

BE YOUR BRILLIANCE

# THE WOMEN'S CAREER HUB

ILLUMINATEGROWTH.COM.AU

*Client Case Study*

**Natascha Kalnins**

## TAKE A BREAK

... and slow down... acknowledge the year you have had and learn...

IDEAS & INSPIRATION

5 Secrets to True  
Self-Kindness

*Grab a mince pie  
and a cuppa - let's go!*

Q4 2020

SELF-KINDNESS  
SPECIAL

# WELCOME

Ladies, welcome! If you're a female manager, or an early leader, who wants to feel more fulfilled and successful in your life and career then you're in the right place!

I can't quite believe it. We are already nearing the end of 2020 which has been, let's be honest, a really terrible year in so many respects. The strain of emotional loss, financial burden, separation from loved ones and relentless uncertainty have taken their toll on us all.

However, we must charge on and seek renewed purpose... otherwise, what is this life for?

*"The world is all gates,  
all opportunities."*

- Ralph Waldo Emerson -

Despite this focus I am also acutely aware how high levels of anxiety and burnout are currently amongst many of the women in our community. Many are concerned about what the future may hold and are, quite frankly, very ready for this Christmas break.

And that is why 'self-kindness' is the focus this quarter because we are vulnerable human beings after all and hurtling on at full throttle non-stop just isn't sustainable for any of us.

This virtual magazine is intended to be digested on the go, over a cup of coffee and shared with friends.

Inside you'll find practical, truffle-size career tips, insights from awesome women leaders, inspiration and a dollop of goodness too. It doesn't get much better than this! ;)

As always, we welcome your feedback and invite you to [join our community!](#)

See you soon and always remember to *be your brilliance!*



Editor and Chief Illumination Officer, Illuminate Personal Growth



# IN THIS ISSUE



**3 Training Videos**  
Sharing our most popular videos from the last quarter:  
*A Quick Technique to Overcome Negativity* and... *The 5 Categories of Emotional Intelligence*

**4 Client Case Study**  
We are talking about the value of Career Coaching and how one client worked with us to find her dream career. Introducing Natascha Kalnins.

**6 In the Media**  
Enjoy Rebecca's article published in Womens' Network Australia magazine, "*Why Self Kindness is The New Motivator*".

**7 Practical Career Strategies**  
Dive into our bite-sized career strategies including, "*8 Dynamite Strategies to Be Heard in Virtual Meetings*"!

**8 FEATURE**  
**5 Secrets to True Self Kindness**  
What does it really mean to be self-kind? And how can you practically make self-kindness into a positive routine to break old, self-critical habits?

**9 Join our Inner Circle**  
If you're ready for the support you need in your life and career and you're keen to get access to world-class training material from everything from Mindset and Mentoring to Confidence and Influence you'll love the Inner Circle!

**10 Join Our Community**  
Women benefit hugely from support and shared experiences. Find out more!

**12 Sharing Stuff We Love**  
Little bits and pieces to put a smile on your face and a spring in your step!

**13 What's Coming Soon?**  
2021 is going to be a time for change and renewal... let's start as we mean to go on!

**14 Enquiries**  
Connect with us! We love a chat!

MOST POPULAR

# VIDEOS



## THE 5 CATEGORIES OF EMOTIONAL INTELLIGENCE



## A QUICK TECHNIQUE TO OVERCOME NEGATIVITY

“

What I want young women and girls to know is this:

You are powerful and your voice matters. You're going to walk into many rooms in your life and career where you may be the only one who looks like you or who has had the experiences you've had.

But you remember that when you are in those rooms, you are not alone. We are all in that room with you applauding you on. Cheering your voice. And just so proud of you. So you use that voice and be strong.

*Kamala Harris*

*Vice President of the United States of America*

Subscribe and get regular career tips to your inbox

Receive more career tips like these

# CLIENT CASE STUDY

## LANDING YOUR DREAM JOB



*CLIENT*

NASTASCHA  
KALNINS

If you have ever wondered what a career coach can do for you, I think this testimonial from one of my lovely clients - Natascha - sums it up!

"The cumulative work I have done with Rebecca resulted in unbelievable breakthroughs.

Here are some of the areas that helped me continuously move forward:

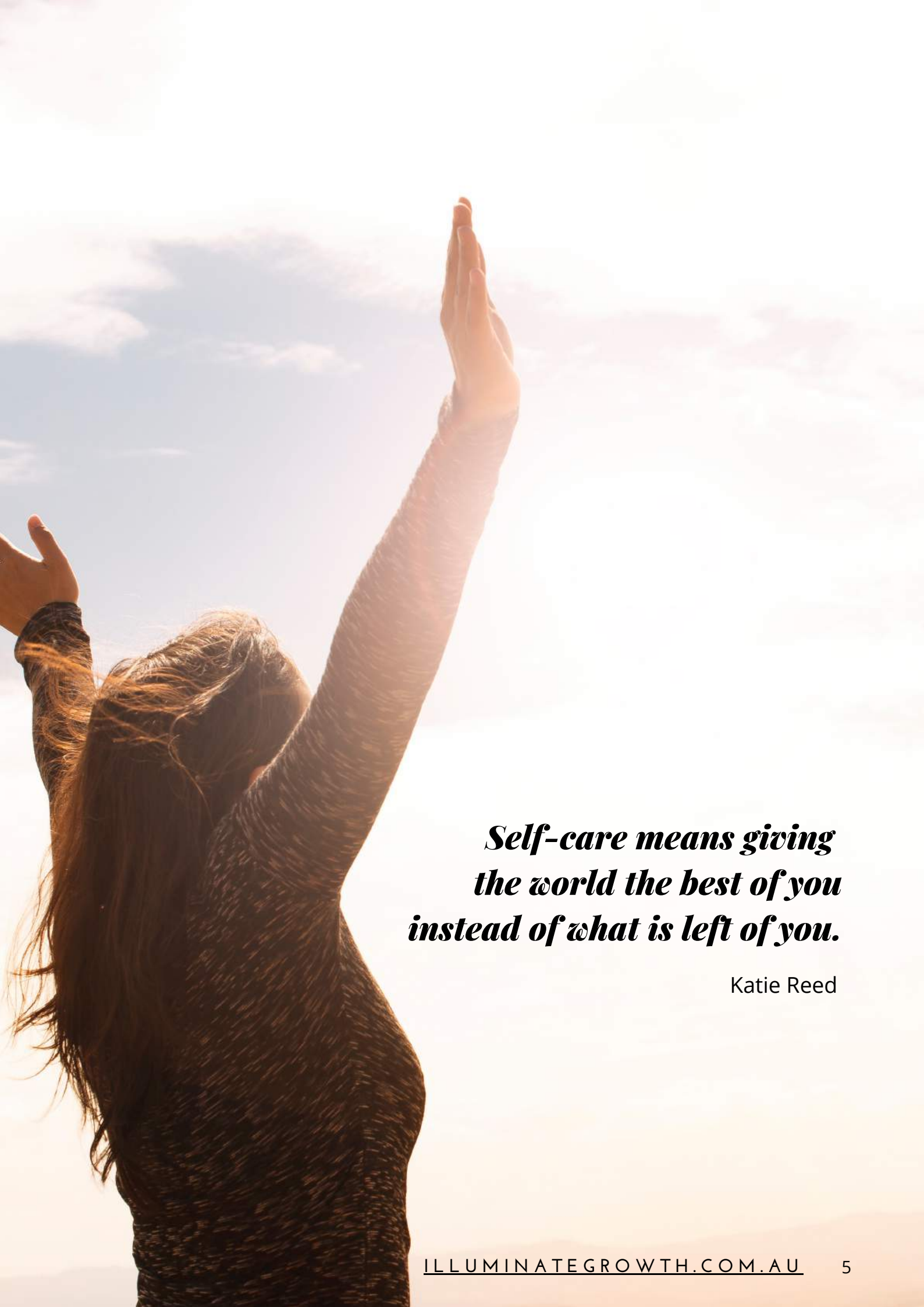
- 1** Goal setting strategies to set a series of clear and thought-through short, medium and long term goals to keep me on track.
- 2** Interview techniques to focus on the value I can add, rather than worrying about every detail requested in the job description.

- 3** Techniques to negotiate a salary increase at final interview stage.

- 4** The work I did with Rebecca on my values and beliefs, coupled with the mind-mapping we did have truly opened my eyes up to what I truly want – this aspect alone has been life changing."

Life changing!

I hear that a lot and I'm not saying that to blow my own trumpet (although I do proudly blow my own trumpet regularly because my work gets results all the time!) but because the work I do with my clients truly *is* life changing.



***Self-care means giving  
the world the best of you  
instead of what is left of you.***

Katie Reed

WHY

# SELF KINDNESS

IS THE NEW MOTIVATOR

/ Health & Wellbeing

## WHY SELF-KINDNESS IS THE NEW MOTIVATOR

Words by REBECCA ALLEN  
nationalbusinessgrowth.com.au

**H**ow being more self-kind about your progress will reduce overwhelm and help you feel like a daily success.

Being in business can be tough. You have to have guts, a thick skin, boundless enthusiasm and maintain high levels of energy to drive your products or services towards future success. There can be unexpected setbacks, periods of isolation and a plethora of daily 'unknowns' to wade through and overcome.

One thing I've learned, having been in business for a decade, is that whatever is going on in your business it's essential that you remain unyieldingly kind to yourself.

I remember having this conversation with a client a while ago. She was telling me that she needed to be highly self-critical of her performance to ensure she achieved results. "Could you get the results without being so scathing of your performance?" I asked. "I don't think so," she replied. "It's just the way I've always motivated myself." "So, what's the cost of that?" I asked. After a long pause she answered, "Well, I'm exhausted. I don't sleep well. I'm always thinking of everything I need to do tomorrow. I criticise myself constantly and even when I do really well, I immediately berate myself over what I could have done better. To be honest, I don't like

being this way. I've started to become critical of my kids too - which I absolutely hate."

There has to be a better way to get results, and there is! This conversation with my client brought a smile to my face because I recognised my old-self in her perception of 'how things needed to be'. Sustained self-criticism is no way to motivate. It is soul-destroying and draining. Far better is to become habitually self-kind, encourage self-reflection, welcome learning and all within a framework of setting fair expectations.

I used to be a rigid high-performer, mildly obsessed with perfection and hell bent on achieving the highest of outcomes. My turning point occurred when I became a mum. Suddenly, my first baby (my business) had to take a second row seat! I realised I was now doing two full-time jobs simultaneously and that something had to change, or I would sink. I decided two things had to change immediately: firstly, my expectations of what was possible and secondly, how I defined what success was in any 24-hour period meant to me.

By staying true to those two benchmarks over the years, life and business have both become easier. I celebrate more, find genuine joy from every learning and prioritising my focus has naturally reduced overwhelm. In fact habitual self-kindness motivates me daily to be the person I want to be.

**"SUSTAINED SELF-CRITICISM IS NO WAY TO MOTIVATE. IT IS SOUL-DESTROYING & DRAINING"**

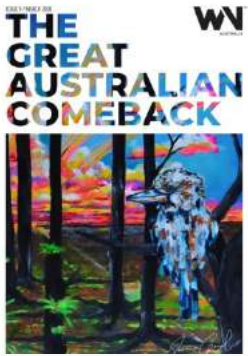
Here are some tips to help you bring greater self-kindness into your every day dealings with yourself:

**LISTEN OUT FOR HOW YOU SPEAK TO YOURSELF.** Is it with scathing criticism or with the dearest respect and encouragement? There are enough critics out there; you don't need another one occupying your head!

**HAVE A MANTRA THAT STOPS OVERWHELM.** I use this one (it's a gem!) "Every day is progress". I acknowledge that whatever happens, whether I have a good or a 'worse' day, I have always made progress!

**WHEN YOU HAVE A WIN, MAKE THE TIME TO CELEBRATE IT PROPERLY.** So many women complete a task and immediately begin to focus on the next one. Enjoy and relish your successes.

**INSTEAD OF FOCUSING ON YOUR END GOAL** (which could be due for completion 2 years from now), you have along the way as a major success. This way, you stay motivated throughout that longer project because you're regularly feeling like the true success that you are!



**READ REBECCA'S ARTICLE "WHY SELF-KINDNESS IS THE NEW MOTIVATOR" - PRINTED IN WOMENS' NETWORK AUSTRALIA**



[CLICK TO RECEIVE WEEKLY CAREER TIPS](#)

PRACTICAL CAREER

# STRATEGIES



**STOP BEING INTERRUPTED - HOW TO MODEL BEHAVIOURS**



**10 BEAUTIFUL SELF-WORTH QUOTES**

More strategies...

**8 DYNAMITE TIPS TO BE HEARD DURING VIRTUAL MEETINGS**

**FEELING EMOTIONAL? 5 QUESTIONS TO UNLOCK YOUR FUNK**

**DO YOU HAVE A 'PROBLEM' OR 'SOLUTION' MINDSET?**

*Subscribe and get regular career tips to your inbox*

**Receive more career tips like these**

**CLICK TO RECEIVE WEEKLY CAREER TIPS**



# 5 SECRETS TO TRUE SELF-KINDNESS

## 1 *Acknowledge your wins*

The antithesis if you like to self-kindness is self-criticism: that little, snarky voice that pipes up when you least want it to that culls your enthusiasm and feeds self-doubt. True self-kindness urges you to focus on the positive, the wins and the value you *are* adding, rather than what you feel might be lacking.

## 2 *Have realistic expectations*

When you consider who your worst critic might be, you may be surprised to learn that it's you! True self-kindness relies on your setting expectations - both of you *and of others* - that are viable within a given timeframe.

## 3 *Be human*

True self-kindness happens when you accept your own vulnerabilities. Here are some examples: you aren't supersonic (nobody is); you will make mistakes (everyone does); and life doesn't always go to plan!

## 4 *Stay in your own lane*

Everyone has different values, aspirations and desires which means our focus and measures of success also differ. True self-kindness will flow when you start focusing on your *own* objectives, needs and wants rather than comparing your outcomes to others'. Perception has a cunning way of either supporting or derailing you, don't you think?

## 5 *Make time to recharge*

Life is hectic. This year has been particularly challenging for most and more than ever, you may feel the need to take a break, recharge and focus on little at all. And that's ok! True self-kindness means you are looking out for yourself and your own emotional needs. It may mean putting yourself first at times and seeking the support to do exactly that.

How could you adopt some - *or all* - of these self-kindness secrets today?

LOOKING FOR NON-JUDGMENTAL

# CAREER SUPPORT?



## Join our Inner Circle Community!

### *Would you like to...*

Feel supported personally and in your career?

Would you like 24/7 access to world-class bite-sized career training to help you build confidence, raise your game and be recognised for the impact you make?

Our Inner Circle is for women who want more from their lives and careers and who are excited about being part of an encouraging community of like-minded women...

[READ ABOUT THE INNER CIRCLE](#)

### *What is the Inner Circle?*

Got a career challenge? There's the weekly Q&A to help you out.

Want to build confidence? As well as the community support, you'll also be able to access world-class bite-sized virtual courses 24/7 and from any device too.

Can you trial the Inner Circle for free? ABSOLUTELY you can! We look forward to welcoming you in!

[Learn more](#)



***Failure is simply the  
opportunity to begin  
again, this time more  
intelligently.***

Henry Ford

OUR NEWEST VIRTUAL

# COURSE



## The Career Accelerator Game Plan

6 week virtual course

### *Would you like to...*

Feel more recognised, be sought out for your expertise and find greater meaning and direction in your career?

Our brand new 6-module virtual course is crammed with proven strategies to help you take ownership of your career plan; overcome mental blocks to your progress; and set you up for success.

Develop the deepest pride in your contribution and become that role model *you have always wanted to be!*

### *Over 6 weeks....*

You'll learn in your own time and from any device. Short video lessons make fitting learning into your schedule a total breeze.

Learn how to *own your authority*, create *fresh opportunities* in your career and a really positive, fulfilling daily experience!

[Learn more](#)

[READ ABOUT THIS COURSE](#)

# WE LOVE

**Tips from a Recruiter:  
Mastering the Virtual Interview**

by Brendan Sullivan,  
Indeed



**11 Signs You Might Be An Overachiever**

by Kendra Cherry

**Sarah Fuller becomes first woman to play major American college football conference game... check out her helmet**

We  THIS!



Photo credit: Reuters

WHAT'S

# COMING SOON...



## 7 Habits to Live, Love & Lead Authentically

15 week virtual course (live + online)

### *Are you a woman...*

...serious about your personal development and ready and committed to make real change in your life and career?

### *Are you ready to...*

- ✓ Set positive goals for 2021?
- ✓ Overcome limiting beliefs and negative thinking?
- ✓ Establish healthy boundaries?
- ✓ Lead your life, and make decisions, based on your highest values?
- ✓ Build a positive sense of worth?

### *Once a year...*

...we run "7 Habits to Live, Love & Lead Authentically", our premium signature Personal Development course, over a 15 week period with small group of committed women.

This is an intimate, fully virtual, blended learning experience involving 3 workshops, a 12-week accountability program and some bonus 1-1 coaching.

[Email me to arrange an interview](#)



## COPYRIGHT

Published by Illuminate Personal Growth (we,us) (ABN 12615662049) in Sydney, Australia and distributed worldwide.

No material may be reproduced in part or in whole without written consent from the copyright holders Rebecca Allen, Illuminate Personal Growth.

We do not accept responsibility for any action our readers may take, or any loss as a result of reading this publication. All rights reserved.

## ENQUIRIES

**Are you looking for tailored content for a Professional Association or Women in Leadership group?**

[rallen@illuminategrowth.com.au](mailto:rallen@illuminategrowth.com.au)

**For any online course enquiries:**

[courses@illuminategrowth.com.au](mailto:courses@illuminategrowth.com.au)



## CONNECT WITH US



FOLLOW OUR LINKEDIN COMPANY PAGE



JOIN OUR PRIVATE FACEBOOK COMMUNITY



JOIN OUR LIST & RECEIVE WEEKLY CAREER TIPS



[info@illuminategrowth.com.au](mailto:info@illuminategrowth.com.au)

[www.illuminategrowth.com.au](http://www.illuminategrowth.com.au)