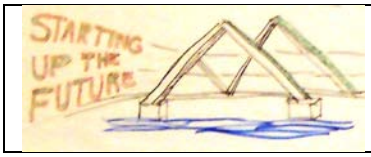
Book of Magic



The Big R - A healthy relationship with yourself

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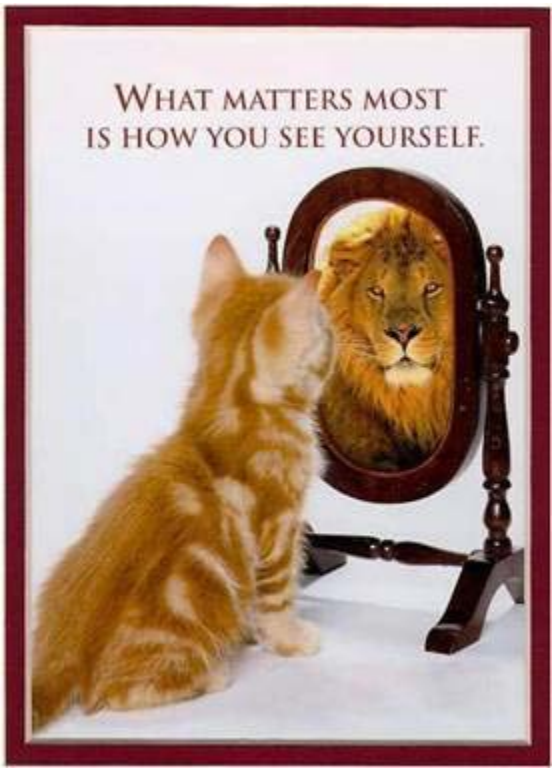
The Big R: Thanks for this pic Gil !!!



Thoughts from Vannoy & Ross:

Having a healthy relationship with yourself is what we call having a Big R.

It is essential to continually build your own Big R and those around you. Whether it is your family, your work team mates, or within your social circle, this is an ongoing process. Every day, things happen which can minimize or destroy your Big R. Some are out of your control and some are within your control. Either way, you must try to overcome them and at least maintain your Big R. Other times, you need to grow your Big R.

Highlights from POIS team meetings:

What does having a Big R mean to you?

NAME - *"Big R" – If I have a good relationship with Leadership, I feel "unleashed". I recognize now that I am in control of my "Big R" which, in turn, directly influences my relationship with others. My "Big R" is the centerpiece to build on…*

NAME – "Big R" - . Leadership is not about always being right, but about making a decision, moving forward, and if incorrect, having the ability to acknowledge it and move forward.

NAME – "Big R" – Understanding, through practice, how to use this tool to provide honest feedback w/o negatively impacting "trust"

The Life I touch for good or ill will touch another life, and that in turn another, until who knows where the trembling stops or in what far place my touch will be felt.

What are the best ways to build Big R in others?

- NAME - Communication & trust are the ways to help others build Big R's. You can trust someone, but without good communication, it's difficult.

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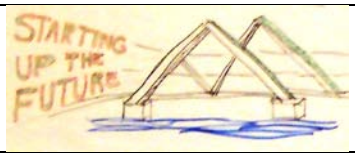

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- NAME - Engaged and active listening is key, along with coaching, encouragement and helpful guidance.
- NAME - Improved Trust & more productive relationships.

The transfer of the "return to class chime". The "honor" transitions from NAME to NAME

Signs of a Big R / Signs of a little r.

- Compassionate / Vindictive
- Okay to be wrong sometimes / Never wrong
- Active Listener / Dictator
- Open to Ideas / Defensive, fearful, judgmental

Guild lines – working with someone that has a little r.

- This is the ultimate test of your character!
- Resist urge to judge, doofus, fear or become resentful
- Be compassionate and understanding.
- Recognize where the trouble lies and where the help is needed.
- Use forward focused questions in order to build their little r, to become bigger!

It can be unnerving when you learn about this year's new stretch goals. NAME, NAME and NAME take it in stride?

The 'Wisdom' of Bumbledore

Remember the Doofus Principle. (To use evidence, based on our current belief system that hurts people, partnerships and performance.)

Always refrain from Doofusing others. Special exceptions include Voldemort, the opposing quidditch team and your mother-in-law.

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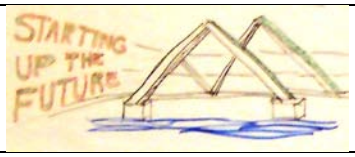

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Success Stories from Home

NAME's Story… I used the Big R tool with my son. I downloaded information from the internet on how to perform magic at home and shared this with him. This was a big success.

NAME 's is showing his permanent Big R with ISW NAME, NAME, NAME, NAME and NAME.

Success Stories from Work

NAME 's Story… *"Before I participated in this training, I had a meeting with a Business Partner and I did not feel we were on the same page when the meeting ended. After attending, I re-engaged with this individual and leveraged the "Big R" and other tools I had just learned, which resulted in a more productive meeting; needless to say, we were aligned at the conclusion of the meeting."*

NAME's story… "*I was really impressed with my daughter after reinforcing the behavior my wife and I wanted her to have (i.e. being obedient) by asking forward focus questions like "why do you think eating all your dinner is important?"; "do you think you deserve desert?", I was surprised when she actually said "no" and recognized she had to be obedient. "*

A little competition makes us better as NAME and company deliver the goods.

Wizard's Weekly Challenges

If you see someone using the Verus Global tools, send us an email detailing what tools they used and the impact it made. What would happen if you build up a Big R in one person this week and tell us about it?

Yo

Starting Up the Future

Baby!"

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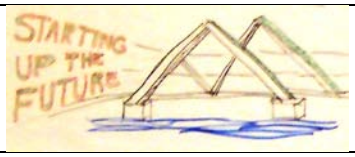

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Additional Resources

- http://www.verusglobal.com/
- Stomp the Elephant Blog
  http://www.stomptheelephant.com/blog/

Until Next Week,

Your Win Wizards,

Gandalf the Big R and Bumbledore

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