

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

# *The Workbook*

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## *Congratulations!*

### You've purchased Wander Woman!\*

The first people who read the book said, "I love the information; I can see myself on every page. And the exercises make this book really special. Of course, I haven't had time to do the exercises, but I'm sure they will make a difference when I do find the time."

You and I know that once you finish a book, there's a good chance you won't open it again. Hopefully, that's not true for *Wander Woman*. It should be a great resource you can refer to for many years to come. But just in case...

I took the exercises from the book and placed them in this workbook. This should make it easier for you to access the specific exercises to help you define your "selves" concept, deal with your paradigm of perfection, create daily visions and keywords, hold appreciative dialogues to expand your success, define your sense of purpose, and develop communities of support.

If you are committed to making strategic life decisions and expressing your power authentically, while feeling both passion and contentment on your journey, then this workbook is your guide. Do the exercises one at a time, choose the ones that will help you right now, or use them to help you coach and guide others. I hope you print and use this book many times in the coming years.

If you have any questions, I actively monitor my Facebook Fan Page at "Marcia Reynolds – Wander Woman." Join in on the conversation. Your question will be useful to many in the Wander Woman community.

*\* If someone shared this workbook with you and you haven't purchased the book, you can complete the exercises but they will make more sense if you read the book. You can purchase it in stores or online. There are a list of online bookstore links at [www.WanderWomanBook.com](http://www.WanderWomanBook.com).*

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## *Table of Contents*

### Part I

#### The Quiet Revolution

- |    |                         |   |
|----|-------------------------|---|
| 1. | The Road to Somewhere   | 4 |
| 2. | The Burden of Greatness | 7 |

### Part II

#### Intentional Transformation

- |    |                            |    |
|----|----------------------------|----|
| 3. | Claiming Your Selves       | 8  |
| 4. | Debunking Your Assumptions | 12 |
| 5. | Opening the Windows        | 15 |
| 6. | Choosing Your Course       | 18 |

### Part III

#### Wandering on Purpose

- |     |  |    |
|-----|--|----|
| 7.  | Maintaining the Momentum                             | 21 |
| 8.  | Navigating Through, Below, or<br>Away from the Glass | 24 |
| 9.  | Raising the Flag                                     | 27 |
| 10. | A Tribe, or a Growing Revolution?                    | 27 |

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 1

### The Road to Somewhere

*Chapter 1 starts by exploring what differentiates you from the women who came before you to clarify your own needs and desires. The second half of chapter 1 presents real-life quotes and stories to enhance the descriptions of both the light and dark sides of your typical behaviors. There are checklists you can use to determine how much of the Wander Woman archetype is actually in your blood.*

~~~~~  
Five factors drive your success in the workplace. On the surface, these drivers define why you are so remarkable and shine above your colleagues. If you aren't careful, these drivers can also lead you to make decisions based on emotional needs instead of on a long-term plan or purpose, leaving you feeling aimless and discontent after a few frenzied decades.

The following checklists will help you determine your areas of vulnerability. *These behaviors can sabotage your goals and dreams.* Claiming these pitfalls will help you overcome or avoid them as you work through the following chapters. Check the ones you have experienced.

#### **Driver 1. Extreme confidence**

*Give me a stick and I'll build you a bridge.*

What is the dark side of being so confident?

- Taking on too many projects then spending all your free time catching up.
- Never prioritizing because every project you do has to demonstrate how great you are. If you are taking on too many tasks, this can be overwhelming.
- Not seeing other possibilities while busily persisting down one path. Because of this, others may accuse you of not being strategic or visionary, which hurts your leadership potential.
- Steamrolling a project because you think you are right without broadly looking at the total impact on everyone involved.
- Risking an addiction to work—more and more, work becomes your priority over family, friends, and health, even when you say this isn't true.



# Chapter 1

## The Road to Somewhere

### **Driver 2. Constant need for new challenges**

*Give me a stick and I'll build you a bridge,  
unless I've already done that, so give me a  
bigger challenge or I'll move on to something else.*

What is the dark side of having a constant need for new challenges?

- Feeling as though you've wasted time figuring out what you want to do.
- Making impulsive job choices based on what you don't want instead of what you want for the future, so some choices are good and some are not.
- Not stopping long enough to enjoy the fruits of success.
- Resenting jobs that started out well but failed to fulfill your needs over time.
- Not staying long enough in a company to earn an executive position where you could make significant changes to improve the organization.

### **Driver 3. A strong drive for recognition based on performance, not on gender**

*Don't do me any favors; just applaud me when I'm done.*

What is the dark side of having a strong drive to be recognized for your performance?

- Appearing insensitive to other people's needs, desires, and solutions.
- Reacting harshly to criticism.
- Others see your persuasiveness as intimidating.
- Holding people to high standards you create without tolerating differences.
- Coming across as argumentative, obstinate, and blunt when disagreeing with others.
- Not listening well unless you really want to.
- Allowing discrimination to continue if it's not stopping your progress.



# Chapter 1

## The Road to Somewhere

### **Driver 4. Work is your life's blood**

*Retire? Never. I love knowing the world needs me.*

What is the dark side of making work your life's blood?

- Desiring peace of mind and balance but never creating the space for it.
- Being seen as arrogant instead of confident and self-serving instead of bighearted.
- Disconnecting with life outside of work.
- Caring so much about immediate results that you lose sight of the big picture.
- Able to deal with setbacks but not failures.

### **Driver 5. Experience is the best teacher**

*Kick me down, I'll bounce back up.*

*But that will never happen again.*

What is the dark side of learning the hard lessons at work?

- You are shocked by office politics and then only see the negative aspects of people's behavior instead of trying to understand what drives them to act the way they do. Your disillusionment keeps you from trying to work out differences. You would rather just leave even if you don't have a plan for where you will go next.
- You have difficulty recovering from being laid off, removed from a position, or placed in a position you don't want.
- You need reflection time to best understand what is going on within an organization. Because you love to stay busy, you may not get the quiet time you need to thoroughly think through complex situations.
- You may not seek or accept help and advice when offered. This could lead you to misread people's motives. You may learn from your mistakes, but you could avoid some of the problems if you accept guidance more often.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 2

### The Burden of Greatness

Underneath this restless pursuit of new challenges is the feeling that there is always something more to do. You meet a goal beyond expectations and then immediately say, "What's next?" In chapter 2, I explore my personal experience with this phenomenon and how it played into the darkest period of my life. Then I share questions you can ask yourself to keep from carrying this burden in the future. You can live in harmony with your urge to wander and even use it to define your future if you better understand the source of your impulses.



Today's high achievers are brought up not only to be good, but also to believe they should be superstars at anything they choose to do. Because this goal is just as hard to define as it is to achieve, their restlessness rarely subsides. Even if they are aware of this phenomenon, they have to be continually alert to avoid succumbing to their overachieving habits which tax their health and peace of mind.

In order to overcome my own burden of greatness, I have to continually explore the dark side of my upbringing by asking myself some very difficult questions. When I find myself working too hard and filling in my free time with tasks or planning what comes next, I ask myself:

*Who would I be if I were to stop everything and give voice to my heart? What have I imprisoned that wants to be free?*

*Would I cease to exist if I sat back and did the same work this year, even if I did it well? Who will I then be?*

*How can I be "ordinary" without feeling like I've given up?*

*Is there a way to enjoy my restless rumblings without sacrificing love and peace of mind?*

These questions, and others like them, have initiated powerful discussions for my clients as well as for me.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 3

### Claiming Your Selves

Part II moves into the present with exercises and coaching questions to help you make an intentional transformation.

If you want to change how you relate to others and run your life, you have to first transform your concept of self. If you try to change your behavior without first transforming who you think you are, the changes will last a few days until you quit thinking about them. Then you will return to the same exhausting behaviors.

Transformation is not a technical skill to be mastered. It is a process that includes identifying, reflecting, imagining, letting go, allowing things to unfold, and experimenting before you can step into the person you are most happy to be. The questions change from “What can I do?” to “Who can I be?” which takes some mental adjustment. The success you have created so far is built on what you brilliantly *do*. Now you have to define, refine and compose a new perception of who you *are* as you continue to perform.

One way of making this process more tangible is to work with archetypes. According to the work of Caroline Myss, archetypes are patterns of energy that you carry as you go about your life. Some patterns are innate, wired into your brain when you are born. Other patterns take shape as you learn how to deal with difficulties and you are rewarded for specific behaviors. Archetypes can be defined as various aspects of your personality. However, they are not static traits. You not only act out these patterns in various situations, but you can also consciously call on specific aspects when you need them if you are aware of the various archetypes available to you.

Because archetypal patterns are not roles but names you give to the patterns of behavior you are expressing, they show up differently in people, so you will want to test out various options for yourself. As your wisdom grows with maturity, you will release old patterns of behavior. Other patterns will gain dominance that better help you overcome roadblocks and reach your new goals. For example, I called on Warrior energy early in my career to help me fight my way up the corporate. Now I gain better results when I call on Connector and Inspirer energies. This process of identifying, focusing on some, and decreasing other behavioral patterns is how you change who you are so that the changes you make last over time.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 3

### Claiming Your Selves

**Exercise:** Choosing Your Board of Directors.  
When you look at the narrative of your life, what characters do you see yourself playing?

#### Step 1

In the book, you scored how you use the archetypes based on the descriptions. Using these scores, circle which archetypes represent your top ten dominant selves. This scoring represents your current energy patterns, not the ones you would prefer you present. In other words, be honest with this assessment. If you struggle with choosing, ask someone who knows you well to help you limit your list to ten.

|             |               |              |
|-------------|---------------|--------------|
| Victim      | Prostitute    | Saboteur     |
| Wanderer    | Pioneer       | Queen        |
| Warrior     | Revolutionary | Rebel        |
| Thinker     | Adventurer    | Storyteller  |
| Commander   | Steward       | Visionary    |
| Inspirer    | Heroine       | Collaborator |
| Martyr      | Advocate      | Superstar    |
| Taskmaster  | Coach         | Healer       |
| Entertainer | Mentor        | Mother       |
| Comedian    | Magician      | Teacher      |
| Detective   | Connector     | Bully        |
| Scholar     | Companion     | Femme Fatale |
| Idealist    | Artist        | Gambler      |

#### Step 2

Choose six of the archetypes you circled that you express most often right now in your life. These six archetypes are the Board of Directors making your life decisions. Bring them together in one place and you can be Chairman of the Board.

Naming your archetypes gives you more control over your behavior. The more quickly you identify when you are calling on one archetype, the sooner you can choose to call on another one if you think the results will be better.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 3

### Claiming Your Selves

#### **Exercise:** Your Circle of Selves

Taking the six archetypes you chose as your Board of Directors, write each title on a small square of paper or Post-it® note. Choose the archetype you think is your dominant pattern, the behavior you fall back on when under pressure. Place this one in the middle and lay out the other five archetypes around it.

Go back to the archetype list. Find two or three archetypes that you feel are a part of your nature but you haven't expressed much and would like to express more. Write these new archetypes on squares of paper and add them to your circle. Reflect on what you have laid out. Write down your insights. Review your Circle of Selves at least once a day for the next week and then again monthly to support your transformation.

••••

#### **Exercise:** Using Archetypes to Manage Difficult Conversations

The next time you find yourself in conflict with someone or you are struggling to present your ideas in a way that will be heard, ask yourself these two questions:

*What archetype am I speaking with right now?*

*What other archetype would I like to express to resolve this conflict effectively?*

••••

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 3

### Claiming Your Selves

#### Exercise: Balancing the Energy of Your Archetypes

To help balance the energy of your archetypes, ask yourself the following questions:

- Who would I be if I didn't need to complete all the tasks on my lists? Is there another archetype calling me that I've been too busy to hear?
- When I look at my calendar, which of my archetypes would best serve me today?
- What would relieve my frustration and anger? Could seeing through the lens of a different archetype give me the perspective I'm missing?
- What if my computer didn't work today and I had to stay in my office. . . what would I do? What archetype could I call on to help pass the time?

• • • •

#### Exercise: Composing Your Self

1. In five words or less, define yourself by the mission you have been trying to accomplish, not by your role or tasks.
2. Based on this mission, how do you expect people you associate with to behave? Name the archetype that describes the behavior you most often portray.
3. What stories are you telling about the people you are dealing with? Could they be telling these stories differently?
4. What is most important to you about this situation? What do you fear? What do you passionately believe?
5. What do you like about yourself right now? What doesn't feel so good?
6. What mission would you like to have going forward?
7. Name the archetype(s) you would like to bring in to help you accomplish your mission.
8. How can you balance these new archetypal energies with your energies that tend to dominate? What can you do to honor your new self-concept?

Spend time on each question. Write about it, talk about it, sleep on it, and see if you wake up with a new idea. Intentional transformation first requires you clearly see what you are releasing. From this vantage point, you can then see who else you can be.



## Chapter 4

### Debunking Your Assumptions

Chapter 4 looks deeper inside your mind, where three assumptions form the mindset that keeps your perfectionist pattern locked in place. You have to acknowledge both the value and the harm of these three assumptions if you want any changes you attempt to last. You will also learn visioning techniques to help you reset your mental programming on a daily basis.

**Assumption 1**

*There is a right answer and it is mine  
(what, are you blind?).*

**Assumption 2**

*Everything is up to me (this place is full of idiots).*

**Assumption 3**

*I will always be disappointed (nothing or no one measures up).*

Therefore, the more strongly you hold on to these three assumptions, the more you will use your brain to find what is wrong about situations, leaving you less capable of finding opportunities for growth and pleasure. While you are busy being critical, you miss the help your boss tries to give you because it isn't what you want to hear. When you are pushing your point of view, you overlook an opportunity to align with a colleague. When you are busy being angry for not getting to work on the project you proposed, you do not see other doors opening for you.

Even if your judgment is justified in the moment, it doesn't serve you in the long run. It limits your choices. It reduces your power. You have to quiet your critical mind to see the world and yourself in a softer light.

Ask yourself if there is a truth you don't want to face that is prompting your irritation. When you are frustrated or disappointed by your boss or your peers, are you covering up a fear of losing your Superstar status? Could you be blaming others for your dissatisfaction with your job and your life? Are you restless because you're bored and can't wait to find the next great thing to accomplish? You have to be brutally honest with yourself to choose what is really "right and good" in the end. You are a smart woman. You can call on your higher intelligence instead of your primitive, survivalist brain when assessing yourself and the situation you are facing.



## Chapter 4

### Debunking Your Assumptions

In order to release yourself from your limiting beliefs, you need to first vision a successful life without them. Slowing down your critical mind is good practice for now. Visioning will help you crystallize the less critical, contented, purposeful self you want to create going forward.

#### **Exercise:** Your Ten-Minute Daily Visioning Session

Take ten minutes before you go to sleep or while you lie in bed in the morning to quietly view your new day in your mind. See yourself get out of bed and then watch your day go by as if it were a movie with a happy ending. Include specific events you have scheduled or would like to happen. Remember to focus on who you are being and how you are feeling throughout your day. How would you like your relationships to play out? What does your communication look like and what is its impact? What do you need to do to be effective as a leader? Which archetypes will be most useful to you? How often do you laugh? Do you take time to thank others for their efforts? Include moments where you notice what you are grateful for and what delights you during your imperfect, wonderful day.

Do this exercise consistently for twenty-one days. It takes twenty-one days of focus to form a new neural network, meaning your visions will become your default thinking. To actually change your behavior, continue your visioning practice for three months. If you make it a ritual, visioning should become a habit. Extend the habit to 180 days and you will be a new person at work. When you complete your vision, ask yourself, "Am I willing to do what it takes to make my vision real?" The answer to this question indicates your willingness to begin the process of transformation. You must commit to consistent rituals to create new default behavior.

••••

You can also call on your Board of Directors archetypes for help in creating new visions. Assemble your archetypes. Review a situation you are struggling with. Declare your interpretation of why people are behaving a certain way and why you are responding as you are. Then ask each of your archetypes in your circle how they would interpret and respond to the situation differently. What would your Inspirer do? Your Revolutionary? Your Connector? Your Artist? When you look at your dilemma through the different energies, you are likely to see options that you were blind to before. Weigh the advice the archetypes give you. Weave these ideas into your visions. Be sure to acknowledge your growth on a regular basis.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 4

### Debunking Your Assumptions

If you vision ten minutes a day in total belief that what you see will occur, you can then access pertinent elements of your vision throughout the day with a single “keyword.” You don’t need to repeat your entire vision again during the day. You can stop the action and put yourself back on course with a single word. This word will help you stay on course until the next evening or morning when you engage in your ten-minute brain retraining session.

#### **Exercise:** Choosing Your Keyword

After you end a visioning session, declare one word that sums up your vision. Say it out loud. Write it down. Put it in your car, tape it to your cell phone or laptop, make it your screensaver or set it to show up as an appointment on your calendar. When your day starts to spin out of control, take a breath, center yourself in the moment, and fill your head with only your keyword. The keyword unlocks the mental door to the acceptance, patience, focus, and trust you need to live out your vision.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 5

### Opening the Windows

Chapter 5 teaches you how to take advantage of the “window of opportunity” after any emotionally charged experience where you can step out of your frame and use Appreciative Dialogue and journaling to facilitate the renewal process. What you learn from these moments enriches your daily visioning routine. Whether you just learned something in a classroom, suffered an embarrassing incident, or engaged in a heated conversation, if you wait too long to talk about and act on what you discovered, the window closes. This chapter will teach you how to embed wisdom into your brain using reflection, Appreciative Dialogue, and presencing techniques.

Appreciative Dialogue is based on the popular approach to organizational change called Appreciative Inquiry that focuses on what’s working rather than trying to fix what’s not. This is an excellent technique to use when you feel stuck and can’t solve a problem. Taking an appreciative approach, you see your issue through a new lens, not the normal critical lens assigned to problem solving.

You should find a trusted friend or coach to help you stay focused on the positive application when engaged in Appreciative Dialogue. Although you can do the exercise by yourself, you can get better results exploring with someone else who understands the process.

**The guidelines for holding an Appreciative Dialogue, called Rules for the Road, are on the next page before the exercises. However, you will want to read the chapter in *Wander Woman* to get a full understanding of how these exercises can be used and misused before you start.**



## Chapter 5

### Opening the Windows

#### **Appreciative Dialogue: *Rules for the Road***

1. *Your partner asks questions and rephrases/summarizes your answers.* Your dialogue partner will not offer you suggestions. She will ask questions to help you clarify what *abilities, mindsets, strengths, skills* and *actions* you can carry forward on your journey to create more peak experiences. She may also hold a mirror up by reflecting, rephrasing, and summarizing what you are saying. If she says something you don't agree with, accept the thoughts as interesting viewpoints and determine whether there is a common ground to build on. If your partner persists in offering a suggestion or her opinion, ask her to honor the rules of Appreciative Dialogue. You can then decide if the conversation feels productive and should be continued or suspended.
2. *Say "yes" to the reflections and questions your partner offers.* As long as your partner is not offering a suggestion or opinion, if you find yourself resisting the line of inquiry, stop and explore your resistance. Remember that Appreciative Dialogue is not a linear conversation in search of solutions. It is a vertical, deep exploration with the intention to better understand what living as your best self looks and feels like.
3. *Take time to think.* Truth emerges in dialogue. If you feel you need personal time to ponder a truth that is revealed, you can end the session by stating your intention to spend time thinking about what has transpired. Be sure to write down the truth you discovered because insights are transient if they do not lead to immediate action.
4. *Do not ignore your emotions.* Talk about what you are feeling and what you think prompted your reactions. Exploring the possible reasons for any emotion that shows up is a significant part of the process.
5. *Do not argue with or criticize yourself.* Your partner has permission to stop you from falling into a negative analysis and to ask you to return to an appreciative perspective.
6. *Don't expect immediate results.* You are in a "discovery zone" where you are seeking to define your future based on what brings you joy instead of analyzing what you need to correct. There may be no measurable output at the end of your dialogue. Learning may be immediate or could be revealed over time.



## Chapter 5

### Opening the Windows

#### **Exercise: Using Appreciative Dialogue for Problem Solving**

When faced with a difficult situation or shortly after an unsettling conflict, explore the following questions with a coach or trusted friend:

1. Describe a peak experience where you felt fully alive and fulfilled.
2. What five things did you contribute to creating this peak experience?
3. What can you carry forward to the challenge you are now facing or what will help you to better understand the difficult situation you just experienced?
4. What is possible for you now?

• • • •

#### **Exercise: Using Appreciative Dialogue to Expand Possibilities**

After experiencing a fulfilling and enjoyable experience, explore the following questions:

1. What five things did I specifically do to feel so alive and fulfilled?
2. What can I carry forward to ensure this experience happens more often?
1. What else is possible for me?

• • • •

#### **The Four Steps for Centering Your Awareness in the Present Moment**

1. *Relax* your body.
2. *Detach* from the thoughts running in your head.
3. *Bring the Center* of your body into your awareness.
4. *Focus* on how you want to feel and who you want to be.



## Chapter 6

### Choosing Your Course

Chapter 6 will help you discover what gives you a sense of purpose distinct from your need for recognition. When you passionately live with a strong sense of purpose, you can remember what is most important to you no matter how people judge you or what difficulties you face.

There is a distinction between seeking one life purpose and having a sense of purpose in the moment. Instead of asking, “What is the purpose of my life?” you ask, “*What is the purpose of my work that inspires me in this moment?*” Whether you are running a marathon to help find a cure for cancer, reading a book to your child, or planning your meetings for the week, if the answer to the question, “for what purpose am I doing this?” makes you feel significant or fulfilled, you are living with a sense of purpose. *Your purpose right now is whatever infuses you with the sense that you are providing a special gift that is important in the bigger picture of life.*

#### Exercise: The Passion Quest

This exercise will help you to reconnect with what you are most passionate about in your life. You need at least thirty minutes in a comfortable, quiet place to adequately do this exercise. If possible, complete the steps with your dialogue partner. Speaking about your passions with someone who cares will enhance the effectiveness of this exercise. If you don't have a partner, take the time to explore the questions in your journal.

**Step 1.** Quiet your logical brain by lighting up your emotional brain. *Choose and complete three of the following five requests.*

1. Name the last movie you saw that you loved. Tell what you liked about the story. Share what you learned and what you will always remember.
2. Describe what you like about a book you are reading. Why do you find this interesting? What feelings or memories does the book stir up for you?
3. List three of your favorite smells. Describe what the smells remind you of.
4. Describe three of your favorite comfort foods and where you typically eat them. Explain why these foods are your favorites.
5. List three of your favorite sounds. Explore what you feel when you hear these sounds.



## Chapter 6

### Choosing Your Course

#### **Exercise:** The Passion Quest (continued)

**Step 2.** Now that you have activated your emotional center, dig into your long-term memory. *Choose and answer three of the following six questions.*

1. Describe one of the best days of your life so far. What happened that day that still makes you smile?
2. What would you like your first thought in the morning to be?
3. Recite your favorite saying or prayer.
4. Finish this sentence: "If I had a lot of money, I would . . ." After finishing the sentence, describe what you would do next if you were given even more money.
5. Finish this paragraph: "It is sometime in the future and CNN is calling me for an interview. I am excited about the opportunity to tell people about my success with..." If a class were critiquing a movie about your life, what would you want them to say were the best parts?

After answering three questions, can you identify what triggers your passion today? Do you sense what you need to focus more on in your life to feel more passion? If you answered *yes* to these two questions, write down what you discovered and schedule a time to reflect on your answers. If you haven't yet discovered what stirs your heart, complete the next step.

**Step 3.** *Take your time in answering the following two questions.*

1. What questions do you ask yourself when you are alone in your darkest moments? What steps can you take to bring what you ache for into the light?
2. What prison are you struggling to free yourself from? What will you do when you are free?

Now, declare what you are longing for. You may not be able to predict what will arouse your passion but you can sense what is important that is missing for you now.



## Chapter 6

### Choosing Your Course

#### Exercise: The Purpose Test

Consider a current situation where you are struggling for motivation and focus. Write in your journal or tell your dialogue partner all the reasons for doing the work.

- Which of your reasons for doing the task feel like “shoulds”?
- What, if anything, inspires you about the task or the outcome?

Try to organize your attention around the second question. If you are still struggling, look at experiences in your past that have stirred your passion. Can you relate those experiences to your present challenge?

For example, if you love developing your team members but have to fire someone, can you see how your actions will honor the hard work by others on your team and possibly help the person you have to fire to find more meaningful work? Can you push past the administrative work of a project by focusing on what excites you about the possible outcome? Can you cope with your difficult boss long enough to get the skills and knowledge you need to ensure the success of your next adventure? Can you stay with an exercise schedule knowing this will help you live long enough to dance at your grandchild’s wedding?

Center yourself by asking, “What greater purpose am I serving?” Your relationship to the activity should change when you sense the meaning in the motions you are making. If you can’t, then it could be time to move on. You have better things to do.



## Chapter 7

### Maintaining the Momentum

Part III expands the process by helping you apply what you have learned to a broader life strategy. In essence, wandering can become your strategy instead of a series of unplanned upheavals. First, you need to actively sustain the transformation you began in Part II. Chapter 7 gives you four tools to help you overcome your tendency to find other things to do than the work of transformation, called **The Peak Tools**:

1. **P**ick your emotions
2. **E**valuate your evidence
3. **A**ccept support; and
4. **K**now your sense of purpose.

#### 1. Pick your emotions

Once you commit to a change you want to make, you should shift your focus away from what is missing in your life to what you want to passionately and positively create. Adamantly wanting something to end is a good way to kick-start the process. Yet once you are off and running, you need a positive obsession to sustain your efforts. To help make the shift, answer the following questions:

#### Exercise: Giving Voice to Your Emotions

- What do I feel I have lost?
- What do I feel I should have?
- What are people not giving me that I deserve?
- What am I doing to keep myself small?

Now ask yourself how badly you want what you are capable of creating:

- What do I want more of in my life? What do I want to say “yes” to now?
- How can I shift my commitments to what I want to create?
- What is my heart telling me to do?

Make your declaration public by sharing it with someone. Determine what you can do to ensure your commitment to this change. Then every day, focus on what is working and the outcomes you achieve, even tiny ones. Putting positive emotions in service of what you desire will help you sustain your journey.



## Chapter 7

### Maintaining the Momentum

#### 2. Evaluate your evidence

To transform your choices into a long-lasting behavioral change, you need to

1. see early and consistent evidence that you can be successful at letting go of feeling irritated, and
2. tangibly evaluate the evidence as a positive experience when you journal or dialogue about what happened.

First, make sure you have defined specific activities you can celebrate. Then create an action plan that you can weave, piece-by-piece, into your daily visions. Write about your victories in your journal. Talk about them with your dialogue partner. Send congratulations notes to yourself. Predetermine rewards and then give them to yourself to validate your progress. The transformation is more likely to stay on track if you make a point of noticing your accomplishments every day. Then, little by little, your goals become habits. Eventually, you become the person you vision yourself to be.

#### 3. Accept support

Successful people do not make it on their own. Coming together with like-minded women will keep you from feeling isolated and help you to continue to grow even when layoffs loom, employees whine, the kids at home scream, health issues nag, and projects overwhelm.

These groups become your “communities of support.” These may be internal to your company or external networks. Be sure to create guidelines for participation so there are no hurt feelings over unmet expectations or resentments.



## Chapter 7

### Maintaining the Momentum

#### Exercise: Creating Ground Rules for Communities of Support

*Use this list to start the discussion about agreements and then modify the list together so it is meaningful for your group. The list is explained further in the Wander Woman text.*

Everyone should be able to say the following statements to each member of the community.

1. I believe that you want the best for me in all of my endeavors.
2. I believe that you won't judge me based on second-hand information.
3. I believe that you won't talk negatively about me to others or share outside of the group what we speak about when we meet.
4. If I have a problem with you, I will ask to speak to you privately soon after the offense occurred.

#### 4. Know your sense of purpose

Therefore, your fourth weapon is to use your sense of purpose to keep your head above the chaos. It is not the magnitude of your purpose that will calm your soul. It is the value you believe you are giving in the moment and the recognition that what you offer is "enough" even though you are hell-bent on accomplishing grand goals.

When you know that even your smile, a kind word, or your willingness to listen is a part of your noble purpose, you will know what it feels like to be "in alignment" with yourself and the world around you. You can feel contentment in your restlessness. You can channel your passion so that it is constantly renewed and you won't burn out. This is the life energy you need to sustain the journey.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 8

### Navigating Through, Below, or Away from the Glass

Chapter 8 provides three scenarios where women used the techniques in this book to successfully climb the corporate ladder, navigate below the glass ceiling while still getting great assignments and recognition, and do a total life makeover. I share their stories and additional exercises in the hope that whatever strategy you choose, you move forward with clear intentions for what you want for your future.

The following exercises were used in the coaching scenarios. Please refer to the book to read the context for which the exercises were used.

#### **Exercise** in WAITing

Before you speak or if you find yourself pontificating when other people are not engaged, stop yourself and ask:

**WAIT—**

**Why**

**Am**

**I**

**Talking?**

If you have a good reason, continue. If you only have a good rationalization, turn your attention to someone else and ask for their ideas. Remember, “The less I say, the more profound I am.”

#### **Exercise: Life Areas Assessment**

When you read through the three case studies, you will notice the coaching techniques used to help the women determine if they were making their career decisions based on what they didn't want or if they could instead, make decisions on what would better serve their needs and purpose. In the third scenario, Kerry decided to leave her company and transform her career. We used the Life Areas Assessment to create her vision and plans.

The Life Areas Assessment is on the next page. Create your own so you can fill it out completely. The Life Areas are pieces of the puzzle to help you build the picture of your perfect workday in the future. Consider aspects of your personal life as well as work so nothing gets left behind.

# Chapter 8

## Navigating Through, Below, or Away from the Glass

| <i>Life Areas</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | How does this look in my life today? | What can I picture for my new life? | What will I commit to starting/ stopping/ continuing? |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------|-------------------------------------------------------|
| <i>Work/Career</i><br>Job Tasks<br>Communications<br>Atmosphere<br>Location<br>Resources<br><i>Health</i><br>Exercise<br>Diet<br><i>Relationships</i><br>Parents<br>Primary/Spouse<br>Children<br>Siblings<br>Friends<br>Co-workers<br>Manager<br>Customers<br><i>Home Living Space</i><br>Atmosphere<br>Aesthetics<br>Location<br><i>Learning</i><br>Career Growth<br>Personal Growth<br><i>Emotional Health</i><br>Life outlook<br>Relaxation<br>Self-Reflection<br>Spiritual/Religious<br><i>Finances</i><br>Expenses<br>Savings<br><i>Leisure Time</i><br>Hobbies/Sports<br>Vacations<br>Volunteering |                                      |                                     |                                                       |



## Chapter 8

### Navigating Through, Below, or Away from the Glass

Once you can picture your future, you can start breaking it down into goals. Ask yourself:

1. What can I start doing today to ease my transition?
2. What about my new work life can I begin to integrate into my current work?
3. Who can I ask to support me in making my transition?
4. What do I need to do to stay committed to my choices?

Whether you decide to climb the corporate ladder, navigate below the glass, or take the leap into a new job or career, you are only choosing to take one more step in your life's journey. Then next year, you can stay on your path or choose again.

When I published my first book, I asked my coach how much time and money I should put into my marketing efforts. He said, "Whatever you choose, remember that this is not the one big thing in your life. This book is just one step. You may publish other books or you may choose an entirely new direction. They will all be steps that take you to the next big thing."

Adding to his words, I say—you will not know what the biggest thing in your life is until you near the end of your life and look back. Every step is a big deal worthy of your passion. And every step leads to the next big deal. Enjoy the lessons and the pleasures each moment has to offer and every decision you make will be perfect.

# Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## Chapter 9 & 10

### Raising the Flag And A Tribe, or a Growing Revolution?

Chapter 9 gives you ideas and resources you can use if you choose to influence leaders in your workplace to support and engage top-talent women. Organizations will be more competitive if they understand how to cultivate and retain this amazing creative force. There is a letter you can download, customize and send to the leaders in your organization on [www.wanderwomanbook.com](http://www.wanderwomanbook.com) in the Social Media column. The letter is titled, A Letter to the Boss. In the letter you will find suggestions for creating a culture that is attractive to high-achieving women. You will also find a list of questions to assess what is missing currently in your organization.

Chapter 10 ask you to reflect on whether Wander Women represents a personality style or, instead, if you think she symbolizes something that is in all women, bubbling up to the surface as we progress. The answer is important not only to how you see yourself, but also to how you explain yourself, your desires, your vision, and your passion in the world. If you are a part of something bigger than yourself, you may be called to serve a higher mission of helping your wandering sisters succeed as well. Power is in the collective. We can make a substantial difference that benefits us all if we choose to rise up together.

This book is for you, Wander Woman. You can finally come home to rest your feet before the wind blows and takes you off on your next adventure. I hope you savor the ideas, the exercises, and the questions I offer. Take your time, keep your mind open, find other women to go through the process with you, and celebrate your successes. I wish you joy as well as clarity in the process.

*Marcia Reynolds*  
June 2010

## Wander Woman

How High-Achieving Women  
Find Contentment and Direction



MARCIA REYNOLDS

## About the Author

**Marcia Reynolds, PsyD**



Dr. Marcia Reynolds is fascinated by the brain, especially what triggers enthusiasm and innovation. This fascination has led her down many roads in her desire to stay on top of the shifts in employee engagement and leadership development. On this journey, she wove together three areas of expertise: organizational change, coaching and emotional intelligence. She is able to draw on these areas as she works with her latest passion—helping high-achieving women examine and strategize their full and amazing lives.

Her first expertise, organizational change, developed out of necessity when facing the challenges of running corporate training departments in the 1980's and 90's. Her greatest success came as a result of designing the employee development program for a semiconductor manufacturing company facing bankruptcy. Working with the executive staff, the company not only turned around, it became the top IPO in the country in 1993.

However, as a corporate trainer, Marcia experienced the typical frustration of watching people participate with gusto in training classes and then apply very little of what they learned. In her search for new techniques, she enrolled in a coaching school in 1995 when she started her own business. She quickly saw the power of coaching to make the mental shifts required to sustain change. Her passion for the profession led her to become president of the International Coach Federation in 2000 and be one of the first 25 people in the world to hold the certification of Master Certified Coach. She now coaches executives and teaches coaching in her leadership classes worldwide.

At the same time that Marcia found coaching, she discovered emotional intelligence. She then designed and taught courses around the world. Her curiosity led her to dig deeper into the brain research that was redefining how we learn and evolve and get her doctorate in organizational psychology. This led her deeper insights into her own life choices as well as to the struggles many of her female coaching clients were experiencing. Her doctoral work helped her to define “the burden of greatness” that high-achievers now experience and her current work with high-achieving women.

Excerpts from Marcia's book, *Outsmart Your Brain*, have appeared in many places including *Harvard Communications Newsletter*, *Cosmopolitan*, and *The New York Times* and she has appeared on *ABC World News*. Marcia is also a dynamic keynote speaker and has earned the designation of Certified Speaking Professional. You can read more about Marcia on her website, [www.WanderWomanBook.com](http://www.WanderWomanBook.com).