

Six Shifts in Perspective to Keep You

Thriving in a Challenging Workplace

*An Insightful Guide for
Health Professionals*

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Introduction

With all the pressures experienced by medical professionals, whether individual, personal, specific to your specialty or workplace, or endemic in the system, no one would deny that there's a lot to handle. Not surprisingly, stress is common. There are numerous skilled people either leaving the profession or considering doing so, despite their passion for this incredible work.

This booklet describes six shifts which can keep you thriving, whatever is going on in your life. Here is a summary of what I will cover here. I encourage you to keep an open mind as you read through them:

- 1 Who you are, your wellbeing and peace of mind are not dependent on what you achieve or the outcome of the different challenging situations you face each day. You can thrive despite them. Everything does not have to be resolved for you to feel secure and at ease.
- 2 Finding your way to thriving requires a different part of your mind and a different way of thinking than your intellectual, problem-solving, medical mind.
- 3 You can mentally take ownership of any situation, instead of seeing yourself as a victim. How you see it is an integral part of what happens next and how you experience it.
- 4 You can choose where you focus your attention. It's more beneficial to focus on thoughts and areas of life that make you feel better rather than focusing so much on thinking about what needs still needs to be done. This is contrary to what most people currently believe and do.
- 5 Finding your way back to a calm mind is the top priority. When you do, you have access to better quality thinking and ideas which are not available in a worked-up state of mind.
- 6 Your feelings are not coming from other people, however much it seems that way. When you know this, you will find different and better ways to resolve issues with others.

At extremes, difficult situations and stress can make it hard to think straight, sleep, and may even result in constant anxiety, insecurity about the future and running through worst-case scenarios. This often leads to doctors working harder and harder on a never-ending workload to a point of physical or mental exhaustion.

I've worked with medics who felt as if their whole world was crumbling, their career doomed, and there was no way out, resulting from a complaint, misjudgement or work overload. These kinds of reactions are likely to then spill over into personal lives as tempers become frayed with loved ones, who may struggle to understand what's going on.



When everything looks overwhelming, and it seems as if your whole identity is on the line, it's hard to think clearly, or see other alternatives.

But despite all that, I've worked with clients who, even whilst being investigated or working in the same high-pressure role, pull out of that nose-dive of negative thinking and find themselves looking at a world full of possibility, experiencing hope, optimism and wellbeing? They find themselves showing up for work coherent and clear-minded, so much so that others start to notice with astonishment.

This is possible because of a different understanding of who you really are, how you create your own experience and a new perspective on your life to which I would like to introduce you. When you get a sense of yourself as the master of your own destiny, rather than the helpless pawn of uncontrollable circumstances, your state of mind shifts dramatically. Whatever happens, you are never powerless. You may not have the power to change the circumstances in the way you think is required, but you do have the power to create a different experience. Knowing that makes all the difference.

A Glimpse of What is in Fact Possible

To point out what's possible and have someone see it for themselves, changes lives. To help someone to rediscover who they are, gain freedom from feelings of despair and overwhelm and get back into 'creator mode' in life, is both a privilege and a joy. Once they do that, getting life back on track is natural. Like dislodging a cork caught in netting at the bottom of the ocean, once freed, rising back to the surface is inevitable.

Usually when I begin working with clients, they, like you perhaps, can see no positive way forward. The future may look bleak or at the very best unpleasant; all options seem unwelcome; there seem to be so few possibilities, all of them bad.

But there's one thing I can tell you that is true for everyone who feels stuck or hopeless: what you can currently see is NOT the whole picture. There are far more possibilities than are visible to you right now. There are ways to recover your peace of mind, regardless of the circumstances.

That's why I can hold onto hope for my clients when they have none. No one will persuade me that there is no way forward, no good outcome, that they are broken, permanently lost, that their life is ruined. You will never convince me that it's impossible for you to handle your current situation and thrive.

The points I make in this document summarise some of the elements my clients and I discuss during our coaching sessions. No document can hope to encapsulate the essence of these deeply personal conversations, and there are many more ideas that could have been included. Insights are literally 'sights from within' – a deep realisation of something you've not seen before. An insight explained is only an idea, until you see the truth of it for yourself, but it can then be life-changing. So, as you read these six potential shifts, I encourage you to keep an open mind and look for stirrings of hope and possibility within you. Read them as practical things you can know or can do, starting now, that will help you to feel better. What have you got to lose? I can guarantee that if you reflect on them deeply, and start acting from what you see, you will start to feel better immediately.

I hope that you will hear something for yourself in these six insights that may nudge you towards a shift in perspective and set you back on the path to thriving.

Realising the truth of these ideas will transform your experience of the situation you are currently in, as well as all sorts of other things in both your professional and personal life. I invite you to read more about each below and reflect on them for yourself.

Committing to your own growth and development through your current situation is a powerful decision that can change everything.





From Job Title To True Identity



In a nutshell

Who I am, my wellbeing and my peace of mind are not dependent on the outcome of this situation.

In this section you will see the importance of:

- ✓ Recognising your essential self as separate from your identity as a medical professional.

The value for you

- ✓ Criticism of your professionalism or competence, or thoughts that you are nothing without your doctor identity, feel less destructive and frightening.
- ✓ You experience less stress.
- ✓ You can present yourself and carry out your role more effectively.

Your roles in life, your achievements and your job title are not who you are. They take up a significant part of your life, but they are not YOU! It is very common, however, for us to become attached to these things as if they are the most important aspect of us, and the identities we have constructed over the years can feel as if they are the only reality. In medicine, practitioners have invested so much time and energy into achieving the results they have that these identities may be even more embedded than most. Not surprisingly then, when this identity is attacked, criticised or questioned in some way, we feel as if our whole world is being torn apart. Similarly, if we ourselves start to question whether we want to carry on in our current profession, it can seem that there is no way out or viable alternative.

Fortunately, we are way more than the identities we have built up or taken on. We are the creative energy which built those identities in the first place. We are not at our core doctors or surgeons or experienced professionals, those are all things we have created. As creators, we have the power to create ourselves differently, or think our way into a new experience.

Our capacity to thrive, the essentials of our wellbeing, are built in. We often feel that our wellbeing is dependent on various things – our job, our relationships, our financial situation, or any number of other things. When we feel our wellbeing is attached to something in the outside world, the thought of losing that thing leads to a lot of stress. It is particularly common in medicine for people to claim that their professional identity is ‘who they are’ and that they would be nothing without it.

However things look, your wellbeing has not been attained by achievements, nor can it be lost because you are no longer in a particular role. Wellbeing is innate within us, beyond our recognised physical or mental structures. You may have been committed to the idea that you are your role for many years and be surrounded by others who believe the same. But this is not true. Take some time to consider who you are beyond this role.

Realising this at a deep level takes a lot off our minds, as we are then dealing simply with the practicalities of the situation, rather than feeling we face the potential loss of our entire identity.

Note from a real doctor: I realised that my identity as a doctor is only one facet of me. Even if this aspect of my life was completely taken from me, I saw that I could be OK... letting go of believing [my career] was essential to who I was and to my wellbeing allowed me to relax. The result was that I showed up calmer and feeling more empowered and came across better. I also spent a lot less time worrying about outcomes.

Action: *Consider the possibility that your wellbeing is independent of your professional achievements. Be open to the fact that you are more than your role.*



From Intellectual Mind To Intuitive Mind



In a nutshell

Handling situations where I feel overwhelmed requires a different part of my mind than my intellectual, problem-solving, medical mind.

In this section you will see the importance of:

- ✓ Finding ways to allow your mind to settle.
- ✓ Taking a break from trying to intellectually solve your problems.
- ✓ Listening for deeper intuition.

The value for you:

- ✓ Relief from constant overthinking.
- ✓ A more positive experience of everything in life.
- ✓ New ideas of how to move forward.
- ✓ Better sleep.

Without doubt you are a highly educated, intellectually gifted person. You wouldn't be in the job you are if that wasn't the case. You can analyse, process, research, debate, solve problems and assess risk better than most of the population. But there are situations in life when all that expertise is not helpful. In fact, it can even be an obstacle until you start to recognise it.

If you are struggling in any way, this is one of those situations.

You will not find peace and relief from stress, anxiety, anger, fear and mental exhaustion through intellectual analysis. It is an excess of thinking that is causing your painful feelings. A different process is required. One that takes far less effort but may not be obvious when your intellect keeps trying to get in on the job.

I invite you to explore another, much less appreciated way that our mind works. When we are not churning around the same problems, the same thinking, searching desperately for a solution, our mind has a chance to settle down. It is at these moments that fresh, new ideas, insights and inspiration can come to us. When you are used to looking to your intellectual mind for solutions, this can be unfamiliar territory. But it is a resource that everyone I have worked with has experienced at some time in their life. Whether it's that sudden realisation of where you left your keys (after you've given up looking) or knowing exactly what to do in a crisis, almost everyone has stories from their own experience of a sudden helpful insight at a key moment. This inner wisdom is available to us all, but often gets drowned out by our conviction that we will only find the answer from application of our past experience or personal intellect.

We have all been taught to think our way to solutions. It's not surprising then, that we are less familiar with, and less inclined to turn to intuition and insight to guide us.

Only when you stop searching in your mind for answers and consider that there may be another, more powerful source of solutions available, can the overthinking mind quieten down and intuition be revealed.

Note from a real doctor: When I started to see that my thoughts are not the truth, I was able to pay less attention to them. I realised that my thoughts are really the lens that I see the world through – and when I was thinking a lot about stressful things, everything looked stressful! I know now that when I am calmer, more helpful new thoughts occur to me than when I am going over and over things in my mind. I started to come up with new possibilities that looked less terrifying and that helped me to calm down even more.

Action: Consider times in your life when fresh new ideas have come to you out of the blue. Take a break from trying so hard to fix things and consider the possibility that something new could occur to you that completely shifts your perception of the current situation.



From Seeing Yourself As A Victim To Taking Ownership



In a nutshell

Whatever has happened, I can choose how I react to this situation, taking ownership of my actions instead of seeing myself as a victim.

In this section you will see the importance of:

- ✓ Taking ownership of what is happening, whether you feel you're responsible or not.
- ✓ Getting into action, rather than looking for unnecessary answers.

The value for you:

- ✓ The ability to move forward.
- ✓ Feeling empowered rather than powerless.
- ✓ It is easier to see the possibility of a positive outcome and have a positive impact on the process.

Taking ownership of the situation you are in, and taking responsibility for what is happening, is a powerful stance. It does not mean taking the blame, but it does mean taking power back for yourself.

The opposite of ownership is victimhood. We frequently see ourselves as a victims of the circumstances we are facing at any given moment. Of course, it's true that we didn't instigate or wish for much of what is happening to us. But that does not mean that we need to see ourselves as victims.

When you see yourself as the victim of the actions of others, it leads to inaction, overthinking and blame. Blaming others (whatever their actions) distracts us into exploring the how, why and who of situations. It also keeps us deep in the problem, constantly explaining, justifying and overthinking, rather than looking for ways forward.

Ownership launches you into action and forward movement. Immediately you take ownership, the question 'What now?' arises rather than 'Why is this happening?' There may be a time for seeing how errors have come about or dealing with the misdeeds of others, but it is not what is important in the stress of the moment. Your priority is to find a way to peace of mind, from where you can access wellbeing and your best ideas for how to move forward.

Taking the stance of ownership of any situation because it is occurring in your life, enables you to access your own power of influence over the situation.

Note from a real doctor: I felt absolutely like a victim at the start of my investigation process. After all, this was all happening to me and it seemed as if I was helpless. As I got more insight into the motivations of other parties, the whole thing seemed less personal. As my thinking settled, I realised there were things I could do to make me feel better even if they didn't resolve the process, and there was such value in that.

Action: Give up any thought of blame or seeking explanation for why this is happening. Look for the ways in which you have power in this situation – ask questions like: 'What could I do to feel better?' Or 'What can I do about this?'



From Focus On The Unwanted To Focus On The Wanted



In a nutshell

I can choose which thoughts, positive or negative, I focus on. It's more beneficial to focus on thoughts that make me feel better whether they look realistic or not. (e.g. There is potential for a positive outcome, I have a great team of supporters, I am resilient and life will move on).

In this section you will see the importance of:

- ✔ Directing attention away from problems.
- ✔ Directing attention towards positive aspects of your life.

The value for you:

- ✔ Feeling more energised and empowered.
- ✔ Experiencing less stress and more enjoyment on a daily basis.

First of all, this is not a wishy washy 'Think positive and it'll all be Ok' idea. I am inviting you to step into line with how your experience actually works, however you are thinking.

The only thing you are experiencing moment to moment is your own thinking. Regardless of what is happening around you, there is an interface between it and you, and that is thought. Whatever you are thinking, you will feel. For example, if you think about an unresolved issue or potential negative outcomes, you will likely feel anxiety and stress. When you are not thinking about them and get distracted into something else (like playing a sport, or taking your dog to the vet), your stress eases.

Your priority is not to solve your problems. Your priority is to reduce your stress and feel better, because from there, everything becomes easier.

It is therefore essential that you spend the minimum amount of time possible thinking about your problems, so that you can reduce your stress.

If you start to observe your mind at work on problems or issues, you will see that there are two things going on:

A small amount of time spent on taking practical steps towards actively resolving problems.

An enormous amount of time ruminating on them, worrying about them, discussing them, complaining about them, criticising yourself for getting into them, telling other people about them, over-thinking and over-analysing them.

Cut out the second set of activities, or even reduce it, and you will see a dramatic shift in the quality of your day-to-day experience. They are of no benefit to you whatsoever.

You will also notice a reduction in your problems.

Thoughts about our problems will arise (perhaps frequently) and I am not suggesting you waste your time trying to change that. In fact, don't even consider these thoughts a problem in themselves. It's what you do after the thought has appeared which is your point of leverage.

Take it no further.

The simplest way to begin is with the external actions which you can consciously avoid. That is: discussing, complaining, and telling stories about your problems.

Cut these out and you will notice that the internal over-thinking type activities will naturally decline.

The second element of focusing attention is considering where you consciously direct it. I guarantee that the more time you spend deliberately focusing on what is successful and on things that are going well or that you like and appreciate (in your work and in your life as a whole), the more good feelings you will experience. It might be your family, your health, your home, the natural world, your children's activities, a good book...anything! This is simply how our minds work.

There are many reasons for this which I love to explore in coaching conversations. You experience the feelings connected to whatever you are focused on, and the better you feel, the more 'good feeling' things you notice. This can become a virtuous cycle, in contrast to the vicious cycle of painful feelings you may currently be experiencing. When you feel better it is astonishing how different even 'bad' things can look.

Focusing can mean in your own mind, but it also means in your conversation. Keep a lookout for how much you talk about anything that looks negative. Direct the conversation to things that feel good.

We have been trained to think that it is necessary to focus relentlessly on the problems in our lives in order to fix them. Nothing could be further from the truth. I love to watch the dramatic changes which result from a shift in focus from the unwanted to the wanted as my clients start to learn the impact of this simple change of focus.

Note from a real doctor: I used to spend almost all my time thinking about what had happened, why it was happening to me, what the outcome would be, what I could do to influence it. But as I learnt to focus elsewhere, I started to enjoy life again – things like looking after my animals, appreciating my family. I still focused at work and took the action needed, but [the problem] didn't dominate my life any more.

Action: Refuse to talk about things which look like problems more than is essential. Tell friends you are choosing not to discuss the topic. Consciously initiate conversations about what is going well. Focus your thoughts elsewhere.



From Obscurity to Clarity



In a nutshell

Problems look quite different from different states of mind. My priority is to find a better state of mind, not to solve the problem.

In this section you will see the importance of:

- ✓ Finding a way to calm down when you are worked up
- ✓ Taking your attention away from the problem and dealing with your own internal weather before doing anything else.

The value for you:

- ✓ Gaining more clarity on what actually needs to be done, and what doesn't.
- ✓ Getting better results because you're handling situations from a better state of mind.

The times when we are worked up about something are usually times when we feel most driven to DO something about it, as I'm sure you're noticed. It really seems as if there is something substantive that needs to change. We reason that only when this person, situation, problem is dealt with and resolved will we be able to feel settled and calm again. So in fact, we are ultimately trying to sort out whatever this is in order that **we ourselves can feel better.**

But our experience actually works from the inside-out. Being worked up means clear thinking is obscured. It's not a good time to take action.

Let me offer you a different and much more effective way of viewing and responding to those worked up feelings.

Our feelings are not coming directly from the thing we are blaming for them, but from our own perspective and thinking – our current state of mind. When we pay attention to our state of mind first, it is possible for us to find our way back to good feelings, back to peace of mind, even before anything has changed in the outside ‘problem’.

Often the ‘problem’ looks quite different – perhaps it doesn’t need dealing with right now, might not be as bad as we thought, or is someone else’s issue.

When we think our feelings are coming from the problem, we get very busy thinking about, even ruminating on, the problem. And when we do that, it looms ever larger, takes more of our headspace and appears to get worse and worse. It’s like shaking up a snow globe, and expecting to see what’s in there more clearly.

When we know our feelings are coming from all that overthinking, worrying or agitating, it makes more sense to find a way to calm ourselves down. This means taking our attention away from whatever problem it was that got that thinking going. We want to allow our revved up thinking to settle.

There is a self-correcting system at play. When we refuse to keep thinking over a problem, our minds naturally settle, and then we start to feel better. It’s as if you put down the snowglobe and the snow settles to the bottom. Then you can start to see the scene with more clarity.

To get rid of our worked up feelings, there’s actually nothing that needs sorting out first. Or rather, we need to turn our attention away from trying to change stuff, because it’s all that effort that’s keeping us so worked up. There is nothing outside of us to fix because you don’t need to do anything in the outside world for your feelings to change. Feelings don’t come from the outside world – they come from your thinking. When you stop looking outside of you for answers, your thinking settles, and you find yourself feeling a whole lot better.

Clarity of mind also reveals more and better ways of moving forward.

I know I can certainly think of plenty of times when, after I’ve stopped agonising over something, maybe after a good night’s sleep, spending time distracted elsewhere or just forgetting about it, a problem looks far less threatening. Either there’s nothing that needs to be done, or I come up with a better idea of what to do.

I wonder if you've ever had a brilliant idea come to you when you've given up looking for one? Take some time to remember those moments. What if that source of new thought is always available when your mind settles.

What I know now is that when I am most worked up – is the time NOT to do anything about the problem. The priority is to calm down, in whatever way makes most sense to me. The self-correcting system settles back to peace when I stop getting in the way.

Without all that snow in the way, I think you will see for yourself that you now have more clarity about what needs to be done next. And that may even be nothing at all!

Note from a real doctor: As I felt less afraid, I started to let go of the constant battling I was able to think more clearly. I was more positive and professional in meetings and I came across better.

Action: Don't take my word for it. I invite you to experiment with looking away from your problems for a while, and finding a way to allow your mind to settle. See if you notice how your problem, issue or situation starts to look different.



From Changing Other People to **Changing Our Own Perspective**



In a nutshell

Other people don't need to change for me to have a completely different and more helpful experience of them.

In this section you will see the importance of:

- ✓ Realising other people are not responsible for your feelings so you don't need to stop them doing what they're doing or get defensive
- ✓ Noticing how other people are caught up in their own thinking when they appear to be difficult

The value for you:

- ✓ Getting greater insight into why others are really behaving the way they are
- ✓ Being able to communicate more effectively and therefore find solutions more quickly.
- ✓ Finding that others become more co-operative

Most of us have people in our lives who we find difficult in some way. Maybe you work with them, maybe you come across them regularly somewhere else, maybe you even live with them!

In these cases, you may think that the trouble with other people is that they are annoying, rude or incompetent or just don't do things the way you think they should.

In reality, the trouble with other people is not those things. The trouble is, we think they should be different from all of that! There will always be people in our lives behaving in ways that we think are less than ideal. It isn't even unreasonable that sometimes we want to change the way they do things. The trouble is, we think they are making us feel bad. We think we need to change the way they do things in order for us to be able to feel OK. When we think that, then we are in trouble.

Perhaps it seems as if the fact that your colleague is underperforming, or is argumentative, or has a different opinion on things, is causing you to feel frustrated, anxious or stressed. Maybe you think your teenage child is making you angry with their rude or uncooperative behaviour. It can really look that way.

When we believe that others are causing these unpleasant feelings in us, then it makes sense to us that we need those others to change for us to be able to feel settled and happy. But when we're anxious, frustrated, angry or stressed, anything we do tends to make the situation worse, and things often escalate. I'm sure you've noticed.

Let me suggest to you that it is helpful to look at our experience the other way around.

It's possible for you to feel less anxious, frustrated, angry and stressed without any perceptible change in the other person. Our feelings do not come from anyone or anything outside of us. They come from our own thinking. When our thinking is revved up, we usually want to take action to change things around us so we can feel better – which is difficult and sometimes even impossible. But when we start to recognise our revved up thinking for what it is, we might realise we don't need to fix anyone else to feel better. As I explained earlier, we just need to find our way to some calmer thinking. That might mean putting our attention elsewhere, stopping our attempts to change someone, taking a break. Whatever it is, it means there is a whole lot less to do than we'd previously thought. As we saw in Shift 5, when we find ourselves in a better state of mind, we have more clarity about whether there is something we need to do or say. Quite often we might find there isn't, or this isn't the time, or we realise that what we were about to say would certainly make things worse.

Often that calmer thinking prompts us to listen more carefully and get greater insight into what is really going on in front of us.

From a place of clarity, we can access not only greater logic and common sense, but tap into a deeper wisdom that may provide a complete

ly different possibility we had not previously considered.

Another thing we all tend to do when we think our feelings are coming from those around us is we get defensive. We believe that the feelings of discomfort we are experiencing are caused by them, rather than by our own thinking. Most of us believe at least a little in the need to defend our identity against other people. What if we just don't? Others' opinions, ideas or even criticism, can be taken in and evaluated without needing to feel hurt or threatened by them. That way, we can take anything that is helpful and act on it, without becoming the 'difficult person' in someone else's world!

When we notice other people being defensive, realising they are caught up in the story of their own identity, and think their feelings are coming from us, a different way of handling the situation might occur to us.

Our habitual responses to certain people form an integral part of how they behave when they are around us. When we ourselves start to show up differently with others, their behaviour and responses will also change – often in ways we couldn't possibly anticipate. Note from a real doctor: Now that I'm not defending my made up identity, I am much more able to deal with other people's conflicting opinions - however confronting and potentially damaging they may seem.

Action: I invite you to start noticing what your thoughts and feelings do when others behave in ways you don't like. See what happens when you don't try to defend yourself and wait for your mind to settle.

Change is possible for you too...

This booklet is designed to direct you to a different way of thinking about situations you find yourself in. I very much hope you will try out some of the actions I've suggested and that you find them helpful.

It is always possible for your experience of a set of circumstances to change. However bleak things look, however bad you feel, a breakthrough offering relief from whatever you are going through is closer than you think.

If this booklet has been helpful, please share it with others. If you would like to talk about how these changes might happen for you, I offer you my support as a Trusted Advisor and Coach. If you think it may be helpful to have this kind of support, I would like to gift to you an hour of my time to help you get deeper insight into the relevance of any of these points which might be most helpful to you. Contact me at lizzie@lizziepaish.com and we can explore whatever seems most helpful. If you wish, we can talk about working together further, but there will be no pressure at all to do so.

You can also listen for more inspiration to my podcasts 'The Thriving Doctors' Download' and 'It's Good to be Me' wherever you access your podcasts, or via my website. To receive more free materials and hear more about what I offer, visit www.lizziepaish.com



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About Lizzie Paish

Lizzie works as a Trusted Advisor and Transformational Coach to leaders and professionals in all walks of life, but especially medical professionals. She helps her clients solve intractable problems in the workplace or at home and create more of what they want without stress and hard work. She is relentless in pointing to what is really possible and will never give up on reminding you what you have going for you.

Lizzie offers one-to-one coaching, individual retreats (in person or online) to clients worldwide and group retreats in the UK.

Lizzie loves to explore the overlap between different ideas. She questions traditions, rules, and boundaries and seeks answers in territories where others might not think to look. She teaches an understanding of the mind which transforms lives helping make the invisible visible, leading to innovative and surprising ideas and breakthroughs.

Lizzie lives in Derbyshire, UK, and appreciates the beauty of the natural environment, the opportunity to work with extraordinary people, and the incredible potential in every human being

What People Say

When I look back at where I was when I started working with Lizzie a couple of years ago, I can't believe what a completely different place I am in. I am more content, at peace with myself and I am clear about what's important to me. I understand myself more and my next steps in different areas of my life. My perspective has changed entirely.

HW – Senior Leader in Local Government

Lizzie has been coaching me during a difficult period of change in my job situation and direction, while I embark on applications for further senior leadership (medical director) roles in healthcare.

I am now much more able to cope with change and deal with other people's conflicting opinions - however confronting and potentially damaging they may seem. Despite being in the middle of a very challenging episode in my career, even involving an investigation into my work, I am sleeping better and don't ruminate.

I feel that my decision-making, resilience and general well-being have all improved dramatically. Work and life have become far less stressful for me, and the general day to day pressures of life which previously might have floored me aren't bothering me. I feel relaxed and confident as I approach the next stage of my career, even though there is still much that is unpredictable.

Both colleagues and family members have noticed and commented on my increased resilience and ease in the face of challenging circumstances.

I can't recommend this confidential coaching highly enough, whether for established leaders - especially those in senior roles - who experience stress, self-doubt or impostor syndrome, or those secretly doubting themselves as they take on a leadership role."

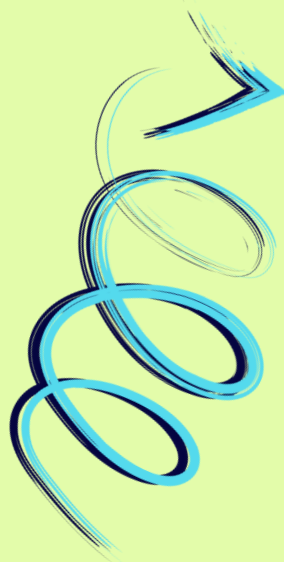
LA - Associate Medical Director NHS Hospital

What People Say

The increasing understanding I have gained from Lizzie's coaching has not only resolved several personal issues that had been with me for years, but is helping me to parent my kids, look after myself and be calm and patient with all of my relationships in a way that was unavailable to me before. I now experience more peace of mind than at any point in my life.

I would recommend Lizzie to anyone who feels that they are stuck, in their personal and / or professional lives. The insights she has shared with me will stay with me forever, and continue to yield enormous benefits.

BD - Business Owner





Lizzie Paish

www.lizziepaish.com