

October 2023



PQ Coach Member Newsletter

Spotlight on PQ & Trauma

Learn about this Community of Practice as they look ahead and work to expand their knowledge repository. [Read more](#)

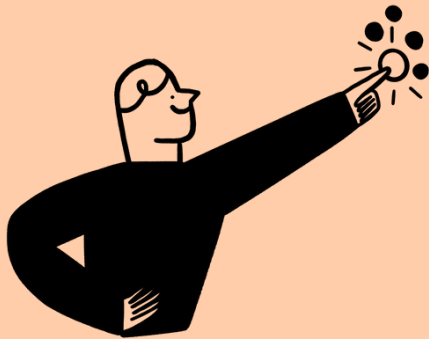
Community Calendar

See what events are coming up during the month of October. [Get the details](#)

Belonging Begins with Mental Fitness

Bill Carmody reflects on his recent keynote for Google Ireland and explores how we create a space where everyone experiences belonging. [Learn more](#)

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How Belonging Increases Your Performance, Relationships & Wellbeing

by Bill Carmody, Chief Coaching Officer

On Thursday, September 21, I had one of the best days of my life.

I had the distinct honor and privilege of delivering a keynote at Google Ireland as part of Google's 20-year celebration of establishing its operations center in Dublin and championing its Employee Resource Groups (ERGs) during Belonging Week. The keynote topic was *How Belonging Increases Your Performance, Relationships & Wellbeing*. [View the slides](#)

While Google is an amazing company, it wasn't the venue that made the day incredible. It was a combination of three important factors:

1. I was invited to share the PQ operating system as how we experience belonging.
2. I was lucky enough to do this with powerful internal coaches at Google.
3. This happened as a central part of Google's Belonging Week...at Google...in Dublin...where my ancestors are from.

I began the session by admitting, "Every day, I am sabotaging my own belonging and the experience of others' belonging." And that I was so bold as to claim that the audience was doing precisely the same thing. "Every day, you are sabotaging your own belonging and the experience of others' belonging."

I had the confidence to stand up and make that bold claim because, as you well know, "When you are in your negative emotions for more than one second, you are sabotaging yourself and others."



Being A Father of a Trans Kid

While I continue to be an ally, I understand that I am indeed a cisgender, heterosexual, white male of privilege. Ironically, before I joined Positive Intelligence, I was being trained by Google to deliver employee training on Diversity, Equity & Inclusion in 2019. And I am forever grateful that my life took a powerful shift into Positive Intelligence. Because of PQ, I let go of talking about DEI&B and began living this work every day.

A few years ago, my youngest child declared she was no longer the gender she was born with and, moving forward, would be named Violet, and her pronouns were "she/they." Whatever I thought I knew about being a father was thrown right out the window. I was now a father of a trans kid, and I was so grateful that I had the tools of PQ to quiet my Saboteurs and lean into the growth of my Sage powers.

During my keynote, I acknowledged how my Judge prevented me from being fully present with Violet and blinded me to all the incredible gifts of her being transgender. Almost immediately, I allowed my Saboteurs to get the better of me as I feared for her safety. Rather than celebrating all the gifts of her experience of being transgender, I commiserated with my wife about the risks and safety issues.

That Saboteur dance had us visiting our Hyper-Vigilant, Stickler, Avoider, and Victim instead of leaning into our empathy, curiosity, and deep appreciation for this new phase of our family's life together.

*"If I had any chance
of creating the world
I wanted to see for
Violet, I had to put my
oxygen mask on first."*

Belonging Begins with Mental Fitness

All this is to say that I have first-hand experience tapping into my mental fitness so that I may experience my sense of belonging as a father of a trans kid and the experience of belonging in Violet.

Simply put, if I had any chance of creating the world I wanted to see for Violet, I had to put my oxygen mask on first.

Only by quieting my Saboteurs and growing my Sage powers could I create the safe space where belonging could take root and grow, first in myself, then in my wife, and ultimately in my relationship with Violet.

Simply Sage

Keynote Moments

For my keynote, I shared this and many other examples pertinent to our individual and collective experience of belonging. Each Saboteur brings its unique approach to sabotaging our individual and collective experience of belonging.

The Avoider, for example, might avoid confronting problematic behavior that would make it unsafe for another person's sense of belonging. The Hyper-Rational might have you not honor your own or another's needs, as your Hyper-Rational will likely dismiss all "emotional" needs as unnecessary and distracting from the actual work. The best-intentioned belonging strategies, imposed on others through the Controller, would still have others feel coerced, which doesn't engender belonging.

During the keynote, I had everyone do PQ Reps. This experiential aspect helps everyone drop back into their bodies, quiet their Saboteurs, and reconnect with their Sage. This is how we establish our sense of belonging. This is how we begin by putting our oxygen mask on first. From there, we have access to our 5 Sage powers that deepen our sense of belonging and the experience of others' belonging.



*Bill Carmody
presenting at Google Ireland*



*Ciaran Lyons, Bill Carmody,
Leily Zarian, Hermy Gao (L to R)*



*Ciaran Lyons, Bill Carmody,
Leily Zarian (L to R)*

Simply Sage

Empathy has me recognize the imperfect father that I am while also acknowledging that I'm doing the best that I can with the tools I have. Empathy for Violet has me curious about her life experience as a trans kid and deepens my desire to celebrate all the gifts of her being transgender – especially at this time in our history.

Explore has me remain curious and discover so much in my blind spot. Innovate has helped me create powerful new ways of being a father and ally of transgender issues. Navigate reminds me of what matters regarding my relationship with Violet. Finally, Activate has me do everything I can to support her – including flying to Dublin to speak at Google to support this vital topic of belonging.

80% Muscle Building

I love what I do and feel privileged to work at Positive Intelligence—delivering this keynote on belonging brought many aspects of my life together. It allowed PQ to deepen our work with the powerful internal coaches at Google. It allowed me to speak about a topic so near and dear to my heart. And we shared that mental fitness is how we can generate belonging for ourselves and those all around us.

When we create this belonging, we can bring our whole selves to work. This naturally increases our performance. It also lets us let go of the Saboteur lies that damage our wellbeing and relationships. The PQ operating system has us hold the Sage Perspective that everything can be turned into a gift and opportunity.

Today, I spend much of my day in the Sage Perspective. I ask myself if I choose to "accept" or "convert" any given outcome or circumstance. The more I practice this work, the more I find myself regularly accepting the things I truly cannot change while building my courage to change the things I can. My most profound sense of belonging is when I practice the Serenity Prayer as my way of being. This is not 20% insight. This is my 80% muscle building, and how I have become the best father of a trans kid I can possibly be. And sharing all of this with Google shaped one of the best days of my life.

How did the audience take it? 88% said they better understand the concept of belonging and how it impacts their performance, their relationships, and their wellbeing.

I'll take that as a win-win.

Feeling inspired?

[View the keynote presentation slides](#)

Mental Fitness for Self-Improvement

September was Self-Improvement Month, and PQ published several pieces of content related to this topic.

September may have ended, but you're invited to share this content with your networks and use it in your coaching practice any time of year.

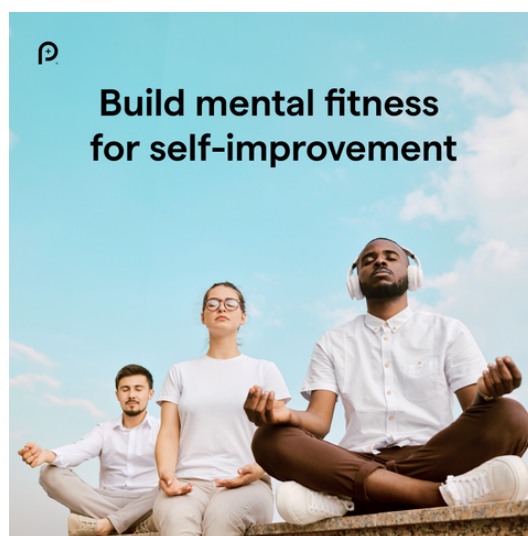
The Secret to Building & Maintaining Resilience

Details how Saboteurs impact resilience and how to tap the Sage perspective to develop resilience. [Read more](#)

The Importance of Mental Fitness for Self-Improvement

Discusses mental fitness as a fundamental part of self-improvement that you must continually practice. [Read more](#)

Visit the [Positive Intelligence blog](#) for helpful, sharable content around themes like Wellness at Work, Emotional Intelligence, Growth Mindset, and more.

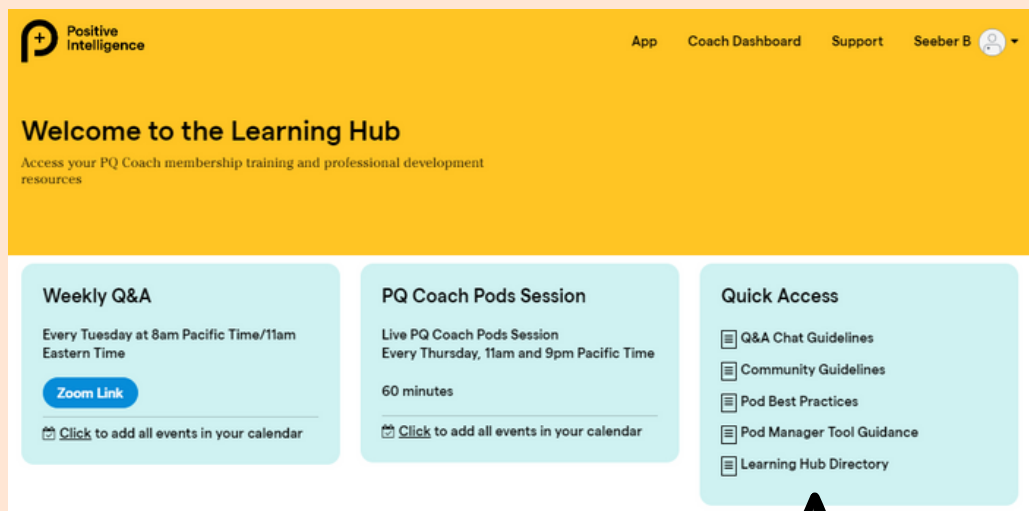


Learning Hub Directory

The Learning Hub has a new resource available in the Quick Access section of your homepage.

The Learning Hub Directory conveniently lists and links to lessons from three sections in the Learning Hub: PQ Coaching, Business Development, and PQ for Your Clients.

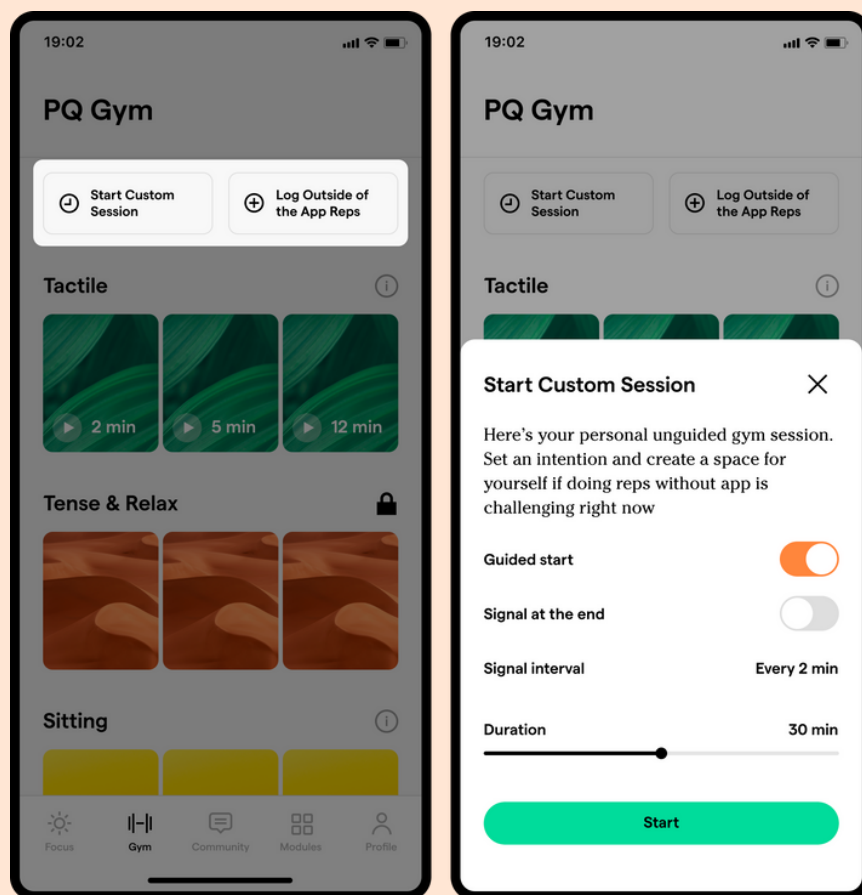
This new resource makes it even easier to access the resources you need. Happy learning!



Take a moment to explore the directory now!

New PQ Gym Feature Coming Soon

Look for a new feature, Custom Gym Session, coming to the PQ app in the next update! With this option, you will be able to set a custom PQ Gym Session duration of up to 60 minutes, opt for a guided start, and add signals and intervals. Keep an eye out for this update coming to your PQ app soon!



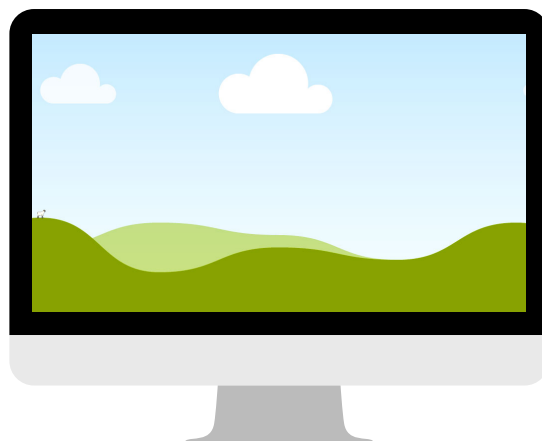
Communities of Practice

Spotlight on PQ & Trauma

Welcome to the PQ & Trauma Community of Practice, where the profound principles of PQ intersect with the delicate art of trauma healing. Our purpose is to cultivate a sanctuary for growth, fostering collaboration among PQ Coach members dedicated to utilizing PQ to support individuals and groups on their transformative trauma healing journey.

Our community serves as a bridge between PQ and the realm of trauma-informed coaching, where we explore and apply PQ tools to navigate the intricate pathways of healing. Our dynamic discussions, shared practices, and collective wisdom illuminate how the PQ Operating System can harmonize with trauma-focused coaching methods, resulting in a holistic approach that empowers both practitioners and those they guide.

As we celebrate our journey, we recognize the profound transformation that emerges from the interplay between PQ and trauma-informed coaching. We celebrate the genuine connections formed within our community—a tapestry of diverse backgrounds and experiences woven together by our shared commitment to healing through PQ.



Watch this message of welcome to all PQ coaches
from our PQ & Trauma Community of Practice

Communities of Practice

Looking ahead, PQ & Trauma is excited to expand its knowledge repository, offering an array of resources that seamlessly blend the principles of PQ and trauma healing.

We're poised to host interactive workshops, fostering deep engagement as we explore innovative ways to enhance the healing experience. Through ongoing collaboration, we are committed to empowering each other to meet the challenges of trauma head-on and emerge stronger, more resilient, and deeply connected.

Join us in harnessing the transformative synergy of PQ and trauma-informed coaching. Together, we co-create an environment where psychological safety, trust and healing thrive and empowerment flourishes, embodying the essence of resilience and growth.



Join a PQ-Supported Community of Practice!

Learn more, including how to apply,
by going to the Growth & Development module
in the Explore section of your [Learning Hub](#)

State of the Industry Updates

Part 2 of 2

This month brings you the second installment of updates from the Business-to-Business (B2B) and Business-to-Government (B2G) Newsdesk! Watch the latest insights within respective sectors in these video presentations. Read part one of our industry updates from top experts in the field in [the September newsletter](#).

Our Account Directors for B2B and B2G engagements are introducing PQ to various industry and government domains, and our sales team collaborates with coaches to extend PQ to these sectors and beyond. We eagerly anticipate joining forces with additional PQ coaches as we progress toward empowering all individuals and teams to enhance their mental fitness, enabling them to unlock their genuine potential for happiness and meaningful contributions.

Enterprise and Healthcare

Rhonda Farrell Lloyd, Account Director, shares the Top 3 Trends in the Healthcare Landscape. Let's collaborate to bring healing and resilience to those who have selflessly served others and who greatly need our support.

[Watch the video](#) in your browser

Ready to collaborate and make a greater impact?

Connect with our B2B industry experts in support of your client opportunities by completing the [B2B/B2G Support Form for PQ Coaches](#)

B2B Updates

Small/Mid Sized Business (SMB)

Malia Monaco, SMB Account Director, updates you on Main Street USA. She shares the State of the Industry for Small/Mid Sized Businesses. There have been waves of change, undertows of economic concerns, and high tides of strong hiring rates.

For more industry statistics, click [here](#)




[Watch the video in your browser](#)

Europe, Middle East, and Africa (EMEA)

Leily Zarian, Account Director, shares an overview of the variety of clients in EMEA, from large corporations and NGOs to start-ups and mid-sized businesses. Our open-minded approach helps connect with them and connect them to PQ. From my background in organizational development, I support coaches in creating value propositions for clients.

[Watch the video in your browser](#)

October 2023

Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4  Advanced PQ Coach Session	5  PQ Coach Pods	6
9	10	11  Live Grow Session	12  PQ Coach Pods	13
16	17	18  Advanced Biz Dev Session	19  PQ Coach Pods	20
23	24	25	26  PQ Coach Pods	27
30	31	1  Advanced PQ Coach Session	2  PQ Coach Pods	3

All event dates are listed in Pacific Time zone.
Please refer to pages 15-19 for event details.

Community Calendar

Grow Session



Live Grow Session on Conflict Management

Date: Wednesday, October 11

Time: 11am - 12pm Pacific

Location: [Zoom Link](#)

Webinar ID: 894 6017 2434

Passcode: Oct2023

Open to Grow members

We look forward to our next LIVE session where Shirzad will address a topic that is relevant and important for so many: How can I use PQ to approach, manage, and resolve conflict?

In this session, participants will learn:

- The anatomy of conflict and how Saboteurs may contribute to conflict
- How to apply the PQ Operating System – including the Sage Powers – to manage conflict
- Ways to turn conflict into a gift and opportunity

What you need to know:

- Coaches must inform their clients of the date, time, and link. Positive Intelligence does not email your clients with these details.
- Please look for the email you recently received with the upcoming Live Grow Session details, including event details to share with clients.

**Pro
Grow Tip!**

Live Grow sessions are open to all Grow members,
both coaches and clients.
All times listed are Pacific Time.

Advanced



PQ Coaching

Date: Wednesday, October 4

Time: 8-9:30am Pacific

PQ Coaching

Date: Wednesday, November 1

Time: 8-9:30am Pacific

Open to Advanced

PQ Coach Members

(6+ months in PQ Coach membership)

PQ Coaching Session on Conflict Management

Wednesday, October 4 at 8am PT

Please watch the Conflict Management recording in the module area of the app **BEFORE** the session ([PQ app](#) > Modules > Grow > Conflict Management). We will quickly review the content and primarily focus on Q&A and how to have the deepest impact on your clients using this content. The same topic will be covered in the October Grow session. Please extend an invitation to your Grow clients so they can also experience this content!

PQ Coaching Session on Emotional Intelligence

Wednesday, November 1 at 8am PT

Please watch the Emotional Intelligence recording in the module area of the app **BEFORE** the session ([PQ app](#) > Modules > Grow > Emotional Intelligence). We will quickly review the content and primarily focus on Q&A and how to have the deepest impact on your clients using this content. The same topic will be covered in the November Grow session. Please extend an invitation to your Grow clients so they can also experience this content!

Refer to the [Learning Hub](#)
or your AddEvent calendar for Zoom link details.
All times listed are Pacific Time.

Advanced



Business Development

Date: Wednesday, October 18

Time: 8-9:30am Pacific

This month, you're in for a real treat as Firekeeper Farnia Fresnel steps in for Bill Carmody and shows you how to onboard clients with ease and flow.

Open to Advanced

PQ Coach Members

(6+ months in PQ Coach membership)

Onboarding Your PQ Clients with Farnia Fresnel

Wednesday, October 18 at 8am PT

What if you had as much confidence in your process as you had in your coaching? This month, we are going to talk about creating a powerful and consistent onboarding experience in your coaching business. Whether you are a new or tenured coach, the goal is for your newly converted prospects to have a seamless experience when they begin working with you. Getting ready to work with you can be as easy and amazing as the coaching you deliver. Let the care you put into your coaching be amplified by the conscientiousness of your client onboarding.

Last month, you experienced the power of generating appointments in a 7-day sprint. If you've followed the playbook, chances are that you've generated one or more appointments and may have even converted a few of those appointments into clients. This month, we are going to help prepare you to bridge the gap created after the client says "yes", after you say "yasssssss", and before you settle into the comfort of delivering great coaching.

Please join us for this opportunity to bridge the gap – on your own terms. See how to tap into Sage Navigate to define your client's experience, lean into Empathy to understand unspoken needs, stay in Explore throughout your time onboarding, Innovate through roadblocks during the experience, and Activate your own process with valuable "feed-forward" insights from your PQ coaching colleagues. Can't wait to see you on October 18th.

Community Calendar

PQ Coach Pods



Thursdays

October 5, 11am & 9pm Pacific
October 12, 11am & 9pm Pacific
October 19, 11am & 9pm Pacific
October 26, 11am & 9pm Pacific

[Register for 11am here](#)

[Register for 9pm here](#)

*Open to all
PQ Coach Members*

PQ Coach Pods is an optional feature to help membership coaches enhance their skills. Every Thursday, we offer two live sessions where coaches join in a Pod discussion and then use what they've learned to put their coaching skills into action. **The workshops are an hour long and require you to complete pre-work before each session.** All videos are found in the Learning Hub.

Please plan to arrive on time, be present for the entire session, participate actively (no passive listening), and be in a quiet, private environment where you and your pod-mates can safely be vulnerable.

Upcoming PQ Coach Pods sessions will focus on the following:

October 5: 7 PQ Coaching Steps [Session pre-work](#) and [Session pre-work](#)

October 12: Judge [Session pre-work](#)

October 19: Avoider [Session pre-work](#)

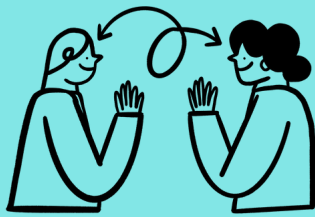
October 26: Controller [Session pre-work](#)

November 2: 7 PQ Coaching Steps [Session pre-work](#) and [Session pre-work](#)

Refer to the [Learning Hub](#)
or your AddEvent calendar for Zoom link details.
All times listed are Pacific Time.

Community Calendar

Practice Sessions



Business Development Practice Sessions and Coach Success Mini-Sessions

Dates: Varies

Times: Varies; please note *NEW* times available to better serve multiple time zones

Open to all

PQ Coach Members

Four Pillars of Business Development Practice Session

This is the call to refine and work on four Pillars of Business Development - Niche, Irresistible Offer, Generating Appointments, and Converting Appointments. Please note that there will be homework for this session – look for a follow-up email after you register.

Coach Success Team

The Coach Success team, including Coach Success Specialist Ranya Williams, has a dedicated calendar for scheduling practice sessions. In addition to Business Development Practice Sessions, special topic mini-sessions are available for PQ Coaches, including Seat Management Mini-Session and Certification Mini-Session.

**Visit the
[Coach Success Team Calendar](#)**

Need to work on your pillars of
Business Development?
Visit the [Learning Hub](#) to get started.

Welcome New PQ Coaches!

Congratulations and a big hello to our Cohort 15 PQ coaches, representing 88 countries worldwide.



Welcome to PQ Coach!

Look to share ideas, gather insights, and connect with your fellow coaches in the PQ app community. Together, we are committed to making a difference in the world.

Please note!

Many North America time zones change on
Sunday, November 5, 2023,
and turn their clocks back one hour.

Please use a time converter or world clock tool
to check for meeting times after that date.



Check time zone difference

October 2023



PQ Coach Member Newsletter



We hope you enjoyed this month's newsletter.
Use this form to share your feedback/suggestions:

[Feedback/Suggestion Form](#)

www.positiveintelligence.com

[September 2023](#)

[August 2023](#)

[July 2023](#)