no matter what? The core relationship we have in life is with ourselves. Many people try to avoid this and say being loved, or loving others is more important than loving themselves. But this is not so. Nobody can love us more than we love ourselves and mankind was never meant to be so separated from themselves as we are now. You have to keep plumbing the depths of your own being. You can't give what you haven't got and so giving love requires you to feel loved by yourself, helping people put their heart and soul into what they do, yours must be there already. Your devotion maybe real, but if your heart is closed through self doubt and trying to change yourself, then, truly you will struggle from breath to breath. It is a matter of living from your true nature, and to do this you need to like yourself as you are.

You are unique – just like everyone else

Imagine this - our wisest strategy is to consider ourselves totally normal. So much egoism and therefore emotion is built on the premise that we are extraordinary. In some ways we are extraordinary but that really is measured in the true spirit of our hearts not in our actions, thoughts or achievements. We so often measure ourselves poorly. How is it possible to live a life of spiritual awareness when we measure our humanity so poorly?

Learn to like both sides of yourself and your self worth will grow

Did you know that in reality if I am beautiful I must also be ugly. If I am clever I must also be dumb. If I am smart I must also be stupid. If I am wise I must also be ignorant. If I am poor I must also be wealthy. If I am spiritual I must also be human. If I am any thing I define in singularity then I must also be its opposite. Humility is an attractive quality, it radiates and brings with it an air of confidence and integrity. Nature's first law is about humility to the balance in nature.

You are not an elephant, or are you?

Did you know that all things on earth are interconnected by the nature of vibration. The separation between self and other is merely an illusion created for the purpose of security and identity. Its function is to solidify our concept of self in a world where spirit does not exist. It is subsequently a transient ideal.

Your thoughts attract and repel

Did you realize that what determines the vibration or personal harmony of any one individual is the level of gratitude in their thoughts. All thoughts are electric, they send electrical charges to the nerves, which in turn stimulate action. Our brain is an electrical receiving and broadcasting system that not only generates thoughts internally to the body but also generates vibration external to the body. Although the science of non-local communication is still primitive (cell phone) we are evolving to a time when thought can and will activate response. (This has already been accomplished in the self-management processes for disabled people who can now turn on a light switch through thought)

Love and tension cannot co-exist

Did you know that a tense person cannot love. Why? A tense person always lives with thinking. Everything has a reason. Love is purposeless. It has no reason. It has no logic, it has no cause, it has no effect, love simply is, it requires complete surrender, it is the emptiness behind all things. You cannot accumulate love, you cannot bank it, it is not a commodity to be sold. Nobody can give it to you, you can't strengthen your ego out of it, you can't force it.

Poetry

Poetry turns language around. Putting things together in unexpected ways in order to break you into a new way of seeing things – a new way of being. Poetry confronts you with paradox and contradiction, teasing you to re-think your more conventional assumptions.

Frustration

Did you know that we all rise to points of frustration? Frustra is a Greek word meaning plateau. We rise to our incompetence, get frustrated, look for new ways to deal with life, then move through it. Frustration is an important part of growth. If people hide from frustration they hide from themselves and their path in life. It's like growing till you hit the roof, then spending a few days, months years, chipping through the roof to get to the next floor. We are always learning and growing to new levels of frustra. Some people try to eliminate frustra but that's dumb. They'll hurt themselves severely by trying to be good, clever or right all the time. No human ever said, or did that. Even Jesus in the bible got frustrated... and Buddha, and Mohamed. You too so get over it, you just have to own the times when you are incompetent and go out to learn new ways of approaching the same problems and challenges.

Think Abundant

When you stop praying for what you think is missing, and simply at-tune yourself to the extraordinary richness, the quality and the love that are at the core if your heart the ocean itself becomes apparent, and all the rest is just the debris that floats on the surface. All debris is dead, the ocean is what is alive.

We are the environment we create

Did you know that change is based on the depth of the contract you have with your total environment. When we use the term opening the heart this is simply a way of talking about the degree to which you participate in this environment. It is also a way of talking about the amount of energy you are absorbing, as well as the amount of change you're facilitating within yourself and consequently within the environment itself. It is a reciprocal event, what is outside you comes within and what is within comes without.

Personal power and self-worth

Powerless? - the abundance of power that created the universe creates your life.

Depression

If the same force that created the universe is within you how can anything be missing? The abundance and purity of that power is beyond anything you can imagine. Therefore to think that there is a problem or the absence of anything in your life is ridiculous. It's your expectations that cause depression. They are just frustra...

Anger management - feel it but don't act on it

Feel it but don't act, means to be still even if, for example, the full power of anger is there. If anger is there, people become angry, they are united as one with thought, feeling and expression. Identified with thought they move with thought. They become the thought and so they are swinging in drama and emotion all their life, following transient ideals, getting into relationships and jobs that are not wise. They take the form of the thought. This anger for example, people beat the drums or quell it. But anger is the fire in the belly and any man who does not learn to feel his anger and define it as chi or life-force cannot manage it. He becomes it and explodes like a bomb when the least appropriate time is available for it. You have to become the witness, then you can see thoughts or feelings running like clouds in the sky. It is raw honesty. You see the depth of your humanity, your reactions and feelings, you feel them, but they are not you. You are actually watching them, even laughing at the anger, holding it rather than drumming it out, celebrating the power of it and then making a choice to express that life-force not by release but through passion and vitality.

Your body centre

Always remember to observe whether your centre is involved in your activities. If it is not involved, if you're feeling off balance then it is better not to do anything. Just don't do it. Preserve your energy for the moment when something real happens to you, then do it. Don't smile a false smile, preserve the energy. The smile will come from your heart and it will change completely, it will be total and every cell of your body will smile.

Self-acceptance is self-love is self-worth

Did you know that to understand yourself is to learn to accept whatever you are? This is the basic footnote, total acceptance. And only through total acceptance can you grow. Through this you can then use every energy you have. Accept your pain instead of pushing it away. You cannot change the fact that you are human and have within you every human trait. Life is these feelings and experiences. But we must learn to let them in and then let them out in the same breath. Those energies are a part of the great mystery of life. You must accept that you are everything that you see outside of yourself. If you can except this and dance with every energy with a deep sensitivity, with awareness, with love, with understanding.

Mind and body are one

Did you ever notice that centring is not only mental, it is physical? You can tell a contented person because their whole energy is centred in their navel area. That means that they understand the balance, centring techniques of the ancient mysteries. The normal person lives on the superficial level of life, out of balance and in their head. Their energy is all above their shoulders. You know it, you can feel it. That's why people who are discontent eat allot. They are trying to fill the emptiness in their belly. But this cannot be filled with food or drink. Contentment is Qi, life-force. It's energy in the belly, fire and flames and passion and love. Those eating people they just keep sending down sludge and they just can't stop. It's sort of sad really. No animal would eat itself to death but 80% of the people in the western world do. Cruel yes, but not half as cruel as those who pretend it's not a major problem.

There is no such thing as luck in nature's eyes

Did you know that things that seem like luck are actually the natural effects of natural causes? What is called bad luck or suffering comes from a contradiction of nature's plans. Nature bears no grudge or malice nor desires you luck. Her billions of years of work to bring the current moment into existence will not be impacted by your own journey at all. She will not raise a hand other than to ensure the continuation of her mission.

What are the keys to living happily?

Proper periods of rest
Variety of physical and mental action
Proper food and drink
Pure air
Physical cleanliness to assist elimination of waste
Regular activity of the muscles
Regular activity of the nerves
Regular activity of breathing
Regular exercise of the physical body
Healthy toned mental and emotional activity for the quickening of
the brain centres
Proper clothing and favourable, healthful environments
High focus on purpose
Avoidance of excesses

Just repeat what works and stop repeating what doesn't work in your life

Did you know that if you could, in your daily life, examine every action that has created a disagreeable attitude and caused darkness and dissatisfaction to yourself, you would simply become more mindful and change the behaviours that destroy your life? If we could consciously watch each thought, word or deed that produces an inner harmony, as well as each feeling that brought us inner calm, then the inner life would be fed, as well as the outer.

Peace of mind is the ability to see beauty - everywhere

Did you know that harmony is beauty? A thing is deemed beautiful only when its parts are in harmony. The world is called beautiful because everything acts in conformity with its true nature; it returns to a certain known, it is acting according to its own nature, it is that true harmony, which resonates within us, we feel it. All beauty, therefore, is harmony manifesting itself in its own special way and, in its deepest essence, is recognized automatically by our inner being.

Every thought has a consequence, a life – being mindful means think beautiful

Every thought that has once crossed the mind, every feeling that passes through one's heart, every word that is once spoken and perhaps never thought of again, and every action once committed and forgotten, is given a place, a life, and it continues to live on afterward. Imagine becoming responsible for every thought we think, and for every feeling that passes through our mind and heart. There is never one moment of our life that is wasted, for it is not just a random existence. If we knew how to direct our thoughts accurately, how to express our words with clarity, how to communicate effectively with our movements, how to live with integrity between thought and action, we could create a perfect, harmonious atmosphere in our life, and those around us.

Your true power is in your thoughts – this is where the effort is needed

Did you know that we have not yet come to accept the power that each human being holds in their conscious and subconscious mind? And it is just as well for in the wrong hands, as has been proven over time, great powers can be used for both positive and negative affect. The power of thought is greater than many of us have imagined. It is as though every person reigns over a kingdom of their own. As an adept of this kingdom, with mastery over thought, you would be required to live in full awareness and mastery over your mind-state. You would become conscious of the responsibility of every move you make, and you would understand the ripples it would make amongst others.

Letting go – we move forward. Holding on - we die

Did you realize that the fine vibrations we express, our thoughts, are continually evolving, adapting to our environment and therefore cannot stay fixed or rigid? While some people speak of certain beliefs and do not wish to evolve beyond them, others will continue to seek further understanding, delving into the depths of knowledge of life. True joy is to evolve freely without attachment. With this approach a perfect strength will arise, harmonizing mind, body and spirit.

What you think, goes allot further than your brain

Did you know that our thoughts create our reality. Our mind is the soil upon which thoughts and imaginations grow to plans and actions and therefore, is the most essential place to begin the personal development journey. What becomes obvious after some analysis is, that our thoughts are not our exclusive property. The quality of thought is not only known to the thinker, but also by those who are in contact with them.

You attract people who think like you – they are the mirror of your subconscious

Did you realize that every mind attracts and reflects thoughts of its own kind? Just as the soil of a certain earthly region may attract flowers of a particular variety to grow while repulsing a certain type of weed, thoughts attract that which will make them grow. Like is attracted to like. The mind develops a certain character, and the thought pictures of that particular character appeal to like minds. Higher thinking minds, with higher thoughts will always attract minds with higher thoughts. An ordinary mind is attracted toward ordinary thoughts. For instance, a person who has a habit of criticizing people will most often open their ears to the criticism of others, because this is the subject which interests them. Indeed, their level of comfort is found there. A person entrenched in negative thinking cannot resist the temptation of hearing negativity of another person because this is most near to their heart. What is most profound is that they also think like this toward themselves. There is no escaping that what we do unto others, we always do unto ourselves. Therefore, if we are complimentary and compassionate to others, we breed this toward ourselves.

Your mind – your thoughts determine your destiny

Did you know that the refinement of our thought process to focus on those thoughts, which are productive, is the key to creating the form of your own reality? Thoughts of an inharmonious nature create destructive realities (fear, shame, guilt, anger, greed) and thoughts of a harmonious nature create constructive realities (love, care, gratitude, kindness, humility).

The laws of Karma are built into our mind

Did you realize that what humans call happiness and comfort, profit and gain (which is all some long for and wish to attain), is harmony? An object may be attained by either good or bad methods, yet still be obtained. But it is the way in which one attains that object that defines life as harmonious or not. It is not the object that is bad, it is the way in which one adopts or attains it that leaves an imprint on its form. Ugly action, greed and all manner of dark force can obtain the object, but the darkness of it can never be removed. Disharmony is a virus that attaches to both the doer and the achievement.

Control your head – control your life – this is the secret of all existence

Did you know that we have a huge influence over our own destiny through the intent of our actions and thoughts? No one, no matter what their life looks like on the surface, can overcome the darkness of their action. Greed and cruelty are toxins to the human heart and no one wishes for disharmony. All suffering, pain and trouble are the result of it. Every action, every word, every feeling you have, every sentiment you express must be harmonious. It is all virtue, it is all religion. There must be caring, gentleness and conviction. It is not by following someone else's beliefs, or making one's life a religion, that is necessary. Nor evolving your consciousness. It is by being a religion, becoming consciousness, expressing a spirituality that you resonate with, that will create harmony within and without. But it must be authentic.

Balance achievement with experience

Have you ever noticed that a blind drive for achievement makes all the beauty around us turn to heaviness in our minds, bodies, and hearts? This pulls life and heart down-to-earth, and by that, everything becomes limited. When harmony is gone all sense of fun and play is gone. When we shake off the heaviness of this blind drive for achievement, the ego, we feel joyous, we feel light and with this comes the inner harmony we all so naturally want. This shaking off is more a natural release, a letting go of the need to be right, a quiet confidence in the result, a non-reactive process.

Ahh, but the key to all victory is the patience to wait for it

Did you know that in order to learn that noble manner of life, what is most needed is patience? Sometimes in the form of endurance, sometimes in the form of consideration, and sometimes in the form of forgiveness. But, most of all it requires the ability to see even beauty in the frustration. To see that we are powerless in some circumstance is often the wonder that frees us to enjoy it. It is wisdom to know the true limit of ones capacity to influence another. Changing others is not a high ambition. Sometimes the greatest nobility is acting the truth of ones own core, becoming that which we wish others to follow and allowing the time, trusting the transference to create the change that is meant.

Spirituality is finding your true nature

Have you ever noticed that most people think that spirituality is a difficult attainment? It's not. It is neither difficult nor an attainment. Wherever it is that you are, you are in fact already spiritual. Nothing new is to be added and nothing is to be discarded. You are as perfect as possible. NOW. It is not that you are going to be perfect sometime in the future, it is not that you have to do something arduous to be yourself. It is not the journey to some other point somewhere else. You are not going somewhere else. You are already here. That which is to be obtained is already attained. This idea must go deep, only then will you be able to understand why such simple techniques can help.

Spirituality is within you – stop trying, relax within

Did you know that if you are not perfect already then there is no possibility, there is no way that you can become perfect. The whole situation is totally the opposite of the self-help industry. You are already that which you want to attain. That is why simple techniques can help. It is not an attainment, but the discovery. It is hidden, and it is hidden in very, very small things.

Mind, body and spirit – all three must work together

Did you know that to live with spirit one must find a harmony between mental health, physical health and spiritual health? This translates into a certain lifestyle, one in which all the different and divergent areas of life converge to create a better way of living. In fact it's only natural to live with spirit. But it is easier said than done. When there is no appreciation, no receptivity, we sink like a rock to the bottom of the sea. Instead, we must float like the boat that is hollow and is receptive to movement.

Learn to be alone

Did you know that great composers, artists and inventors have always had the capacity to be alone for extended periods of time. The greater their achievements, the more alone they were. Interruptions bring the mind back to the surface.

Emotion – energy in motion – nothing happens without it, nothing happens with it

Have you ever noticed that emotions suck life force? Your mind can go too and fro, thinking this and that, ticking and tocking, thinking and thinking. This is your energy burnt usually on nothing. It's like putting a short circuit across a battery. When your mind is out of balance your heart cannot open, exhaustion results.

Prayer is talking to the universe.
So tell the universe, thank you.
Meditation is listening to the universe.
So listen to the universe and be empty.

A full life is a full breath

Did you realize that because we are afraid of being total, we breathe shallowly? We breathe just at the minimum, not at the maximum. That is why for some people life seems so lifeless. If you are breathing at the minimum, life force becomes lifeless. You are living at the minimum, not at the maximum. If you live at the minimum then life is always overflowing with tension. You cannot be a contributing partner, a wife or a husband when your life is overflowing with tension. Everything will become difficult, you will be too needy. Breathe deep and long, live deep and long.

Uncertainty kills – move beyond fear and know – it's all going to end one day

Did you know that when you are afraid, you fragment? Your fragmentation means that you are splitting off your energy, and in turn means that you do not invest yourself fully in anything. You would hold back love, you would hold back energy. If this is the case your vitality will drop and you will feel disconnected to life and yourself. The key therefore is in some way to transcend the fear and the best method is to use the breath.

Sex and deep breathing – now you are convincing me

Did you know that our civilization has created shallow breathing in order to compensate for the fear and uncertainty that exists in city life? It is therefore good to go deep into your centre, because otherwise you cannot take the breath. Unless you become non-suppressed towards sex, anger and fear, you cannot breathe deep. But if the breath goes down into the abdomen it gives energy to the life centres. It massages the vital organs and vitalizes the sex centre. Then the vitality comes alive and only then do we have the capacity to channel our energy into our chosen experience.

Start at the Beginning

The whole world pursues love outside themselves in the hope of having it. You need to have love within yourself, cultivate it, then the whole world comes to your door. If you want love and you go looking for love, it's like looking for your car keys when they are actually in your pocket.

Gratitude

Did you realize that gratitude opens the heart and inspires alignment of all your faculties, body, mind and spirit? Our greatest happiness is achieved when we celebrate life and when we appreciate what we have. Anything you cannot be grateful for runs your life. As you move those matters you are not grateful for into gratitude, you achieve your maximum evolution. By this I mean gratitude for what you have and gratitude for what you do not have. Gratitude for what could be and gratitude for what is. When you are grateful for what is, you have the power of your spirit and your heart and then you become unstoppable.

Sleep, sleep, sleep deep

Did you know that sleep is also one of the greatest revitalising agents we have? Most people habitually use stimulants and caffeine drinks, which cause the nerves to be in an excited state and prevent the body from experiencing total rest and relaxation. When people discard their stimulants they become deep restful sleepers. To relax yourself to sleep, first darken the room, turn off the TV or radio and lie flat on your back with your hands down by either side without touching your body, legs extended about a foot apart, head resting on a small pillow. Eyes remain open at first focusing on a point straight ahead of you. Gently slow your thoughts and allow your eyes to close. Avoid any interruptions and allow all muscles to completely relax.

Do it well, do it with love and most of all, make it fun

Her life was fuelled with desire, and contentment was always just around the corner. Someday Isle – this is an island on the Australian Barrier Reef. So many people want to buy it. Someday Isle do this, and that and this and that. When I was fifteen I said someday Isle be a musician, I practiced piano but wouldn't listen to the teacher. I was so intent on Someday Isle, the future, that I lost the love of playing the piano, and then it became a chore. I turned something I loved into a curse because I was thinking of the success rather than enjoying what I was doing. I was consumed with the ambition to be somewhere else and therefore not able to enjoy playing the piano. I loved playing the piano but spoiled it by always wanting to be in the future. I turned something great and probably a dream, into a chore by forgetting to be thankful for what is.

Abundance is having nothing, wanting nothing and being fulfilled

Have you ever noticed that there is a lot of confusion about abundance in our society? People think that it is about wanting and having and getting and receiving and building things. You can see it in all these courses that people go to, to help them develop greater skills manipulating the universe and others, so that they become more abundant. That is not true abundance because it's connected with things. True abundance is connected with the spirit. It's not dependency on things good and bad or love from others or pleasure that makes you abundant. It's the ability to be filled with life without anything that makes you abundant. It's a state of mind. To experience a true abundance requires a capacity of our hearts to face the dark side of life with equal equanimity as we face the light. To face life and death, gain and loss, equally.

Fear drives things away – open your hand and allow it to come

Did you know that when you reach out for things the energy you use usually pushes the thing away? Like the bow of a boat pushing the water. Like reaching for a feather the pressure of reaching pushes it away. The real way to have everything and anything is to want nothing. And then see what comes to you. If you are willing to take whatever comes and to care for it and cultivate it, then everything comes.

The one who reacts - looses - hold your cool

Did you know that Samurai warriors would stand to fight each other for many hours at a time, face to face, sword above their head, ready for a swipe, eye to eye just waiting, frozen in time, focused on just one thing, the current moment? The best warrior was the one who could hold the longest focus. Finally, the battle was won when one or the other warrior had a thought like, “gee, my hip is itchy,” or “I wonder what that other guy is thinking?” or, “ah now's my chance I'll chop him now,” and of course, while that thought took place, the thinker lost presence, fell out of concentration, and in that window of time lost their head, literally.

Mind and love – break through the clouds of conflict

Did you know that when the mind and heart do not understand the environment, the surroundings, the conditions in which an individual finds themselves, then through the lack of that understanding, conflict is created? Mind is clouded by this conflict, and this continual conflict creates memories. With continuous struggle a person becomes identified with mind and thus this idea of 'I', of ego-consciousness, becomes hardened, stuck. Hence, there is further conflict, suffering, and pain. The understanding of the circumstances, the surroundings, the conditions, which create this conflict, come through intelligence, which is, mind and love.

Greed – be careful

Have you ever noticed that a person who is materialistic, struggling to achieve only for themselves and living for their own benefit will suffer from morning to night? They will be bitter and troubled, as they are in the midst of struggle and conflict, mostly with themselves. For peace, the heart must be free to give.

There are two worlds the inner and the outer – separate but competing

Did you know that the outer environment, our mind, wants to crush the heart into this steel frame of standards, of morality, of religious ideas, of moral edicts? As the individual is crushed from the outside, that same individual may seek and escape into an inner world. This is withdrawal and introversion. Naturally, when the mind is being twisted, shaped, perverted by outer environment, and there is constant conflict outside, constant battle, constant false adjustments, the mind hopes for tranquillity, for happiness, in a different world.

The most powerful people are satisfied people – they think about others

Isn't it so wonderful to meet people who have satisfaction, who don't want anything? But who are you when you don't want anything? Have you noticed the difference when you don't want anything? The moments when you don't want, just taking each step, noticing, observing, there is a resting in this space.

Manifestation

Did you know that in the Koran it is written, 'be', and it became. This is the key to the world of phenomena. To the progressive world of advanced thinkers, this is the key, which reveals how manifestation came into existence. Its existence came into being, in answer to the will, which expressed itself in saying 'be', and it became. This does not only belong to the origin of things, it belongs to the whole being of things, to the whole process of manifestation. You simply have to think, "be" and if you have enough mental strength of will, power of insight, and vision of the object, it will appear.

Self Respect

"Just throw away imaginary thoughts of things not yet here, and stand firm in that which you are." Kabhir

Decisions and wanting

The core thing I would encourage you to think about in wanting something, is whether or not what you want really promotes your growth. Does it promote understanding in your life? If you can ask that question of any change you are considering and get an honest answer of yes, then this change is fine.

Sadness – Let it come

Do not deny sadness. Try instead to feel it in your heart, you can whistle a happy tune and find a reason to be thankful. Breathe into that sweetness. And continue to feel it circulate and expand until a real joy emerges. Breathe into that joy and start to allow a simple love of life to emerge within you. Then feel that, letting it flow inside of you – allow the simple love of life to emerge from within you. Then, feel that, letting it flow within and around you.

Will power – the key to life yet, it is no power at all

Did you know that will is not power? But it is all the power that exists. Will power is a combination of physical and mental strength. Our hands, with all their perfect mechanics, cannot hold a glass of water if there is no will power to support it. If will power fails us, a person seemingly healthy, will not be able to even stand. It is not only the body, which gives us strength to stand up, it is our will power. It is not the power of the physical that makes us move about in life, it is will power that thrusts the body forward into motion. Therefore, birds do not fly with the wings, they fly with will power. Fish do not swim with their body, they swim with their will power. And when man has the will to swim, he swims like fish.

Will and optimism and looking with hope – these are divine gifts of everyday people

It is the optimistic attitude towards life, which develops the power of will, and the pessimistic attitude, which reduces it and robs it of its great power. Therefore, if there is anything that hinders our progress in life, it is ourselves. It is proven a thousand times over that there is no one in the world who can be a worse enemy to us than ourselves, for at every failure we see ourselves standing in our own light.

Peace of mind – requires compassion

Did you know that the mind can be compared to a wild horse? Many have brought a wild horse to the yoke and made it work. It is such a strange experience to be controlled and tamed, that the horse will kick and jump and run and try to destroy the yoke. So it is understandable for the mind to kick and jump when you yoke it to one thought and try to hold it for a while. The mind becomes restless because it is not accustomed to discipline.

It has been said that the mind will hold by itself a thought of disappointment, of pain, of grief, of sorrow or failure. The mind will hold it so tightly that you cannot take the thought from its grip. The mind holds it of its own accord. But when the mind is requested to hold a particular positive thought, then it may not hold it, responding instead by saying I am free and I will not be controlled.

Concentrate – this means to be in one place with one body in one mind

Did you realize that when the mind is disciplined by concentration, by the power of will, then the mind becomes yoked to your work. It becomes your servant rather than your master. Once the mind has become your servant, what more can you wish? Then your world is your own, you are the King or Queen of your kingdom. But some people will argue, why not let the mind be free, as we are free? But this is like saying: let the horse be free and the rider be free. The horse will go one way and the rider will go the other. Who will win? They cannot go in separate directions or there is madness. But how, under these circumstances can they go together?

Control – contain – discipline – this is freedom

You know that some people will say ‘let me be free’ and they will run away, build wealth and power and to the onlooker they appear to be free. But without discipline, they are far from free. Self-discipline, however difficult and tyrannical to ourselves it may seem in the beginning, is that which makes the master of the self. Self-mastery is a combination of discipline and applied human will. Here, when the senses no longer control our daily actions, when the hunger of the body is not longer our primary motive we are really free. It is not in vain that the great sages lead aesthetic lives, with great purpose. It is not something to imitate, but it is something to understand, it was self-discipline: the development of will power.

Strength of will begins with your body – Your body is dumb

Did you know that the best way to cultivate will power is by first systematically putting the body into a certain discipline? It must sit in the posture that is prescribed to it. It must stand in a place where it is asked to stand. The body must not become restless, or fatigued by what is asked of it. You’ll see this in yoga. The body must answer to the demands of the person to whom it belongs. The moment we begin to discipline the body we begin to see how disobedient the body has always been. Then we find out that this body, which I have called mine, myself, and for whose comfort I have done everything possible, given rest, nourishment, even closed my eyes to the unpleasant things of life, remains faithless and disobedient. So the body is trained with physical exercises by the mind.

Concentrate means wide awake, alive but single pointed

Have you ever noticed that there is a difference between concentration and silence? Concentration is holding a certain thought before you. Silence is relaxing mind and body, it is repose, and healing. Further, concentration is the beginning of meditation, meditation is the end of concentration. It is an advanced form of concentration. The subtle working of the mind is called meditation. It is more profound concentration, but once concentration is accomplished fully, it becomes easy for a person to meditate.

Nature and mind can be in harmony

Did you realize that by putting the human will in harmony with nature that the world benefits and life mastery is accomplished? Resignation of the human will to nature's will is truth. The other way of seeking accomplishments, which the masters have always taught, and it is to seek the pleasure of one's fellow people. Humankind is quite willing to seek the pleasure of God, but if one asked them to seek the pleasure of his fellow man he often refuses.

While you reason – you are poisoned

Your mind can logic anything. It can justify murder, it can sanction violence. Your mind can apologize for your laziness and feeble will. Your mind can argue about creation and birth of souls and have all sorts of philosophies about life. Your mind can justify killing – your mind, if given to reason, is, a poison arrow shot from a bow without aim. Reason is the great skill of the learned, it is in their hands a weapon. To the terrorist, strapped with bombs, the reason is good and the means with good reason. All is prey to the fallacy of reason because reason lacks the tempering soul of the human heart. Do not go out without heart for your mind can do great injury if left only to reason.

Improve yourself daily

Did you know that we all understand the importance of maintaining progress in our own life. Self-awareness is an ongoing and continuous journey. This is consciousness. Stress and blocked emotions cause much of our illness. This earth has been evolving from the time it first took shape. Progress is the watchword of life. Little minds cannot be taught the principles of improvements, but you can. Don't be discouraged by your age, or by the opinions of those who are your friends. While there are years ahead, while there is opportunity, and while you can draw a breath you have the opportunity of betterment and advancement towards a greater consciousness and a deeper awareness of the perfection of life.

Breathe from your belly

Have you ever noticed that your love will flow totally if you breathe from your centre. If you are afraid, afraid to be vulnerable, afraid to be open to someone, to anyone you will breathe in a shallow way. You may say that they are your lover, you may call them your love, but if you are afraid there is no real love. The other is dear to you, but unless you are totally vulnerable, open, you do not know what is going to be expressed. To be complete, you must release the fear. If you cannot breathe you cannot take a deep breath then you cannot release the fear. By relaxing your breathing so it goes to the centre you'll become in the moment and your act will become total.

Be humble to nature and her laws

Did you realize that when nature becomes your enemy you are the target of all her antagonisms and she carries many in her equipment? Backed by 8000 diseases and the countless dangers posed to you, all added, she is able to challenge you at any angle of your existence. Nothing that you can do will save you from her fury. It is therefore wise to align with her will, rather than your own folly, ego or intent.

Inspiration and the art of work

Did you know that inspiration comes to the artist as though by another hand, they create as though their eyes were closed and their hearts were open? With this guidance, they will create or paint, with little recollection of how they produced their final piece. Inspiration comes to a musician as though through the voice of another. The music will appear, a complete song, with perfect melody and rhythm. A poet's inspiration comes to them as though someone was dictating and they were simply writing it down. There is no strain on the brain while writing, there is no anxiety in receiving this information.

The third eye – the source of inspiration

Every person in the world should train themselves to depend on the third eye as much as possible. It can make you a power in your day, if not in the world. It can work out your destiny. By having mastery of it, you can become an architect of your own life on earth, you will learn self-reliance.

Becoming Psychic

Through third eye awareness you will begin to perceive the true significance of environment, whether it is of the past or of the present, that is, perceive the true significance of continually changing circumstances. In the perception of that which is true in environment, there is reality. You will rise above conflict. Then, in that acuteness of reality, you will discern the true significance of environment, you and it will become merged and your true nature will just open in front of you. In that clarity of thought there is no deception, no insecurity, no withholding, and no limitation.

Truth

When action is born of the third eye, which is insight, when action is itself insight, then you do not seek that which is irrelevant. There is a completeness, a sufficiency, a richness and the realisation of the universal viewpoint applied to everyday life, this is yours. And that completeness, that insight prevents delusion. You simply see the beauty of what is, as it is, and then live moving forward as if there is a river and that river has a flow and you stop fearing life, and look to find beauty in every circumstance.

Life force is thought – thought begins with imagination

Did you know that it is an amazing awakening when finally you are becoming aware of Prana in your centre of imagination? There will develop a blur between reality and your imagination, dreams and visions. Now this throws a whole new light on thinking. Because if your thoughts are toxic, fearful, and angry, you cannot see beauty. By focus on the third eye, and awareness of life force, you become the beauty, you feel it, it is you. This is the key. You feel the heat, the warmth, that's the clue. If you are cold within, always feeling chilled you have lost the inner glow, the warmth of self-love, the life-force has escaped. Then you need to turn the world inside yourself and find the third eye and feel the life-force, then inner beauty will come and you will again feel the warmth of inner strength return.

Awareness – imagination and purity

Did you know that now with the third eye awareness, you become aware of the harmony of things, pictures, thoughts, people. When you have mastered awareness over attention, these exercises help to open the third eye. Close your eyes then focus both of your eyes just in the middle of the two eyebrows. Focus just in the middle, with closed eyes, as if you are looking with your two eyes. Give total attention to it.

Third eye – dream and reality become one

The Buddha said 'now that you are centred in the third eye, dream and reality are one'. Whatsoever you are dreaming will be real, and vice versa when you are focused on the third eye, just imagine that the essence of Prana is showering from the top of your head, just as if you are sitting under a tree and the flowers are showering, or you are just under the sky and suddenly a cloud begins to shower, or you are just sitting in the morning and the sun rises and the rays begin to shower. Imagine, and immediately there is a shower, a shower of light falling down from the top of your head. To shower recreates you, gives you new birth. You are reborn.

Look from within – total presence

First try it in selected periods. For one hour just be attentive to your breathing. By and by you will be able to change your attention into awareness. Then do some simple things for example, walking. Walk attentively with full awareness of walking and also of breathing. Attention is to focus on just one thing, awareness is to be able to hold that focus and do many things. Do not create any opposition between the two actions of walking and breathing. Be a watcher of both. It is not difficult.

Health is nature's gift - ill health is nature's teaching

Did you know that rewards are granted by nature alone. She can give you long life and health. Food and lifestyle must merge in a natural way to build the foundation for your being. The healthy person never dies young. Rarely by accident, for nature takes care of those who are on purpose.

You choose your destiny

Have you ever thought of physical weakness, flabbiness, being choic-es? No excuses. You choose to listen to your dumb habits or you choose to follow your will. There is now a profession looking to name every discrepancy in human judgment as a new disease. Every time someone lacks the will to stop eating or thinking a certain way, they design a new drug to help those people lose weight. Can you see the fallacy in this? Eat more and then get a drug to fix it. There are some with excuses. Socio-economics may prevent adequate awareness. But not you. If you are reading this, you are not in that group. No way. Raw honesty. Fat is choice, depression is choice, fatigue is choice, disease is the result of life not the cause of it.

Beyond Drugs and Pills

No drug can give vitality, stamina, health and endurance. No drug can give self-respect or wholesomeness. No drug can build families or businesses. Drugs can only counteract effects. And they have side-effects. No drug has no side-effect. They all ultimately deny truth. Humans can heal, humans cause their reality. Empowerment begins with this knowledge. Don't believe me? Then refer to 'Molecules of Emotion', Candice Pert, Nobel Prize winning work.

Rest for your life

Did you realise that sickness is nature's way of showing you that you are filled with toxins. Dead people do not catch colds. Healthy lifestyles dispel the wastes and toxins that kill people. Make time to work, think, play, read, worship, help, love, dream, laugh, beautify, plan. The greatest enemy of long life is lack of respect for the needs of good balanced lifestyle.

Health

The body commits suicide through worry, anxiety, tension, stress, frustrations, nervousness, morbid moods, these are all foreign to healthy long life. Optimism, gratitude, happiness, being carefree, self-confident, and serene are the trade marks of long life and agelessness. Life is slow suicide. There is little doubt that people born with a sound constitution can, without difficulty, live to be 100.

Aging is a myth.

Keep away from greasy food. Greasy food makes you sleep longer, have less energy, think slower and feel all rebound sluggish, plus your digestion will be slow and cause toxicity in the body. Pledge to yourself to live long and happy. Pledge to live to old age. To do it with such a devotion that you rush out to the streets and start shouting from the highest place – I am going to live forever and laugh at the foolishness. "I will keep the body as long as I can, then dump it, and find a new one. To hell with heaven. I'm coming back."

Rest for your life

Rest is something few people know how to do. Being still is something few people enjoy. We must schedule into our day, time to rest. Begin to live as nature wants you to live. Demand of yourself a higher standard of health and happiness. You cannot receive higher health unless your body gets its rest periods to develop new vitality and energy. Regard your body as a machine under your care and supervision and every machine must have rest periods or you will build up too much nervous friction and tension. Put yourself in nature's hands and let her run your machine, heal your ailments. Your rewards will be many in renewed health.

The internal fight is the greatest fight

Did you know that before one can fight and win the outward battle, one must win the battle within? Poverty is more a state of mind than an external condition. Most people struggle for small rewards because they are shackled by an unarticulated belief that they are not the kind of people who are worth the finer things in life. Our maker never stops us from possessing worthy gifts. It is our own lack of faith in our worthiness to receive the gifts that prevents us from possessing them.

Ask yourself not what you want to get but what are you willing to give up for it.

Have you ever noticed that almost everyone thinks they want to be rich, but in reality most of us are exactly where we want to be financially. Obtaining prosperity is not about what you are willing to do to gain it. More importantly, it is what you are willing to give up in exchange for it. This is an extremely important principle to remember. It is like the making of a superior athlete. The first thing the athlete has to confront is the question, what am I willing to give up in order to become a great athlete? Am I willing to give up the time that I spend with my friends? Am I willing to forgo the parties and fun times that my friends enjoy? Am I willing to forgo delicious, fattening food in exchange for a disciplined diet program? The list goes on. This is the real health.

Independence

Did you know that every person in the world should train themselves to depend on themselves as much as possible. Societies are based on interdependence of people and this is healthy, but in this interdependence there is dire need to be self aware, self-driven and self-conscious. Self-awareness, is a trait that has not been cultivated in our society, but that is part of life. It is the decree of nature for people to cultivate self-awareness. Make yourself a power in your day, if not in the world. Workout your own destiny. Be an architect of your own life on earth first. Learn self-reliance. Keep wholly within bounds of right dealings with all others. Create no debt to any person. Give more than you receive and your living will become wealthy and joyful beyond imagination.

Take the power back

Don't listen to sooth-sayers. The law of cause and effect, determines the future, and these laws are much more scientific than fortune telling, astrology and psychic readings. There are reasons other than the stars that determine what the future has in store. Ninety percent of estimates of the future fail. In fact we know thousands of careers that have been ruined by advice from some of the best in advise. You do not have to wait for experience, and you don't need to seek the advice of fortune-tellers.

Be Honest – are you Sick?

Is everything you do a big effort?

Have you started to lose your skin tone?

Are you forgetful and confused?

Has your hearing begun to deteriorate?

Has your vision begun to dim?

Do you wobble a little when you walk?

Do you get out of breath when you climb stairs?

Is your lower back lost its flexibility. Do your joints creak?

Do you adjust very slowly to cold and heat?

Are you slipping and not quite yourself any more?

If you answer yes to any of those questions, here is what you need to do:

Take a shovel – find a spare plot of land and start to dig a hole. The hole should be about your height, your width and at least deep enough for you to stand up in. The gather wood and make some form of monument and carve into the wood your last thoughts. Then gather some rocks and arrange them so that people will see the mound of earth.

By doing this you will have generated a heart rate higher than normal, your back will be exercised and your mind focused on the gifts of your life – so at the end of this fill in the hole and go take a shower, you've probably started to get healthy again already.

Mind body

Did you know that the discipline of the mind is done by concentration. It can only take place after the body has become disciplined. When you wish the mind to think about one particular thought while the mind is thinking another thought, then the mind becomes very restless. It does not want to stand in one spot, because it has always been moving about without discipline. Very often people tell me that during the day their most difficult moment is the moment that they want to concentrate. At this time the mind will start to jump. This is because the mind is an entity. At the same time this mind is meant to be an obedient servant. The mind and body need to be in order and act as you wish them to, in order for you to gain real comfort and happiness.

Hang out with people who inspire you

Did you know that there is great wisdom in saying, a person is known by their associates? In the East much thought has been given to this, especially from a spiritual point of view. For those who seek to live in raw truth will be drawn to company of those on the same path. This is more precious than anything in the world because there is an automatic addition of resources. Everything else comes after. Association is held as the first and most important goal of self-actualization.

Good friendships are vital

Did you realize that one of the first things we need if we are to seek and find this freedom, is to have friends who really understand a larger viewpoint? People you can trust. Of course, to learn real trust it's better if you have a relationship with someone who deserves it, someone who has the capacity for trust, who has the self-confidence that demands of them honesty in human relations. Finding someone we can trust is something we have to work at, because we won't find that until we can trust ourselves. It's not so easy, and sometimes it is easy to become cynical. Being cynical doesn't help, because then we cut ourselves off from learning anything. When we do something that is worthy of our own trust, we learn to trust ourselves, our consciousness expands tremendously and our ability to trust life itself expands.

Insight

Did you know that insight also operates during our sleeping hours. A clear, intuitive, calm mind during the day will produce a powerful depth of dream state. Dreams are the insight at work while the perceptions of the outer world are resting. At this time, the insight must receive messages from a deeper well of consciousness. However, the same qualities that allow for accurate and clear insight during the day also exist at night. A disturbed mind during the day creates, unquestionably, a disturbed mind at night. Clear, focused and concentrated thought, with mental stillness during the day, will become stillness and concentration at night.

Dreams

Dreams without meaning do not exist. If the dream has nothing to do with insight, it is a purely automatic activity of all that the mind has gone through during the day. Yet even behind this screen there is meaning, for nothing is projected onto the curtain of the mind, which does not take root in the soil of the heart, producing similar flowers and fruits. If, in the dream, insight is working, then the dream is narrating something from the past, present, or what is in the future.

Look how you want to feel

Did you realize that the way you groom your appearance, is an everyday activity that turns into a prayer? Every moment of your life is a prayer, it is a way of life. Everything you do is a mantra for life, it creates its destiny. The way you deal with conflict and pain, and suffering is an affirmation for life. How could it be anything else. If we cannot be mindful of how we lay down a yoga mat on the floor, the yoga or meditation done on it is only a half. So the way you dress is part of the mindfulness, it's a mobile meditation.

Your clothing, the cleanliness of your shoes, your hygiene, the secret development of your own personal respect, these are what counts. Wearing things you would not be seen dead in corrupts the integrity between the inner and outer. Socks that smell, clothing that needs washing. To treat yourself and groom yourself with pride is vital for personal integrity.

Mindful action comes from a perfect and beautiful mind

Become mindful of everything you do. From the way you open and close a car door, arrange flowers, take a bath, all becomes a ritual for life. The cleanliness of your home and kitchen and the way you climb stairs becomes prayer. If you are able to be mindful throughout the day your health will be incredible. Even look through the clothing cupboard and toss anything that's worn, dead or carries with it the aura of the past. Great things from the past create great affirmations for the future. This mindfulness is the key to the future. To become aware of how we pick up a coffee cup, put the sugar in a stir it, all is purposeful, thoughtful, appreciative, mindful. To notice and taste every mouthful of food becomes a part of life's ritual. To be quiet and still while waiting for the bus, it is all action that reflects mind, a mind that is still and loving and harmonious, creates action of a similar kind.

Got the jitters – see a doctor

Did you know that uncontrolled bodily movements such as the frequent change of position, the moving of arms, legs, hands, fingers, eyelids, mouth, face muscles and various twitching, jerkiness indicate chronic nervous energy waste? This is when muscular energy runs away without purpose and without control. Preventing physical leakage paves the way for new and life giving vitality. Steadiness is a habit. To bring poise into your life and relationship, become observant to all unnecessary motion you make and reduce your movements. Self-mastery inspires confidence in others, thus increasing success. Powerful people are deep. The stronger the feelings, the less should be their outward evidence. You'll have no confidence in a person who fidgets.

Restless people make all around uneasy

Fidgeting with the fingers, tapping, scratching, moving around, odd movements of the arms and fingers reveal an unconscious deterioration in presence and vitality. This also applies to feet swinging under the table or tapping on the floor. Posture can drain energy, sitting position, slouching in a chair, head resting in the hands, leaning back, lounging, shoulders hunched, spine compressed reveals and causes exhaustion.

Calm can be acquired

Did you know that calm can be acquired and that it is an attractive force? It is simply achieved by breaking the habits of the body, regulating thoughts, steadiness of the eye and calming the mind (emotional stability). Add techniques of breathing and graceful, steady poise and you have created magnetic attraction of the highest order.

Beyond Nervousness

Nervousness is one of the greatest causes of loss of vitality, and is a repelling energy. It is reflected in the person who is uneasy, fidgety, squirming or in any other way addicted to irritated activity. Restlessness is bad a habit. It is the cause of lost vitality, lost concentration, lost focus, lost clarity and is the primary generator of mental diseases such as depression. Steadiness is an art that should be taught to children. There is a power in correct relaxation and it is certainly not slough or laziness.

Happy people are busy people

Did you know that people experiencing low self-worth and lost vision walk, act and think slowly. They have no urgency and they don't value time. They are often late, subconsciously delaying their arrival to appointments they don't really want to attend. Parkinson's Law says, work expands to fill the time allotted to it. It is also the case that a person with no intensity will slow down to work on lower and lower priorities. Unfortunately, as you work on lower and lower priorities, your self-worth drops, your appreciation drops, your emotions rise up, and the quality of what you do depreciates. In order to get a person working at their peak, you need to get them focused and present in the moment. To be in the moment, we need intensity and passion. In a spiritual audit, I arrive at an office and watch. Generally, people either stroll from place to place or they go to the other extreme and run from place to place. In a well-run business with an entrepreneur in charge, people hurry from place to place with intensity and purpose. These people are on purpose and productive.

Intensity builds – sloth destroys

Be alert, attentive, listen, watch, detect and hold intensive observation of your attitude, for in this is magnetic success. Do this for five minutes. See if you can create the atmosphere of intensity, without rush. Find the pace that mindfulness and enthusiasm intersect.

Happiness

Did you know that optimism is that habit of looking upon the bright side of life. It leads to happiness, for it sees the other side of every cloud, and beholds the end of disappointment in failure. It introduces hope into every enterprise and lends a zest to work life which almost guarantees success. Optimists are cheerful and therefore attractive. Cheerful makes good health, while despondency diminishes the activity of the digestive organs, and therefore produces ill health

Treat people like you owe them your life

Be glad to see everybody and notice reactions. Success often comes to optimists because they just don't stop in the wake of discouragement but keeps to an ultimate attitude of abundance. Optimism is one of the greatest traits of the human spirit, it should be always encouraged in the young. Optimism has a natural ability to overcome many of the troubles and downside of life. Troubles are light to the optimist, and uncrossed bridges never cause the optimist anxiety. Don't become deluded. There is always a negative side. Know it, see it but choose to focus on the positive side. Not delusion, wisdom and choice.

Make every moment count

Did you know that you must become responsible for every thought you think, every action you take and for every feeling that passes through your mind and heart? There is never one thought of your life that is wasted. For your life is not just a random existence. If we knew how to direct our thoughts accurately, how to express our words with clarity, how to communicate effectively with our movements, how to live with integrity between thought and action, we could create a perfect, harmonious life, including those around us. Ultimately this is happiness and health.

Life is a terminal disease

What you do today, affects today in the short-term but has far greater impact on tomorrow. Our dreams are not momentary. Hunger gives us momentary desire and subsequent pleasure but in the long run, obedience to short-term thinking is ruin. This is the cosmic joke, the wrestle between short-term feelings and emotions and long-term purpose and vision. Laying track seeks to align what you do on a day-to-day basis with what you want on a life long basis. What do you want long-term. Then work backward. From that end, what would have happened just before that, then step back again and again and again until you are here right now.

Straight back - No Slack

Did you know that old age brings all kinds of curves to the spine, neck and shoulders. Youth is straight. Age is bent. We have all seen the extreme of this in the stooped aged person with cane for support. But standing straight is not enough. Create an alignment in the vertical plane of the head, neck and base. This can be made into habit. This is the prime trait of the vital and youthful person, in this way they will never grow old to the onlooker or to their own feelings. A straight spine is a centred spine and a centred spine is a present person. The way to achieve this is by lengthening the neck and keeping the shoulders down. This automatically straightens the spine. It is the habit of stretch. The neck must be pulled tall. The new habit is then to keep the vertical alignment of the top of the head, the base of the neck and the centre of the chest in alignment plus to maintain the sensation of stretching the head to reach the sky. Stretching the upper neck long will stimulate the heart, vitalize its action, send warming blood to the extremities of the body.

Spine align – feel fine – a secret of mine

Do you ever notice a deep aching and soreness along your spine? Are your back and shoulder muscles tired and achy ? Proper exercise will assist in strengthening these weak muscles and alleviating aches and pains. Unless there is good exercise the muscles of the spine and abdomen weaken and the bending, slumping, ligament-stretching force of gravity may finally take charge and cause your back to ache.

If looks can kill - so can crossing your legs

Help eliminate backache when in a sitting position, never cross your legs. Under the knees run two of the largest arteries, carrying nourishing blood to the muscles below the knee and to the thousands of nerves that are found in the feet. When the muscles and feet do not get their full supply of blood, the feet become weak and poor circulation sets in. Plant both feet squarely on the floor and never cross them.

Walking meditations – it's ideal

Did you know that walking on your heels or slumped deep onto your feet causes jarring and will result in lost vitality and aging? We suggest that when walking the heel does not jar to the floor because by jarring the heel the whole structure of the body is tested and impacted in a negative way. It exhausts the natural magnetism of the body – practice walking magnetically. In taking a step keep the centre of gravity of the torso well forward without losing the vertical line between head, neck and chest. This will put the whole weight of the body on the ball of the foot even if the heel touches the floor first in the step. Using heels more than an inch high consumes magnetism due to the impact on the spine during movement and changes vertical alignment of the spine itself. Practice in bare feet. The ball of the foot should most certainly touch the ground first, in heeled shoes it will be different. This is not an exercise this is a habit.

Embrace – love and respect and a connection to nature

Did you realize that love and respect are the indispensable parts of this total commitment to growing? They are what allow you to mature into something beautiful and luscious. Do you feel this personal harmony? The first clue is a sense of connection to nature. Animals, birds, forests, oceans, rivers, gardens. People search in temples and places for harmony, but it is right here under our noses. If you have achieved this sense of connectedness then the next test is whether you have found a magical creativity at work. This creativity is the very essence of being inspired by what you do, you have to feel the freedom like the wind under a bird's wings and this comes out as ideas, and inventions and concepts.

Learn to laugh – an inner smile at life and most of all you

Cultivate good humour. The Great Sages are often jolly, but never silly. If you play the ape at any time, you will carry the stamp of the monkey in your character, and in people's minds. Get out of life all that you can, but do not stoop to criticizing people in order to find happiness. The true measure of whether you are in your truth is whether you are feeling the inner smile, a certain lightness of being. A sense of humour is always present in a person who is in the flow of life, living with a sense of health and joy.

Grace – graciousness – live life at a sensitive pace – do no harm

Have you ever noticed that personal harmony comes alive in the form of graciousness? Monks and priests are trained in the art of graciousness, yet it is born in the heart of mankind naturally. Gracious people are truly humble. The great ones, the truly noble people, are gracious because they are more sensitive to all the hurt and harm that exists in life. They do not hide from an awareness of the actions of those who are unripe. Their eyes are open and from this there is a compulsion to help. Out of this come kindness and a desire for betterment for others. There is a great truth in what Christ has said in the sermon on the mount, 'Blessed are the meek, for they will inherit the earth'. This will always prove true, whatever be the time and whatever be the evolution of the world. The value of that nobility of nature, humility, which is expressed in graciousness will always be valued. It is easy to know the idea, but most difficult to practice graciousness through life, because there is no end – to the opportunities to live it's opposite.

The personality of the heart

Consider the cultivation of this ability to see beauty in all things, at all times, one of the most humane attributes of life. Find this and you will know the essence in which lies the fulfilment of the dreams and missions of life, this can become ones religion.

Give – help – guide – without loosing your way

Have you ever noticed that the tendency to give that, which is dear to one's heart, is what lays the strongest track for the future? One can never do too much. To do more than one's due is perhaps the ideal.

Life is beauty – even in the dark

Did you know that we are given the opportunity to appreciate beauty every moment of our lives? From the tiniest insect the greatest universal awareness. It is our school. This is life. How we treat ourselves, how we treat others, how we treat insects and objects all has an opportunity to reflect back to us a thousand times it's blessing.

Be kind – be gentle – be firm and be clear – these are gateways

Did you know that kindness will unlock any gate and find its way to any heart? It is the key to progress. It implies generosity, for all requires some sacrifice at times. It costs effort. Many people believe that to be kind is to rescue and therefore weaken. All the Great people have been kind, and often as simple hearted as children. But they have never weakened anyone. They have never softened the self-responsibility or added to the delusion that all will be well when it won't. To rescue is to take pity and there is no greater guarantee of resentment than pity. Kindness begins at home. It expands and retains its naturalness in its growth with people in the work and social environments. There are many people who act kindly in public but at home are cruel and mean. That means that kindness has not formed part of their real nature. This is forced kindness, which is not kindness at all.

Be aware of your impact on the world and how you can make it smile. Did you know that the life lived unconsciously takes just the same time as a conscious one. A full breath takes no more effort than a shallow one and the former is a habit of great living.

You cannot trust anybody if you cannot trust yourself.

Did you know that if you don't go into love, then you are stuck with yourself. There are many people who speak of love, know about love but have never experienced authentic love. Love is an experience, it is authentic, it is real, sincere and honest. If you don't believe in yourself, how can you believe in another person? Forget others. First you must trust yourself, believe in yourself. Only then can you trust someone else. In order to trust yourself you must be worthy of your own trust. This means that you have to have integrity between what you do, what you say and who you are.

Food

Do not over-eat at any time, two handfuls per meal is ideal.

Beware of nightshades, especially eggplant, raw onion, tomato.

Beware of excess sugar and sweets. Eat none.

Beware of excess coffee, tea, alcohol, tobacco and in the other stimulants.

Beware of processed food, especially white flour and salt.

Don't eat animal organs.

Don't put excess food in the fridge and eat it tomorrow.

Avoid excessively hot or cold food or drink.

Minimize dressings such as spicy sauces, spices, additives.

Avoid over cooked food.

Eliminate dairy other than skim milk.

CHAPTER 7.
THE UNIVERSAL LAWS OF
NATURE

Since nature is the keeper of sacred law, it is a worthy beginning to ask her to share principles of reality. The forest, the ocean, the sky, species, plants; animal's insects have a voice. It will require the deepest silence to hear it.

The Laws of Nature

Since nature is the keeper of sacred law, it is a worthy beginning to ask her to share principles of reality. The forest, the ocean, the sky, species, plants; animal's insects have a voice. It will require the deepest silence to hear it.

The order of things is magnificent. The key to that perfect order is available. The more order, the more beauty you see - the more of this beauty you see the more empowered - inspired - motivated you become. With this expansion, you write more songs, dance with more vitality, paint more paintings, sell more cars, feed more children, make more bread, and give more to others.

It's Nature's equation. The more of the perfect order you can see the more you are inspired by life itself. It's a cycle, see more beauty, be inspired by life, and seek more beauty. When you see a great leader in the world in any field, they are usually a person who can see great things, vision great things. Some people are born with that seeing, some people are born with none. However, everyone has access to it.

It won't come from books, workshops, coaching, money, or success. It comes from you and the choices you make. Nature is the mirror of the perfect order so she is the perfect teacher. To learn, you simply look inside your own heart and ask what do you love doing. What are you inspired about? You have to get to the point that what you are inspired about is incorporated into the whole of your life. Linking what you love to what you do is the real nature of humanity, living inspired. This is a great gift to others too, because instead of dragging others down, or around, you become an inspiration to people by being inspired.

The laws of nature are more commonly referred to as, "the Universal Laws." They are a profound insight into the source, cause and awareness of life. If you were to ask, "what was God thinking when he or she created the universe, the Universal Laws, are it.

A Bird's Eye View

If you could take the privileged step and travel in your mind to the centre of the universe and meditate there you'd be very happy.

You'd see trillions and trillions of stars doing a perfect spiral dance. You'd see stars form, stars burst and so, you'd see a symphony of movement. The composition of this massive, huge, whirling mass of billions and trillions of stars is a symphony that repeats itself over and over, it's a governing hand, a set of rules that keeps everything moving. Those laws repeat themselves everywhere, all the way down to the smallest of smallest particle of human existence right here on earth.

What an amazing thought! A set of non-emotional, non-judgemental principles that can explain creation, and for that matter, destruction. Those principles are the laws of nature because even your business, your happiness, your health and your relationship live within the realms of those stars you saw at the centre of the universe. It's an unbelievable insight into how, when, where and why things happen the way they do.

Once, about 2500 years ago, these "universal laws" were quite common knowledge but then there was a shift. It's called the age of materialism, emotion, religion and the self became more important and the overall intent for life really changed. Wars broke out. The mission was, divide, conquer and indoctrinate. Some leaders tried to stop it, people were persecuted, and certain forms of worship were banned.

But we're back. We're fighting for freedom of speech, humanitarianism, global respect and equality. We reject the idiotic notion of "chosen ones" we know that humanity does not benefit from pious and righteous, fundamentalism. Step by step, those dictators and fundamentalist leaders are dying away. The world is changing and now these laws of nature once again, have their place.

The world has changed. Things go faster, communication is easier. Technological advantage is only a week in advance of the copycat. Satellites watch us, the stock market pre-empts our decisions. Good practice is becoming more the norm, and we are struggling to keep up at a human level.

Life is moving fast - as always

Yet, if you read a book about life in the 14th century, you'll see the same observation. There is always an observation that the world is changing and humanity is struggling. What people don't realise is that this struggle to keep up is normal and a vital part of nature's plan. The laws of nature help you in this struggle, they help you resolve conflicts, sort out the future and deal with challenges, all in the name of healthy growth.

We evolve. We might not know it's happening, we might not care that it is happening, but we're changing, and we can't stop it. We can try, we can try to hold onto the past, or maintain our judgements, we can try to manage with emotion, but this just raises the game with nature, the more we resist, the harder the push.

All the world evolves, specie die, things become extinct, business go bad, new ones start but those organisations, business and people that evolve, don't go bad, they sustain themselves in a healthy state. And those employees that evolve sustain employment. Those individuals that evolve in harmony with nature stay healthy, and those relationships that evolve, stay together. Evolution is the key to sustainability. The ability to grow, in the right direction, is a powerful asset for everyone in all walks of life.

So, the world has changed, but not the principles of nature that underpin it. These are the laws of nature, they haven't changed since creation, and they won't even change after the earth inevitably burns into the heart of the Sun. (over a billion years away). These laws of nature are the foundation stones of the great pyramids, the building blocks of all life; so, they are great guiding principles for business life too.

The Universal Laws are a vital and important awareness in helping a re emergence of a unified humanity on earth. We need to find the sticking points where old belief patterns and old paradigms of human management are still stuck, in particular in Business Management.

The Big Picture Mindset

Here are the laws of nature. Be proud that you are reading such ancient knowledge and remember that it's not just for your own benefit that you take the time to explore them. Treasure this amazing awareness. Accept that many people have been persecuted; many people have been abused and disenfranchised just to hold the integrity of these ancient truths. Bring them back to the world now, when the time is right.

The universal laws of nature explain things from a universal perspective. That's a pretty big perspective, don't you agree? When I apply them to everyday life, then everything is ordered, I find contentment. This is far beyond the ideas of faith or trust. These laws explain with absolute predictability the dynamics of life.

Even when I was in New York, and the World Trade Center was attacked I was able to hold my heart in a good place because I understood the universal laws of Nature. One part of me screamed in agony, my ego, emotional body was in shock, but my heart and mind were calm because I could understand the reality of the situation from a higher perspective.

This was a defining moment in my life because even in the most extreme circumstance I could remain connected to the earth, I could hold my own commitment to helping others. By applying the laws of nature, the universal law, I could hold a non reactive space and help others.

On that day, I felt such love, and I felt such pain. One part of me was grounded in holding the order in the chaos, while my emotions wanted to scream in agony at the trauma. I think this is an extreme example and it may feel offensive to some of the victims of that disaster. Please don't think I am diminishing the suffering because this is not my intent. I just want to explain that we now have a tool to hold us stable in our deepest soul, while we face all manner of challenge in life.

Universal Law 1. The Law of Balance.

There are two sides to everything. All emotion is a lie. Judgements see one side of a two-sided coin. Reaction and rejection all come from the human mind trying to live out of harmony with nature. Social chaos, ill health, mental exhaustion, war, violence and addiction all lead back to a disharmony with nature's law of balance. There are two sides to everything. We can't even manage a business if we can't see the balance in it. The person, who can see balance in circumstance, rises out of judgement and fear. They are the ones who make great decisions, birth creativity, inspire others, create great art and think from their genius. Every human is capable of this but only with balanced thought.

Universal Law 2. The Law of Evolution.

All things evolve. Nature destroys those things that don't evolve. It's a process of continuous improvement. When we stop learning, we die. When a business stops refining its process, it also must die. Many circumstances in life are explained by this one principle of nature. Relationships, for example, that don't grow, end up miserable. Every tree, bush, animal, river, ocean is evolving. Continuously improving toward a destiny. From ashes to ashes, dust-to-dust, we are returning from whence we came. From Star stuff we came, to star stuff we go. We are on an evolving planet, in an evolving universe. We either evolve or get off the bus. It is the greatest recycling systems imaginable. Matter that doesn't fulfil its purpose gets recycled. Harmony with nature means, simply, evolving in step with the universe. Ill health is one of the most aggressive awareness that we are out of step with evolution. The key here is the process of building the new on top of the old, greater in consciousness, less in number. In other words, those things that don't evolve, get left in the dust their matter recycled. This is history.

Universal Law 3. Interconnectedness

We are one world only separated by egos. All our judgements are self-judgement. The world is just one great mirror. There is nothing outside of us, that can't be found within. Spirit and matter are separated by the ego, but are inseparable to the soul. We are greater than we think, we are less important than we think. We are part of a soup, a massive soup in which energy flows and in which everything is impermanent, nothing stays fixed, yet, it's a closed loop, nothing added nothing subtracted, only changed in form. Nothing is permanent. Nothing lasts for more than a few hundred years. Yet, the essence of everything, past and future is here in the moment. We are never separate, what we do to others we do to ourselves. Our ego is such a small idea of identity. We are everything, yet, because we are part of the soup, we are nothing. As above - So below. We are spirit and we are matter, really, we are everything and everything is a part of us. What we judge in others is really ourselves. Although we divide the world into things, and separate ourselves into individuals using our beliefs and egos, we are all made of the same stuff. Break a rock and its finite particles are made of the same stuff as a human kiss. We are everything, and everything is a part of us, even if, through our limited senses, it doesn't seem like this at first. This is the real meaning of abundance. There is nothing to attract. We already have it.

Universal Law 4. Harmony

The whole universe is a symphony of vibrations. The heaviest object has no energy invested in spirit (vibration) and 100% invested in matter. This is a black hole. All energy has gone from spirit to matter. The lightest object is light itself; it has no energy invested in matter it is weightless, charge-less, all the energy is invested in vibration. This is the source of en-lightenment – No matter – only pure light - love. Everything else, is somewhere between these two extremes. Our thoughts can change this equation from vibration to matter and from matter to vibration. We can think and change the vibration of atoms, molecules and sub atomic particles. Human beings can, on a microscopic level change vibration to matter and matter to vibration at a very microscopic level. So, we can change the form of energy. Some call this the power of attraction but we're not attracting anything, just changing its form. If we attract something it means we never had it in the first place, and this is a very un-abundant mindset. We are abundant and can, with the power of thought, change the form of what we already have. The law of harmony is the law of mind; we can shift energy purely through thought. The darkest thought is an ungrateful thought; (I don't have what I want) the lightest thought is a grateful thought (I already have what I want there is nothing I need to attract, I already have it). Ungrateful thoughts produce illness, breakdown, destruction, violence, self-abuse and addiction. Grateful thoughts bring love, peace of mind, happiness and joy.

Everything vibrates and at the most microscopic level human thought can change those vibrations. We can cause harmony, and we can cause disharmony. Thoughts can change the world. Harmony builds, disharmony shrinks. Force cannot compete with the human thoughts in harmony – love.

Universal Law 5. The One and the Many

You may ask; what direction is evolution? You may ask; why do we have egos and emotions that contradict the law of balance? You may ask; why do we not know that we are all one world? You may also question; why do only a few people know the secrets of manifestation with thought? The answer is here, the fifth law of the Universe. All the parts report to the whole. The lower elements of life all report to the upper elements. Then, those upper elements report to higher elements. The many report to the one. Everything is humble to a greater organizing force. Ants report to a higher order, otherwise there would be chaos. Lions in the jungle have a governing law that evolves them, the survival of the fittest. A company has a CEO or a board. A beehive has a queen. There is an organizing force that causes all existence to conform to a higher law. Everything looks free, but isn't. We are, in fact, on a journey even though we think we have free will and can live or die, we are part of a far greater plan. Our business, our health and our relationships are microcosms in which we think we are independent, but these too, like the ants or the lions, are controlled by far greater principles than human emotions. We report to the universe, and the universe to ... nothing, absolutely nothing is random and the one who learns this is truly a lucky soul, no matter what the circumstance of their apparent material life.

We don't receive wisdom; we must
discover it for ourselves after a journey
that no one can take for us or spare us.
-Marcel Proust

Appendix.
YOUR FUTURE PLAN

Instructions for Inspiration from this Personal Mastery Study Guide

1/ Be alone

2/ Be silent with sheets of paper or pad at the ready – either print out this book or use the computer to read the questions from -

3/ Ensure you have no need to get up from your position for 2 hours or more

4/ Prohibit interruption

5/ Be not under the affect of drug, food or ambient disturbance

6/ Hold the space for the next period

7/ The period for completion of this entire document should be no less than 2 hours and no more than three – complete it in one sitting.

8/ Do not re-read or transcribe your writings for at least 14 days

9/ Use pen and paper rather than computer for this expression of a divine plan

List three areas of life that you would love to become more masterful in. What are some action steps that you can take to make this happen?

- 1.
- 2.
- 3.

Write a few sentences describing yourself experiencing some very inspiring moments.

One thing I know I could do, that would help me follow my dream is...

Know that not easily shall a conviction arise in a man unless he everyday speaks the same thing and hear the same things and at the same time apply them unto his life. Epictetus

My challenge for today:

Think of a great idea for each of the seven areas of life:

Spiritual
Mental
Physical
Social
Career
Health
Financial

Look at your weakest area of your life. List twenty action steps that you can take to strengthen this area:

Remember times when you felt your actions produced horrible results. List 2

- 1.
- 2.

Find the benefits of each of those situations. (Balance Judgement)

- 1.
- 2.

Set the timer for five minutes and visualize money coming to you. For example, imagine holding a check, receiving cash, looking at a bank deposit, opening an envelope with money in it, signing a contract, hearing somebody offer you payment for your work, hearing yourself ask for payment.

I have always wanted to:

- A.
- B.
- C.

See how many people you can look in the eye today, express your love to them without saying a word.

My financial situation challenges and supports me by:

I exaggerate:

A.

B.

C.

I minimize:

A.

B.

C.

Acknowledge three people who have taught you most by challenging you. Send them some gratitude.

A.

B.

C.

List three inspiring things like beautiful music and/or some masterpieces of art that really inspire you:

A.

B.

C.

List three things that you don't like about work and the ways in which these things serve your purpose.

Use this space to create your own word masterpiece. The title of this piece of genius is, "My Life Work, the Ultimate Seduction."

Remember three moments when your tears flowed and your heart was open. Write them down

What is a message you can give yourself from those moments?

What is one thing you'd love to do, but keep delaying it?

Why does delaying it serve you?

What would you attempt to do if you knew you could not fail?

Describe your perfect day. (include work if possible)

List the seven highest priority activities that you will do today to get your dreams fulfilled in the future. Put your least favourite on the top of the list.

Write a short message of thanks for your work.

The more I _____ the more I will grow.

The more I _____ the more I will learn.

The more I _____ the more I will know.

List three moral or ethical issues that you judge in others and see where you are also doing these things that you condemn. (we are all one and connected - no better or worse than others)

What's your favourite joke.

A difficult situation that I am having is?

The benefits that I am receiving from this situation are?

Daily I will make eye contact and be present with as many people as I can.

Daily I will look at my finances, making certain that they are in order. I will pay myself first, give a percent to an inspiring cause, spend according to my highest priority and offer a prayer of thanks for my financial situation.

I am most grateful in my life for?

My deepest darkest secret (and how it served me) is? (use code)

Repeat these words over and over until you know this is true: I came from love. I am going to love. I am here to love. I am love.

Recall three times that you judged something or someone that you now love.

Call, write or visit someone today and express your gratitude

Recall one of your most embarrassing moments.

How did this event serve you and awaken in you a sense of power, clarity and vision.

What action step can I take today that will bring a sense of magic into someone's life?

I have been feeling sorry for myself because?

What is a more empowering way to look at that last situation.

Imagine in your mind's eye doing what you love.

What was it?

Add more details to that mental picture

List three people or events that you would like to fix, change or help.

List three reasons why it's better to change your opinion rather than change, help, fix others. (pure intent)

How can you see three things you want to fix into a more balanced perspective? (balanced like and dislike moves past emotion)

Remember two moments when you experienced unconditional love. (pure balanced thoughts)

Focus on your heart and quiet your mind until you feel it's rhythmic pulse. Listen to your breath and the feeling of your chest moving with your breath. When you feel a sense of poise ask if there are any action steps you can take that will keep your health and mind well and write them down.

Make a list of all of the people who inspire you (alive or dead) and imagine yourself in their presence.

Create opportunities to say, “thank you,” “I love this,” “excellent” and “beautiful” several times every day

Sit in a still place and reflect upon what you thought was most missing in your childhood and how it has motivated you in life.

What is your biggest obstacle to daily happiness?

What are you going to do to fix that permanently?

My physical body will love it if I eat this?

My physical body will love it if I do these activities?

Healthy giving ways in which I support myself are?

An unresolved issue from my past is?

I will resolve it today by? (think balance)

I am here to serve others by?

If I don't take credit I don't accept blame.

Write a brief prayer or letter of gratitude to someone or something:

Three things in the past that I have had the privilege of leading have been?

Remember an inspiring story from your past.

Gather a special treat for each of your five senses: your favourite textures, scent, taste, music and object. Next, think of the blessing of your life and all the learning's you got from challenge and support. With a thankful heart, ask for a message and write it down.

Remember three times in your life when you felt something or someone was a problem, but in the long run things worked out well.

I am ready to take the next step in _____ but my worries are?

Yet my worries will serve me by:

So here is my plan to deal with what I am worried about:

What was the hardest thing you ever let go of and how did it serve you?

Write out the first thing that pops into your head. I know that I know that I know?

What is your earliest memory of missing someone?

If somebody handed me a check for Twenty Million dollars I would?

Who is testing your endurance? (what we judge we breed)

What is it about them that reminds you about what you don't like in yourself? (nobody does more on the outside than you on the inside)

How can you like this in yourself instead of judging it in them? (growth in consciousness)

Can you thank them for being a perfect mirror? (letting go)

What are the benefits of not sharing?

What are the drawbacks of receiving?

Think of the times when you felt lost.

What did you discover?

List three times when you have had a falling out with people and then the issue has been resolved later.

What is the common thread among the three events?

This week I will get in the habit of..

What I ate today and how I feel about it

My Bucket List - Things left to do in this lifetime

Moving on - Choose people for the next questions that have ticked you off in the past and see what you learned from them.

If it hadn't been for _____, I wouldn't have---

If I hadn't met _____, I wouldn't have

If I hadn't neglected _____, I wouldn't have

I learned to be patient from

I learned to be tolerant from

I learned to appreciate differences from

The next five topics or skills that I would love to know more about are:

I am utterly grateful that I took the risk and:

My life feels like it is in chaos in these issues:

My life feels like it is in order in these issues:

When I pass on, I would love to leave a legacy of..

I have been playing it safe by

This is a risk I am willing to take

Three activities that really awaken me are:

The big picture is...

The worst thing that I have ever experienced was

I am grateful for this experience because

When I lost _____, I gained this _____

My greatest accomplishment is _____

List the ups and downs that you've experienced along the way to that accomplishment:

The worst mistake I ever made was...

The gift of making it is:

Spend ten full minutes just breathing.

Daily I will wear something uplifting, eat something different for lunch, meet someone new and go outside at night to gaze at the stars.

The first big present that I remember getting was a:

List the chain of gifts that this gift has brought you.

I will keep a notepad and pen with me wherever I go and jot down every inspired thought and idea that I am aware of.

Daily I will meditate. I will listen to others and remain focused on them until they are finished speaking. I will stop throughout the day to take a breath and silence my brain noise.

Daily I will review something that inspires me and learn something new and share it with a friend.

Daily I will make a point to smile, give eye contact and acknowledge everyone that crosses my path.

Daily I will drink water, eat light and make a make a commitment to do all the little things that I know will keep my body functioning efficiently.

I love to _____

I am inspired by _____

I enjoy _____

I am enthusiastic about _____

Daily I will ask myself these questions and reflect upon the answers.

Visualize your heart opening up and trillions of butterflies flying out. Where will these hearts go and why...

I could use more _____, yet I am being served by things as they are because...

Daily I will share these words with five people...

As you breathe in say to yourself, "I do what I love and I love what I do." Breathe out and say to yourself, "I do what I love and I love what I do."

Daily I will _____

Daily I am _____

Daily I have _____

Organize your work area and everything in it. Begin today and make the time to finish the job.

Clear out some space (a closet, garage, desk, car) in order to attract something new that will better help you to serve your purpose.

These words bring happy tears to my eyes and a deep sense of truth to my being.

Things that make you laugh...

Things that make you cry...

Imagine that you could meet anyone in the world that you wish. List five people who you would love to associate with.

Go outside this evening and wish upon a star.

Spend five minutes in quiet meditation. As you breathe in hear the words, "I am one with all that exists." As you breathe out hear the words, "All that exists is one with me."

I am grateful that I have

I am grateful that I am

I am grateful that I

My earliest memory of having a real difficult obstacle is

What kind of tangents do these emotions take you off on?

What are the benefits of expressing these emotions?

Take a look at the seven areas of life; career, financial, mental, physical, social, familial and spiritual. How do these areas intertwine and Describe what paradise looks, feels, tastes, smells, and sounds like. What do you do there and how does it feel to be in paradise? How is your life, as it is, like paradise?

What direction are you moving in...Financially

What direction are you moving in...Mentally

What direction are you moving in...Spiritually

What direction are you moving in...Career

What direction are you moving in...Physically

What direction are you moving in...Family

What direction are you moving in...Socially

Make a conscious effort to communicate to others today without speaking. What are some others ways to communicate besides talking?

In your mind visualize some of the many wonders of the world. The ocean, mountains, a star filled sky, snow, flowers, animals, people, art, music; continue to visualize until you are filled with the magnificence of this grand and masterfully woven universe.

Sit quietly, still and poised. Breathe evenly, straighten your spine and tilt your closed eyes upward. Begin thanking your family and friends for their love and presence. Thank your financial situation as it is and all of the lessons and blessings that money has brought into your life. Be grateful for your purpose, as well as your willingness to act upon this calling. Become aware of your physical body and be grateful for this amazing tool. Sit in the stillness of your being and appreciate your own mind. Acknowledge a power greater than yourself and become filled with light.

“It’s a kind of spiritual snobbery that makes people think they can be happy without money.” A. Camus

Love money as much as you love life. Money, like life is a demanding teacher and it requires attention, respect and appreciation. Organize your money like you organize your time. Prioritize your buying, saving and earning. Value what you give, value what you receive.

In what ways will you pay yourself today? (financially, mentally, spiritually, socially, career, family and/or physically)

The three most challenging aspects of having a family like mine are...

These challenges help me to be a better person because they teach me...

Values

List 10 things that you really value about your life, yourself and in others.

1

2

3

4

5

6

7

8

9

10

Motive

In the list below nominate why each value is important or what you get out of it.

1

2

3

4

5

6

7

8

9

10

Action - How to do more of it

Now list the ways you already do things that amplify those values. Or, could fill your life with them more

1

2

3

4

5

6

7

8

9

10

Love to's

List ten things that describe best what you love to do in life.

1

2

3

4

5

6

7

8

9

10

Rewards

From the Ten love to's list what you get emotionally by doing it.

1

2

3

4

5

6

7

8

9

10

Punishments - Avoidances

Given that you beat yourself up when you don't do what you love, list below, things you do that give you the opposite emotional experience to the rewards you mentioned opposite. These must become your refuse to's.

1

2

3

4

5

6

7

8

9

10

More or Less?

To brighten up every day, what do you want more of or less of in your day?

1

2

3

4

5

6

7

8

9

10

MY VISION

FOR MY FUTURE I WANT TO BE:

I NEED TO BE:

I WANT OTHER PEOPLE TO FEEL THIS AS A RESULT OF KNOWING ME

I WANT OTHER PEOPLE TO BENEFIT FROM WORKING WITH ME BECAUSE I:

I WANT OTHER PEOPLE THINK THIS ABOUT ME:

