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Menopause, Andropause And Other Hormone Imbalances
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Creating Unlimited Belief for Success!

By Richard Gorham

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What's holding your team back from experiencing "breakout performance"?

It may be those Old beliefs and Personal Insecurities (aka: conceptual barriers)?

Conceptual barriers are the barriers that are right behind the eyes, DEEP within the brain. "Beliefs" which were planted at a very young age and re-enforced over a long period of time – which is why they are so hard to "dislodge".

Use the following exercise to help your team members identify their limiting beliefs and feelings. Then explain how those beliefs and feelings directly impact (positively and negatively) their bottom-line results.

Before we proceed, keep the following quote in mind – it's a powerful reminder of why it is so important to complete sales management activities.

"Successful people DO, what unsuccessful people are not willing to do."

– Unknown

Here are the Four Steps to Overcome Conceptual Barriers:

Step One – Uncover Negative Self-Talk

Ask the employee to tell you what he or she "least" enjoys about each step of the sales management process. Follow up by asking how that particular aspect of the process makes the employee feel.

For example:

- Prospecting/Cold Calling – (feels like I am intruding)
- Asking for the Business – (feels like I am being pushy)

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- Cross–Selling/Up–Selling – (feels like I am taking advantage)
- Assumptive Closing – (feels like I am being presumptuous)

Step Two – Identify Beliefs that are the root source of negative feelings toward sales management practices.

Go back to our prior examples of Old Beliefs that get in the way of our progress in the sales management process:

- Don't talk to strangers
- It is impolite to talk about money
- Never interrupt important people

- Wait to be asked

Help the employee understand and be aware of why it is that they may feel the way they do.

Employees should understand that they feel the way they do for a reason. Once they understand this it can be much easier for them to make a decision to overcome their old belief(s).

Step Three – Turn Limiting Beliefs into Unlimited Possibility!

Illustrate the following to your employee so they can clearly see how their beliefs and feelings ultimately "pre–determine" their outcome.

On one hand:

Positive Beliefs » Positive Feelings » Actions » Positive Results

And on the other hand:

Limiting Beliefs » Negative Feelings » Inaction » Negative Results

So based on the preceding, it's obvious which hand offers the most value – correct?

Step Four – CHOOSE a path together!

Obviously, if an employee is unwilling to work to overcome conceptual barriers, then you should agree that a sales position is not the right fit.

You should either find a more suitable role for the person, or part ways so he/she may pursue a more rewarding opportunity somewhere else.

Let's assume however that the employee seeks to overcome their conceptual barriers and is willing to

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take ownership of their plan for improvement.

As the leader, you have an important role to play in your employee overcoming their limiting beliefs. You are responsible for supporting the employee in three key areas. Once again, they are:

- TEACH – lead by example, reinforce positive actions and behaviors
- COACH – help to improve technique, debrief progress, track results, ensure employee stays on task
- EXPECT – inspect what you expect, hold yourself and your employee accountable for continued improvement and increased results.

In conclusion, ask yourself the following question.

Can you name one person who is a top performer that:

- believed he wouldn't be successful?
- feels she shouldn't be successful?
- does not take the actions necessary for her to become successful?

The answer to each question? "Of course not!" Right?

So by default we must agree that in order for anyone to be successful, he/she must understand what is holding him or her back.

Then, she must be willing to work to overcome obstacles, and choose to proactively follow a corrective action plan.

Finally, he must "execute" the plan.

Through this process he will build new beliefs that will enable him to discard that old and tired, limiting belief.

Richard Gorham is the founder and President of Leadership–Tools, Inc. His web site, <http://www.leadership–tools.com> is dedicated to providing free tools and resources for today's aspiring leaders. Offering high–quality tools in the areas of Business Planning, Leadership Development, Customer Service, Sales Management and Team Building.

Belief Is Essential For Success

By Gordon Bryan

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Why Belief Is Essential For Success

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Want to unlock your potential?
Want to move forward to success?

Well neither of these will happen in a month of
Sundays without belief.

I always harp on about attitude being the magic
word, and belief is one attitude you **MUST** have.
Not only that, but there are **TWO** types of
beliefs needed!

The first is belief that it will happen.
Whatever your goal is, however you want to
improve your life, whatever wealth you want, in
order for any of it to come true, you need to
believe that it will happen.

You need to know this for a fact, not just some
wishy-washy hope that it would be nice, but know
for a fact that it can and will happen to **YOU**.

The second belief is in yourself as a person, and
your right to succeed and enjoy abundance.

Abundance is all around, but most people do not
tap into it, they don't grab their fair share,
because they just don't believe.

They either feel they are undeserving of the
good things, or they believe that something or
someone will wreck their plans.
Can you guess who that 'someone' is, that will
wreck your plans?
Yourself!

Without the two cast-iron beliefs firmly in place,

you will not see your plans through, you won't go
that extra mile, you won't be prepared to pay the
price.

You ARE worth it!

You, me, all of us, we are individuals making our own way thru the journey of life.

Each of us is a worthy person, and fully deserves to enjoy life, whatever that may mean to each of us.

As one of your affirmations, tell yourself that you are a strong and worthy person, and your 2 beliefs will be nicely in place to support your efforts all the way.

You will *know* that you are worthy of the success, and you will *know* you have the strength to overcome any hurdles.

Gordon Bryan is a marketer from the UK and writes The Great Gordino Newsletter, a free resource focusing on self improvement, goal achievement and wealth creation. You can sign up free at: www.gordonbryan.com

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