

The Conscious Business Telesummit

Mastering Your Inner Game

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The Nine Principles of Change w/ Ariane de Bonvoisin

Adela: Welcome to the Conscious Business Telesummit. This is your host Adela Rubio with consciousbusinessstelesummit.com and this is our ninth call in our series of Mastering Your Inner game, and our guest today is Ariane de Bonvoisin. We're going to get started with our opening connection. If you've been seated all day it's great to just stand, feet hip width apart, soften the knees take a deep breath and exhale.

Feel yourself relaxing and sinking into the sensation of right now. Feel yourself opening inwardly and outwardly, feeling the arrival of your essence and the power of your intention for this call. Feeling yourself connected to all of those who are up for this creation of conscious business. You are a member of a huge tribe of people who are ready for a new way of being in business and in being and in community. Just feel into that and feel how in your own unique way you contribute to this creation.

The reason for your being on this call will occur at some point during the next sixty minutes, in this exploration of change with Ariane and Adela that is fully embodied with your intention. Take a nice deep breath and exhale and know that it is so because you have chosen to be fully here now. Step away from your computer and imagine that we're in a chateau perhaps with a nice fire place. There are comfy couches and we are all sitting around and engaging this topic that is so vital, so part of who we are, so essential to our own nature. If you've got a pad or a pencil, you may want to jot down the gems that come to you during the call.

Our call topic is the Nine Principles of Change. Our guest is Ariane de Bonvoisin, CEO and founder of First 30 Days, a New York City based media company focused on guiding people through all types of changes both personal, professional, social and global. With a degree in Economics and International Relations from the London School of Economics and Political Science and an MBA from Stanford University, Ariane has adventured a lot and it's the product of her own journey of change.

She moved to New York City worked with media companies, Bertelsmann and Sony. She's appeared on NBC Today Show, CBS Early Show, CNN Radio and ABC News Now. And has a monthly column with Red Book and health magazine. Ariane currently serves on the advisory board of two companies she's passionate about: Smart Is Cool, an organization dedicated to empowering young girls and Call and Response, an organization committed to ending child slavery around the world.

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I think the first time I came across Ariane, I was doing a search for Les Brown because he had just come across my radart. I came across her podcasts and she does marvelous interviews. There was such a library of information and so much content on the topic of change that it blew me away. So Ariane, welcome.

Ariane: Thank you Adela I've been smiling and breathing and just taking it all in. It's been lovely hearing everyone introduce themselves and connect to them. It's just amazing how we can be connected across different continents and this beautiful planet.

So as much as I value how the technology and the fact that we can all hear each other and communicate from Africa, to Asia, to Europe, to America, I think it's always important to remember also our inner technology. That's even more important sometimes. Our inner technology is the thing that you do with our breathing and our intuition and our mind and our heart and our ability to love and serve. I think just keeping those two things in balance.

It's such a blessing to be on the show. I mean I've been excited about this the whole day. I told people about it. I knew we'd get the telephone things sorted out because the universe always takes care of that, especially when the intention of what you do in this call are so pure that I know we have no issue about it.

Adela: Oh yes. I was so relaxed about it because I was so excited. This I think, probably out of all the calls - and I love all my speakers - but this topic is so dear to me because it's been my own adventure. Once I made a shift it just changed everything about my world. I was so in love with what you said about inner technology. I think too that one of the things that I noticed to all of those things about outer technology, all the social media, all the connection on the internet, it's just a reflection of our own nature. This is who we are, you know.

Ariane: We've been craving it in some form and I think it's sort of the very best that we have to offer. I think the world is and will come back in the balance because of those connections.

Adela: Yes.

Ariane: You know, I value it and I honor it and I mean it's just amazing, amazing, amazing stories that have come from that. The most important step is reconnecting with yourself. We've got to go inwards first. We can try and repair everything going on inside of us by going to a lover or a child, or new job or a new mountain that we want to

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climb. And believe me; out of experience I tried all of those other things. You've got to reconnect with yourself first.

Adela: Yes absolutely yes she's also climbed Mt. Kilimanjaro. You're a movement after my own heart, an adventurer outwardly and inwardly. So I'd love if you could share a little bit about how you came to this adventure around change. I know that you interviewed many, many people and traveled all over the world to come up with these beautifully defined nine principles of change. What was it that set you off on this adventure?

Ariane: I grew up in six countries so I've been sort of thrown into change very young, without noticing and realizing what my parents were doing with me. I don't think they noticed either, you know, quick comment for any parents that are on the call. The last thing we think about is teaching our children about change. A lot of times, parents tend to protect their kids from change. We keep everything the same and everything stable; we go to the same church, the same holiday place and we go to bed at the same time and its all about not changing.

We are not doing them a favor. I recommend introducing change into their lives. Otherwise, by the time they leave you they are going to get out into the world, which is all about change. Think about that as conscious parenting to really introduce the subject of change to kids. Believe it or not, kids are very good at change. They are actually better at change than adults. That's one little thing but as I grew up in six countries and I sort of stay proud.

I went to a traditional, very big business job and did all the things that I thought I should do. I did the Business degree and all of that but then I reach the stage, when I was at about thirty, where I was running a five hundred million dollar fund. I was very unhappy and I would say the truth will set you free but first it will piss you off. That really pissed me off. I thought I had this whole career as set and planned and the reality was, what I had done was that I climbed the wrong ladder.

I climbed the wrong ladder and it's leaning up against the wrong wall. My whole identity was into it and I thought, well I am going to ask permission because no one is going to give this to me. I'm not going to get much approval but I've got to get off the ladder.

This inner voice would wake me up every morning and, in the inner voice that sound like "Ariane, you're in the wrong job." So the other way is going out which is "Ariane you're sleeping with the wrong guy." I have that one going on as well and at the same time I was like at some point that inner voice got so loud that we all heard it that you can't keep

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turning it off and it tries to get your attention over and over and over. You just feel you're living a little bit of life and so eventually I did have the courage to get off that ladder.

But I didn't know what I was going to do and I started traveling. I started being open to life and literally said this, "Show me the way, show me what you want me to do. Show me, is it a contribution, is it a different business. Show me the way. I started growing antenna up my head. What I realized is, every single person I was meeting was in the change category. They were out struggling with the life change, it might be a divorce, it might be a health diagnosis, it might be weight, it might be drug, it might be loss of the job.

They secretly wanted to make a change. They wanted to pursue dreams, write a book, go back to school, travel, move, whatever it was or they were helping someone else with a change of friends, spouse, loved ones, child.

Everyone would say a few things. I hate change. I feel overwhelmed by change, change of heart you know this change I don't know where to start, and nothing good comes from change. I thought, "This is interesting, this change business is all around me."

I thought why is it that we're all so bad at change when it's the number one thing that we should be really good at. I started first informally and then formally interviewing pretty much everyone I'd met. I would ask things like, "What's the best change you ever made? What's the hardest change you ever got into? What's the number one belief that gets you through a change? What's the change that you love to make?"

I started seeing these patterns and principles of people who were really struggling versus people who were really good at change. That's how I came to the nine principles. I didn't really know what I was doing because I didn't set out with, "Well I think it's these, principles let me go out and prove them." I kind of did the deal with the organic road to listen to people and would be, "Oh that's so interesting" you know. Here's another person that say's xyz and I'd make a note.

I interviewed probably three thousand people by the end of it. It was everyone: people who lost loved ones in nine eleven, people who had children who are autistic and people who had ten jobs and didn't know what to do with their lives. I mean it was amazing, amazing to see this humanity in everyone. I interviewed people in China, in India, in South America. I mean we're all incredibly similar when it comes to change.

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It's the same emotions that hold us up. It's the same sort of belief that both help and then other beliefs that get in the way.

I obsessed with this one question: "What make change easier?" There was so much suffering with change and my number one thing was to help in anyway I could. I couldn't do the changing for them. I'm very clear on that. Life smacked me a few times and said, "You can't change anyone."

I've been told a million times I'm the change expert and a change guru. I know that I cannot change anyone. I can share, I can lead, I can inspire, I can motivate, I can get people out of the hole, hand them a ladder. Ultimately, you're the one that needs to find your change muscle. I can't give you mine. It's an amazing thing to see people remember that they have a change muscle.

They've used it a million times before in the past and to see them reconnect to that and take that power back from a change that might have been thrown their way, from a change that was so fearful for them. It just brings me huge joy.

Adela: I did want to point out to our listeners a couple of key things I'm noticing about the way you found "your work" in the world. There are many folks here are struggling with what is it that they're here to do in the world. "What is that one thing that really lights your fire everyday and keeps you going for it?"

You already had plenty of success before you went on this adventure but it seems like there was something abiding and self sustaining around the energy to do this work around change. It kept propelling you and you were very curious.

You also listened and paid attention to the voice that told you, hello Ariane, I don't know about the guy, I don't know about the job. So you listened to that voice and then you were guided by it.

Ariane: Awareness is always the beginning of change.

Adela: Yes, yes.

Ariane: Number one, yes, keep going your doing amazing.

Adela: The other thing is that you are very curious it was like you know how kids are full of wonder and curiosity about things, and so you were very curious about change. No matter where you went you saw it everywhere, right?

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Ariane: Yes, and the other thing I would say, Adela, the number one thing that propelled me out of my job and continues to propel me today, 6 years after I left it, is I had a massive desire to contribute. I wanted to know what I did made a difference and that somehow I was doing my piece for the world.

All these huge jobs I'd been given, I just never felt that way. It's enough motivation to last me a few more life times. It's a much bigger salary than I've ever gotten in terms of the emotional impact it gives. It's an amazing feeling to know what you do is massive.

There's this sort of nagging underlying feeling, especially for women, these days that's just going, "I know that I'm up to something bigger." The reality is it's not about finding the "something". It's about finding the "why". It's about finding the intention behind why you want to do something bigger. For many, many people it has to do with wanting to do something where they serve and contribute.

One of my favorite quotes is "Power moves through those who serve." That's when you start feeling powerful. It's not doing the huge thing and being hugely successful. You feel in a place where you're giving, as you are on these calls for example, you feel something else move through you. It's not anything I could have described in a word but we all feel it when we get out of the ego place.

I see it in the Conscious Business type things when there's a true desire and that's the intention to serve in any particular way - with a product, or a service - with anything. That's when amazing things start happening on the journey. I agree with you. I mean I have no idea what I am doing with my life. I've got to be honest with you because life is using me.

Adela: Yes

Ariane: I can say that quite boldly but life is using me. Every morning I tell life to use me. I say, "Go ahead have your way with me. I'm empty use me in any way you want, with whomever you want, put me in front of who you want whether with one person or ten thousand people. And I kind of open how life wants it to go. Instead of Ariane needs to have a plan, Ariane needs to know where she's going, and all the thing that thinks that way.

Adela: Yes.

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Ariane: So if you sign up and you're like I'm on God's team, promise God is going to do all this bunch of stuff with you but God cannot do a bunch of stuff with you, whenever you want to call God, the Universe, grace, cannot do a bunch of stuff with you if you've got twenty things that you are trying to do. It's like setting, you have a GPS in a car you can't set two directions. I can't have the Ariane destination and then the God destination. You got to choose the destination and that was a huge Epiphany last year because I really had my own little plans that is still going and the reality you cannot really, your not moving forward when there's kind of two things pulling you.

So, now I've just put emptied myself out completely and just said I'm up for anything sign me up. It's very different to think of it as a day by day, month by month journey. Like a say its people who are looking for their dreams and looking for a dream job I mean what you want to do for months. what you want to do for three months, six months you don't need to figure out what you want to do for the rest of your life because what you might be doing next year the people might not be in your life, the situation might not be in your life, you may not be in the country that your meant to be, thinking about next year, so just think about what you love to do now, what would you love to do for a month, three months. I'm a very, I'm a big believer of instead chunking it down.

What can get very overwhelming and stressful is when we look at it from too big of a perspective. As opposed to saying, "Where's my joy, what was my joy, who or what can contribute to that."

Adela: Yes what I'm hearing is that you know forget about this business about postponing your living until tomorrow right, like right now there are things that you can be engaged in. I find that when you create this shift for yourself around change that a lot of what it is, it's a tool that pushes you to the edge of what you've never known before and so you're being forced, not even forced, but really be the invitation if you choose to shift around him the invitation to evolved, to explore, to engage and to expand the sense of what's possible and it's right here, right now.

Ariane: I always say, I think when we start coming back to right here, right now that's where we feel calm and tranquil and peaceful when we go into past the future that's when the mind can't cope because that's not always suppose to be.

One of the things that help people as well you know when everything around you is changing and when life feels very out of control the number one thing to do it is come back inside yourself to a place that doesn't change. In a place that can see it and detach from it and so

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many times we try and fix change on the outside. When really the number one thing to do that you could come back to something you know, come back to breathing, come back right here, right now where you know, you can feel the energy of change immediately from doing that. And the amazing thing is we always resist that myself included. We all resist going into meditation, we all resist the silent time, we don't really want to not follow the mind. We tend to think that the mind got it all figure out and the mind is our best friend and yet we get reminded that one thing that create suffering probably the positive side of this it is untouched even though it's in hardest changes might have come our way.

So it's very, you know I've really been looking at a lot of work myself recently about, why is that we give so much credit to the mind, especially in the US. In Africa there's a whole a lot of other things that are welcome and credited in the US, it sort of you get degree and prizes and more, the more accolade the more minds developed and yet this very little tool what I call spiritual gifts, our conscious gifts, our intuitive gifts and there's always the number one thing that I learn to follow and lead us right. Every single mistake that I ever made in the business whether in my corporate jobs the reason, you know the business I run nowadays I known every single time because I haven't trusted my intuition. It's not because I have a Stanford MBA.. Every single time it's been a sense of I didn't listen and I trusted my mind more than my intuition. I trusted the resume of someone I hired more than the five minute first impression where I kind of knew it was not quite right.

We all have those moments .That's coming back to that in a guidance system and inner wisdom that is infinitely more knowing than my mind. How much I fill it up with a thousand books and more degrees than I ever needed.

So, it's really coming back to a place that's free and kids are amazing at their inner guidance system and amazing. We are too if we'll just peel back everything that's in the way of that.

Adela: Yes and part of the adventure is reorienting around a lot of these things. When we are little we know so much and are uncensored with what we know. We could easily speak whatever it is that we believed to be true. A lot of the exploration in your book is really about exploring the "shift". I'm Cuban and when I saw "No hay mal que por bien no venga." I was like "oh my goodness that's been one of my mantras. It means "There isn't anything bad that doesn't ultimately lead to something really good." You talk a lot about life being your partner.

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Ariane: Yes. It's probably one of my favorite principles too. The very first principle of change for people to successfully navigate change are optimists. They have positive beliefs, all across the board, thousands of people that I interviewed. Lots of times, it was like you were born optimistic and we can definitely get into, into that discussion but what I found was they had three very different set of belief. One was the right about themselves, one was about life, and one was about particular change that they were facing. How we see our self, what is it that we say to our self when we look at our self in the mirror, what's the inner voice, what's the inner dialogue, what are the excuses that we keep putting in the way of change.

They are very similar; I heard them from thousands of people all across the world. "I'm too old. I'm too young. It's going to take time. It's going to cost money. It's going to be painful. Someone is going to get hurt. It's not my nature. Someone is going to disapprove." That's pretty much the barrage of excuses that are probably triggering the change that maybe you'd love to make. But I kept hearing those things. Or what are the worst things that we keep telling ourselves. Belief about life, you're a very different person. Do you think life's on your side or life against you? Is life conspiring for better, or is life constantly trying to piss you off into obstacles. Are you lucky or unlucky?

Very different. Einstein said the most important decision you ever make in your life it's were this belief you live in a friendly universe or an unfriendly universe. The most important decision because if you think you live in unfriendly universe everything that happens is basically triggering a response of anger and upset and an annoyance and frustration. As opposed to, "I know this is hard right now and life obviously a plan or something better is coming."

The second principle is what I call the change guarantee. The change guarantee states that from any change something good will come. This principle has been shown in every religious text, every philosophical text. In any misfortune is good fortune. I mean it's all through the bible, all through the Koran, all through the Indian spiritual texts is this notion of there's nothing bad without good coming. What I found commenting to people often was, "What good came from the situation?" In the beginning of my interview I thought "Oh my God, these people are going to throw their coffee at me" because these people had been through really tough changes. A hundred percent of the people I interviewed were always able to answer that question.

I have the change guarantee taped in my bathroom. I have it in my office. I have it in the car, because you never know when you going to need it. Now my brain immediately goes to that which is you lose a

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deal from this situation something good will come. You know you didn't get the house you wanted, someone breaks up with you. It's sort of my number one foundational belief, "Life has my best interests at heart." Not in my mind's limited view. I say, right now I'm really in pain and it's really hurting. My ego's mad and upset and I've been working on this for however long.

There are a few exercises in the book to help you see how it's been in your own life. Go back to the five, six, ten, twenty hardest changes life has put you through, or that you chose. Ask yourself, "What good came from this?" You'll see it. It's amazing the good that came. We've all got those little reminders of life and sometimes it doesn't happen straight away. They don't happen in a month or a year. Sometimes you're not allowed to sort of go to a why. If you're asking the "why" questions then the answers are going to come in a few years. When you look back and your life is full of books, then you're the answer. Sometimes you're not quite ready for the answer when you ask that question.

It's not a logical equation either. So when I said from this situation something good will come, sometimes the change, the tough change will happen in your career and something amazing will happen in your personal life. Or a tough change will happen in the money side of your life. Suddenly you'll be like I'm going to completely go take care of my children. So it's not necessarily that A equals A. Sometimes life is trying to rearrange things because at some level you've been calling it in, consciously or unconsciously. You are a co-creative part of what's happening to you.

My favorite principle, "From any change, something good will come." Please teach it to your children, and let them start getting it early.

Adela: Yes, that's a great one. I've been using that one for a while now. Ariane, can you take us through the rest of the principles so that folks have a foundational experience.

Ariane: The second principle of change is "the change muscle" It is an affectionate term to remember how powerful we are, how resilient we are, how much stronger we are when we give ourselves credit. We tend to think that we're weak and we're small and we're victims of things that happen to us. The people I interviewed, the week got through some stuff, they knew they were bigger and that's what was going on. I thought we all know, which is you know who's going to survive it. There's much that might be terrible and difficult; you can't see this on the next day.

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This sense of resiliency, the very best of who we are, comes out during times of change. It does not come out when it's perfect and rosy. I mean we see it now with what is going on in Haiti. The very best of who we are as human beings comes out during times of change. It doesn't have to be a super tough change, but that's when we start getting in experience of who we really are. That's when we start feeling alive again believe it or not. That's when emotions come up.

That's when suddenly we start feeling that something is moving inside of us. We are not walking around half dead. The change muscle has the memory of every change you've ever made, faced, witness, helped someone else with and so it's just reactivating that. There is a lovely exercise in that chapter that I call the change resume. We're very obsessed with our professional resume which is what we've done and the reality of who you are is a combination of all your changes.

To get back in touch with them, "I'm the man or the girl or the woman who got through this, who sort of got through a divorce, the girlfriend who committed suicide, who had an abortion, who got free of cancer, got off drugs." You are that person. Even though the change you might be thinking about right now, or facing right now, might seem new, it's not. You're not a brand new person that's never been through change. You're actually so much better at change than you have ever given yourself credit for. Women are amazingly good at change. When you're finally getting back in touch you are going to say, "Where is my change muscle? I've been looking for you a long time."

The fourth principle is probably the most important one in the book. I probably could have written the whole book about it. This is all about the change demons. Change demons draw all the emotion that is getting in the way when we go through change. Change is much more emotional than it is practical. A lot of the time I get on interviews and people ask, "Tell me what to do. Tell me how to move away. Tell me how to quit smoking?" Quitting smoking and losing weight are really easy when you think about action. You just quit smoking; you just don't touch them anymore.

It's clearly not about action, it's always the emotions that get in the way of change. The emotions of divorce are hard. The emotions of losing weight are hard. There are certain clusters of emotions that kept coming up through all these interviews, and certainly have personally come up in my life as well.

The number one is fear. Number two is doubt. Number three is impatient. Number four is blame. Number five is guilt. Number six is shame. Those are the ones that kept coming out with the people who

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labeled it or not. Probably one of the most insightful things I learned from my interviews is people who get change actually feel their emotions much more than people who don't. Change does not happen in the head. Change always happens through the heart. If you're not feeling the emotions of the change, it's going to last a very long time. The more you're in the feeling and the more you might end up losing it, that's really a good sign.

You've got to move into the middle of the emotions because that's when they start moving through you enough and not just stuck in your head and trying to process it that way. It's giving people permission to be human. It's very different to say, "I am terrified" as opposed to "Wow, I have some fears showing up". These are two very different phrases. You can feel it energetically. We tend to go on terrified or whatever or ashamed as opposed to "Wow, I have shame coming out".

I really encourage people to be very conscious of how they use the description of the emotions. When I wake up in the morning I do this every morning. I check-in with myself and I say, "Wow I have some anxiety showing up". I don't make it wrong. I don't question it. I don't have a party with anxiety and it's friends. I don't invite them all. I kind of indulge and I go, "Okay, welcome."

The minute you put a light on it, "I hope the anxiety goes away for the rest of the day." It helps. It's kind of in place, it's in the light. I take it with me, it feels welcome but I am not anxious. I have some anxiety showing up. You objectify versus subjectify it. Every one of the change demons has an antidote. The answer to fear is faith. Not religious faith but faith in yourself, faith in the reason. The antidote to doubt is surrender.

Many times we just want to control everything. The real antidote to feeling scared is to find your safety in something else and just surrender to that. Impatience is such a big one. We're so impatient when we go through change because we don't want to be in the uncertain period. We want to be back in certainty.

We over estimate how much change is going to happen in a month. That's why so many of us fail in our New Year's resolutions. We haven't given each other enough time to go through the change. We all under estimate how much change can happen in three months, six months, nine months. Your life can be completely different in six months. Give yourself a bit longer runway with time and change.

The antidote to impatience is endurance, not patience. So many of us self blame, we get a lot of self directed blame energy, "I was such an

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idiot, I should have known, wrong decision” blah blah blah. Some of us just throw a lot of blame energy towards someone else. The antidote to blame is responsibility. The antidote to guilt is forgiveness. The antidote to shame is honor. Bring honor to whatever it is that you're feeling so shameful about, honoring is a powerful statement.

Principle number five is the principle of acceptance. People who are good at change accept whatever changes happen. It doesn't mean they like it, it doesn't mean they condone it in any way. It doesn't mean that they don't still want to change whatever is happening but it's the resistance to what has happened that causes so much pain.

Another one of my favorite quotes from Byron Katie is, “When you argue with reality you lose but only a hundred percent of the time”. We spend months arguing with the change and why it happened. Why we got fired. Why we got dumped. Why we started smoking. Whatever it is, stop arguing with reality. It just is. Get to a place where you just get things, it just is, there is no charge. You don't know if it's good or bad. The mind is screaming and saying, This is the worst thing that ever happened to you.” Get to a place of no labeling, you don't know if it's good or bad yet.

Get to a place where you're going in the direction of the river. Lots of times, the two things that we do when a change happens is a lot of us start rowing back upstream. We want our body back. We want our relationship back. We want whatever the change was, back. Or we cling to the rock because we actually don't want to go in the direction our life is taking us. What have I not accepted in my life? What's really blocking energy as opposed to just being with what is.

Principle number six is the things you can control. A lot of the times when we're going to a change, life was very out of control and the very few things that we can control. We can certainly control our language. We can control the stories we tell ourselves and others. We can control the intention that we have. We can control some of the thoughts that we become aware of but that's kind of it. We can control the questions we ask ourselves. The brain will answer any question you give it. Change happens and you immediately go to, “Why does this happen? Why am I such an idiot? Why am I still unlucky?” The brain will answer all those questions. If you go to, “How can life be protecting me? How might this be a good thing? What can I learn from this? What hasn't changed? Who can help me?” The brain will answer all of those too.

Certainly something you can control is, “What's your number one go to question?” I want people to bring it into their awareness because for a lot of us it's in our blind spot. You have no idea what is the number

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question you keep asking yourself. What I call your primary question. For some of us the primary question is, "How can I make more money? How can I get love? How can I find the man?" What's the question that's ruling your life, because that you can start controlling. Mine is, "How can I love and serve?" which is completely different since I had that primary question. Same thing with language. People who are good at change do not use words like disaster, nightmare, horrific, worst day ever, they just have a very different language. Start using the antenna on your head and having an awareness, "What are my go to words?" All those words carry energy. Are they keeping you stuck or are they actually opening up doors and energy for you?

Principle number seven is what I call, find your spiritual side. What is that part of you that is connected to something bigger. What is that intuitive place, what is that place of consciousness connection for you and where do you get it, when do you get it. I love using this metaphor, what I call the metaphor of the plate. Everything that has happened, will happen or you won't have it happen is like a plate. So a lot of us have a little bit of career, a little bit of money, a little bit of health, a little bit of hobby. Some has relationship, some has kids, some has religion, some has a bit of spirituality sprinkled on top. When life changes, one of those things suddenly is off the plate. Lets say health is off the plate. Family is off the plate. Relationship is off the plate. Suddenly the plate starts getting really wobbly. It creates pain, uncertainty. The other thing is we suffer, because very often something is not on the plate. So you want kids but the kid is not on the plate.

What do we do at the beginning of the year? We add more things on the plate. We never think of taking something off the plate. I look at your plate Adela, you look at my plate oh yes you got a more full plate. My question is this is how I explain the spiritual side is, "What's the plate? What's holding up on all of that stuff? What's holding your life? Because if the plate is strong, your plate can be empty. You take the job, take the money, take the relationship, take the health. If your plate is strong nothing is going to touch that.

We do so little work on what's holding my life. Where is all this landing? As opposed to fill, fill, fill, more, more, more, more just kind of the world that we're living. If your plate is strong, you can put anything you want on there, it can all be taken away and there's no ability to completely throw you off. Your plate is your connection with something greater. It's why you're here and personal and it's a journey inward and it's nothing you can really tell someone what to do or have how to do with it as opposed to a lot of it. Start in silence and start in breath, start at the heart and start with reconnecting to different parts of yourself,

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which is not your mind. It can be through prayer, it can be through meditation and countless ways.

But it's so important. My two pillars everyday, and no one touches these, are my spiritual practice and my health. To me these are the sort of the things that support the plate. If not, I'm in trouble. I know exactly when I'm off.

Principle number eight is what I call your change support team. People who successfully navigate change are never alone. To so many of us when we go through change it's so natural for us to say, "I'm the only one going through this change" and no one else has felt this bad. No one has had these three changes happen at once. I think our biggest flaw as human beings is to keep thinking we're alone and we're the only one. The reality is always in every change you have ever gone through there's always been someone. Life being your partner and life providing. I think the important thing here is not to just remember that, someone we just need to go to our cave. Your change support team is very often not your family, and it's not your closest friend. During change one of the gifts of change very often brand new people come into our life. They will come into your life and they will be better, more safer people for you to change with because there is no path, no identity that who you were, what you were, what you used to do. There's a complete open space for what's there, what's new and what's possible. We tend to desperately want our parents, our lovers and our spouse it run sort of like sign up for whatever change we rather want to make or we're going through and they often are the wrong people. It's not about making them wrong just know there's someone else that can actually get me through this change.

If you really want to change your life, look at the five or six people you spend the most of your time with. Your peer group is the number one thing that is often affecting who you are, what you do, how much you think you're worth, who you date, what your health is like. Write this down, five or six people, who are they for you? They don't need to be people you see necessarily, it might be people you spend time with online, on the phone. Who are those people? Are your friends, and the people you surround yourself, people that get in the hole with you that agree with you, make you right? Are these people that see you in the hole and hand you a ladder and coach you up? A lot of times we surround ourselves with people who just get in the hole with us. Just find a balance between those two.

The final principle is people who successfully navigate change take action. They don't just get in line with the universe. There is a portion of themselves that moves and takes action. There's a sense of them

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being a participant, a very active participant. The most interesting part of this interview as I did what sort of action people were taking. Everyone that is really good at change took care of their health. I found it fascinating, a little bit of a surprise, because when you think about it when you're going through change, or any form of transition and transformation, usually the number one thing that goes out the window is your health. You sleep less or you sleep more, you eat more or less.

You exercise usually less, and you start drinking either more coffee or more alcohol. The reality is what I call the see of change, the foundational seed of change. When I used to do one on one coaching with people through change whether its CEO, celebrity, you name it. As basic as this is and they will pay me a lot of money for this. It's the first thing I would look at when they are on the seed. Are they sleeping? Are they exercising? How are they eating? Have they drunk any water? If that's not happening your body just can't cope. It's really so much of the emotion and the new energy that's moving through needs to physically move. It's very hard to feel fear when you're moving. It's hard to feel any of these emotions when you're physically moving. These emotion are felt so intensely when you're physically stuck sitting on a couch, in bed ,whatever it is.

A lot of times that you say you don't know what to do get up and move. That was one of the actions. Having the ability to make decisions and knowing when is the right time to make decisions. A lot of times we tend to force decisions. We don't like to stay in the void. We don't like staying in uncertainty. That's often the time when life hasn't brought you all the clues and everything you need to be able to make the decision. When decisions feel right they just get made. It's like catching a wave you just kind know today's the day for the decision.

I mean it's a stupid example where I give it a lot, especially for women. You wake up in the morning and you just know today is the day you got to cut your hair. I mean you didn't think about it the day before you didn't look at yourself differently in the mirror. But you wake up in the morning and you go it has to be today. It can't be tomorrow you have to cut your hair today. That's what decisions feel like when they're in flow. They are just right there. You know you got call someone, you know you got to take care of something. That's sort of the energy of a decision that's ready.

If you're in a time of crisis, slow down. Most of us speed up. You're in a time of crisis, slow down. That has to do with decisions, has to do with sending off the email, has to do with making calls that you shouldn't call. Do the opposite of what your mind is telling you to do. Very often you'll be in a much better place. There's a lot of things in that chapter. I

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think there's probably a dozen things about what actions are beneficial versus what actions aren't.

The whole book is a lot of personal stories of my own, snippets of stories of people I have interviewed who have gone through every type of change. Some of the principles are like, "Oh I'm totally with that. Or I'm completely confused with all my change demons and they got me hooked, which are emotions that are absolutely holding you back." Those are usually the questions of people and the other principles you know people who kind of can get what I said you know if you can shift one of the beliefs around change. It's just a foundational brick of the house but getting through you know whether its the fear or the doubt or the shame or just being able to be without that story of how that emotion has just sort of gotten you that's very often what and where the victory stops happening to people.

Adela: Yes I found particularly that chapter with change demons was extraordinary. There was a process there for getting familiar with fear, nine quick ways to make fear disappear. I loved, loved that. They are just really practical things to get you into movement. This whole thing with emotions are what really keep us stuck with this whole process of change. If folks don't have the book grab it.

There's one thing that I would love for you to speak real quickly the question is from Martha in Caracas. You touched on it when you were talking about principle number eight. Its about maintaining a positive healthy attitude to change when everything that surrounds her is working against her, whether its her family or her co-workers. When she's changing and other people around her can't see it and actually kind of stand in the way of it. It's like you're all alone changing and feeling your change. You also spoke to the tribe as the source of your current belief and one of the really hard things for people to re-orient around.

Ariane: It's such a common question where we so want other people to sort of encourage us and support us and yet when we are going to change it terrifies people around us because if somebody put a mirror in front of their changes they don't know if you're going to stay connected to them after you change whatever change is that she's going through.

What I always say is the number one thing that helps me is to have compassion for them as opposed to wanting them to change. I try to allow everyone to be as they are. Things then start to change you know it goes like to the principle of acceptance.

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Adela: Hello. I think we might have lost Ariane. I think so, I think we lost her. Well I'm really happy that we had her for as long as we did. I know that she was speaking to this process of being able to deal with change and dealing with it with compassion. Thank you Ariane for being with us today it was really amazing to connect with her because I know we had a lot of technical issues.

I did want to let you know that Ariane has a bonus for us. It's at consciousbusinesstelesummit.com/newyears. It's The Ultimate Guide to New Year's Resolution. You'll also get the Nine Principles of Change.

So thank you everyone I'm sorry that Ariane left us abruptly but it's all perfect timing. She was able to be here with us for most of the call and there was so much that she shared that I know is really relevant to where you are right now and what's really important for you to take away implementing change and embracing it and shifting how you feel about it and in knowing that this is who you are this is how you work. And that in embracing it you totally have a different experience of change and it becomes something that actually evolves you. Eventually it excites you so thank you everyone for being with us on the call.

Participants: Thank you very much. Adios Adela.