

## **Emotional Intelligence at Work**

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An On-line Newsletter to Help Leaders Achieve Right Results

Brought to you by Manya Arond-Thomas

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### **GREETINGS, READERS!**

Money. At first blush, it doesn't seem like it really has anything to do with emotional intelligence, does it? Yet I've realized that the health and functionality of our relationship to money and to financial freedom, is well served by looking at it through the lens of emotional intelligence.

If you're intrigued by what you read, make sure to check out the Actions section, where you'll find a link to an experience that will take you much deeper into refashioning your relationship to money, and I guarantee will speed up your path to financial freedom.

In June, I'm offering two new teleclasses that will also accelerate your path to success, and I encourage you to join one or both of them.

As always, a warm welcome to new readers! Anyone who has missed or wants to re-read previous issues, you can now find the articles from earlier issues of Emotional Intelligence At Work archived on [http://www.arond-thomas.com/articles\\_resources.html](http://www.arond-thomas.com/articles_resources.html). I welcome your comments and feedback – please send them to [manya@arond-thomas.com](mailto:manya@arond-thomas.com).

To your success and freedom,

Manya

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### **Are You Emotionally Intelligent About Money?**

"As within, so without. You cannot think one thing and produce another."

Emmet Fox

"Success is nothing more than a few simple disciplines, practiced every day; while failure is simply a few errors in judgment, repeated every day. It is the accumulative weight of our disciplines and our judgments that leads us to either fortune or failure."

Jim Rohn

"We make a living by what we get, but we make a life by what we give."

Norman MacEwan

"If you always do what you've always done, you'll always get what you've always gotten."

source unknown

How many of you would like to have a lot more money?

How many of you would like to be financially free?

In the field of leadership, we know that performance is fueled by three sources of aptitude – technical competence, IQ, and emotional competence. Research has shown that emotional competence (EQ) is twice as important as technical competence and IQ combined in outstanding performance.

The same thing is true when it comes to our financial performance!

Of the emotional competencies, it's amazing just how many are critical to creating and sustaining financial freedom:

- self-awareness
- accurate self-assessment
- confidence
- emotional self-control
- transparency
- initiative
- achievement orientation
- empathy
- service orientation
- influence
- inspirational leadership

As T. Harv Eker, creator of the Millionaire Mind Intensive (see Action Steps below to learn more!), says:

"When it comes to financial success, you can have the greatest tools (strategies and systems) in the world but if there's a tiny leak in your "toolbox" (your mind), you're going to have a problem."

Remember that our inner world creates our outer world. The Law of Manifestation is based on the premise that our thoughts create our feelings which drive our actions and determine the kind of results we get.

The cornerstone of emotional competence is self-awareness. Are you aware of the thoughts, attitudes, assumptions, and beliefs you hold around money, financial freedom, and success?

With money, as with other aspects of life such as health, relationships, work and success, we each have an inner blueprint that creates the results we get, positive and negative.

This blueprint is based on what we've been taught and what has been modeled for us by family, school, church, and other communities to which we've belonged. This blueprint functions as a thermostat that is set for a particular condition.

What your thermostat is set for?

- Ease or struggle?
- Working hard or balance?
- Consistent or inconsistent income?
- High, moderate, or low income?
- Saving or spending?
- Planning or not planning?
- Worry or denial?

The power - and limitation - of our assumptions and beliefs is that we believe the way we see things *is* the way it is. Beliefs form a powerfully self-reinforcing system – they can be empowering or disempowering to our success, which is why it's so critical to examine them if we want to get different results.

What are your attitudes, assumptions, and beliefs about money?

Do you have an accurate self-assessment of your relationship to and attitudes about money? You won't unless you know your inner blueprint. There are a number of different money personalities – such as the saver/hoarder, the gambler, the spender, the monk.

Each of them has some assets and some pitfalls. Again, we need to bring self-awareness and accurate self-assessment to our particular personality to help us effectively manage the particular pitfalls by which we can sabotage our financial well-being.

There are also abilities of social awareness and relationship management skills that serve as both drivers and manifestations of financial freedom: empathy, service orientation, conflict management, influence and inspirational leadership.

Empathy: Are you empathic towards your self around money? Are you able to hold other perspectives around money? Do you take care of yourself?

Service: Do you have a service orientation around money? How does money serve you? How do you use it to serve others? What do you use it in the service of? Are you using it to further your own well-being and that of others?

Conflict: Of course, no discussion of money would be complete without acknowledging it as one of the most powerful sources of conflict, both within ourselves and with others.

Is money a source of conflict for you or with others? If it is, what are you doing to resolve it?

Influence and Leadership: Do you inspire and assist others to be successful? Do you have the level of influence you want? If you had more money, could you be more effective as a leader and as an agent for positive change?

We've all heard the expression "do what you love and the money will follow." However, that's only partial truth. To guarantee success, you must do what you love, market it effectively, reprogram any disempowering beliefs in your money blueprint, and then the money will follow!

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### **Further Action Steps You Can Take!**

1. Draw two columns a sheet of paper. In the left column, make a list of your beliefs about money – including both supportive and non-supportive beliefs.

In the right-hand column, create a supportive belief for any negative belief on your list. For example:

Negative: "Money is the root of all evil"

Positive: "Money allows me to have tremendous positive influence on things that matter to me."

2. Buy the book, "Facing Financial Dysfunction: Why Smart People Do Stupid Things With Money", by Bert Whitehead. To purchase, click here:  
<http://www.amazon.com/exec/obidos/ASIN/0741412527/manyarondtho-20/104-3166822-7756731>

3. Free Seminar: "How To Develop A Millionaire Mind" with multi-millionaire T. Harv Eker.

Click on this link to register:

[http://www.millionairemind.com/a/inspiringyou?page=/wow/.](http://www.millionairemind.com/a/inspiringyou?page=/wow/)

I did Harv's intensive seminar in November and I can say that while I have done many personal development seminars over the past 25 years, this is one of a few that have

been truly life-changing. This seminar will allow you to uncover your inner blueprint around money, change it as you want to, and set you on the path to financial freedom.

At the end of this amazing Seminar you will be treated to a shocking GIFT WORTH OVER \$2,000. You won't believe your ears.

4. Coaching is a powerful accelerator for learning and success. Whether you're at the top of your game or just beginning, coaching provides the support, structure, and challenge to leapfrog your dreams into reality.

To learn more about our leadership and career transition coaching, trainings, and consultations for helping teams/organizations manage change optimally, visit <http://www.arond-thomas.com/services>.

5. Assessments provide new windows of self-awareness, the cornerstone of any change process. They can help you set new goals for development and help you craft the rituals that will transform you. To learn about how our assessments can help you, click here [http://www.arond-thomas.com/our\\_services.html](http://www.arond-thomas.com/our_services.html), and scroll down to the section on assessments at the bottom of the page..

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