



The DJC Newsletter

Inspiring
Meaningful
Workplace Cultures



December 2024

Watch Out! It's Time to Get Intentional

Welcome to the December Edition of the DJC Successful Thinking Newsletter!

Hey there! As the year winds down and the holiday spirit picks up, it's the perfect moment to pause and reflect. Isn't it incredible how quickly time flies? As we're on the cusp of a new year, many of us start thinking about fresh starts and new possibilities. This December, we're focusing on something that really makes a difference in how we live and work: intentionality.

In this edition, we're diving deep into what it means to be intentional in every aspect of our lives. Whether it's how we communicate at work, manage our relationships, or tune into our emotional needs, being purposeful is the real game-changer.

Here's What We've Got Lined Up for You This Month:

"Mastering Intentionality in Your Professional and Personal Life"

We're talking about more than just setting goals. It's about making thoughtful decisions in how we act, interact, and react every day. Our feature article breaks down the steps to live more intentionally, ensuring your actions align with your values and drive you towards success.

In our Development Spotlight, let's explore emotional intelligence! Ever wonder how some people seem to have a magic touch with others? It often comes down to emotional intelligence. This section is packed with practical tips on how you can enhance your ability to understand and manage emotions—yours and others'. Get ready to connect on a deeper level!

Finally, we will wrap up this edition with a great activity geared to make 2025 more intentional. So, grab a cozy spot and dive into this month's content. It's designed to make you think, reflect, and maybe even inspire a new approach as you step into 2025.

Mastering Intentionality in Your Professional and Personal Life

As we edge closer to a new year, the idea of setting resolutions is on many of our minds. But let's take a different approach this time around. Instead of just setting goals, let's talk about mastering the art of intentionality—actively shaping our lives and careers with purpose and precision.

Intentionality means making decisions and taking actions that are rooted in your personal and professional values. It's about being deliberate in every choice you make, ensuring that each step you take is aligned with the bigger picture of what you truly want to achieve. Studies show that people who approach their goals with intentionality are not only more likely to achieve them but also find the process more satisfying.

For example, research from the field of positive psychology demonstrates that setting intentions can significantly impact our feelings of happiness and satisfaction. A study by Gollwitzer and Brandstätter highlights how individuals who set specific intentions for their goals (“I will [behavior] at [time] in [location]”) are more effective and efficient than those who don't. This kind of strategic planning turns vague aspirations into concrete, actionable paths.

So, how can we apply this concept in our everyday lives and careers? It starts with clarity. You need to clearly define what you value most and what you are working towards. Whether it's advancing in your career, improving your health, or strengthening relationships, understanding your 'why' is crucial.

Once you have that clarity, begin each day by setting intentional actions that contribute to these goals. For instance, if your goal is to enhance your professional skills, an intentional action might be dedicating an hour each morning to learning a new software that's critical to your job. This isn't just about professional development—it's about choosing to invest in yourself in a way that aligns directly with your career aspirations.

Of course, intentionality also means staying adaptable. The workplace and life are dynamic, often presenting unexpected challenges. Here, intentionality involves maintaining focus on your values and goals, even when the path diverts a bit. It's about making adjustments that keep you aligned with your desired outcomes without losing sight of your overarching objectives.

CONTINUED PAGE 3



For example, if a project at work takes an unexpected turn, rather than getting swept up in frustration, an intentional approach would have you quickly evaluate how this change impacts your goals. You might find that this new direction provides an unexpected opportunity to develop a skill or forge a valuable new relationship.

Fostering Relationships Through Intentionality

In the realm of personal and professional relationships, intentionality plays a key role as well. It's about more than just responding to emails on time or being present at family dinners. It's about engaging in these interactions with the purpose of building deeper connections and understanding. When speaking with colleagues or loved ones, be fully present, listen actively, and communicate in ways that reflect your respect and appreciation for their perspectives. This intentional engagement can transform relationships, creating deeper bonds and a supportive network.

Embracing intentionality isn't just a strategy; it's a lifestyle. It influences how you approach each day and interact with the world around you. Start small by identifying one or two areas where you can begin practicing more deliberate, purposeful actions. As you become more comfortable with these practices, expand them into other areas of your life.

By choosing to live and work intentionally, you're not just drifting along with the currents of life—you're actively steering your boat, navigating through both calm and turbulent waters with focus and purpose. And as you move forward, you'll find that living intentionally doesn't just bring you closer to your goals—it makes the journey towards them more fulfilling.

Intentional

LIVING IS THE ART OF MAKING OUR OWN
CHOICES BEFORE OTHERS' CHOICES MAKE
US.



— Richie Norton



Cultivating Emotional Intelligence Through Intentional Practice

Emotional intelligence (EI) is more than just a buzzword in today's professional landscape; it's a fundamental skill set that drives leadership success and enhances personal relationships. The essence of EI lies in our ability to understand and manage our emotions and those of others. By integrating intentionality into the development of emotional intelligence, we can significantly improve how we interact, resolve conflicts, and lead teams.

Emotional intelligence comprises several key skills: self-awareness, self-regulation, motivation, empathy, and social skills. Each component plays a crucial role in how effectively we navigate our personal and professional lives. For instance, self-awareness allows us to understand our emotional triggers and the impact of our actions, while empathy helps us appreciate and respond to the feelings of others.

Research underscores the importance of EI in the workplace. According to studies, individuals with high emotional intelligence are better leaders, more resilient, and have higher job satisfaction. They are also better at handling pressure and maintaining productivity in stressful situations.

Developing your emotional intelligence intentionally involves a conscious effort to cultivate these skills daily. Here are some strategies to enhance your EI:

1. Practice Mindful Awareness: Begin by observing your emotions without judgment as they arise throughout the day. This practice can be enhanced through mindfulness meditation, which trains you to maintain a moment-by-moment awareness of your thoughts, feelings, bodily sensations, and surrounding environment.

2. Journal for Self-Reflection: Keeping a daily journal can help you reflect on your emotional experiences and reactions. Use it to write about situations that triggered strong emotions, analyze your responses, and consider alternative ways of handling similar situations in the future.

3. Seek Feedback: Regular feedback from peers, mentors, or coaches can provide valuable insights into how your emotions and actions affect others. Be open to receiving constructive criticism and use it as a foundation for growth.

4. Develop Active Listening Skills: Active listening involves fully concentrating on what is being said rather than passively hearing the message of the speaker. Practice this by focusing entirely on the speaker, acknowledging their feelings, and responding thoughtfully.

5. Engage in Conflict Resolution Training: Since handling conflicts effectively is a crucial aspect of emotional intelligence, participating in conflict resolution workshops can enhance your ability to manage disputes constructively.

CONTINUED PAGE 5

Applying Emotional Intelligence

The practical application of emotional intelligence can transform your interactions and decision-making processes. In professional settings, use EI to navigate complex team dynamics and lead with empathy. In personal settings, apply EI to strengthen relationships and communicate more effectively with loved ones.

For leaders, fostering an emotionally intelligent team culture can lead to higher engagement, reduced turnover, and better performance. Encourage your team to practice EI by modeling these behaviors yourself and providing them with resources and training to develop their skills.

By intentionally developing and applying emotional intelligence, you can create more meaningful connections, enhance your leadership capabilities, and build a supportive network around you. As you continue to refine these skills, you'll find that your capacity to understand and influence the emotional landscape of your surroundings will markedly improve, leading to greater personal fulfillment and professional success.



FINN'S FRIDAY FETCH

Pawsitively Great HR Advice

Follow me on LinkedIn

**AND CATCH THE
FRIDAY FETCH**



*It's the DJC Ted Lasso Series for
teams & leaders*

Get ready to experience a transformative approach to leadership and team development that goes far beyond conventional training.

The Lasso Effect Series draws on the beloved character of Ted Lasso to deliver an engaging, insightful, and downright fun learning experience that redefines the concept of workplace training. This series, featuring “The Positivity Playbook” for front-line teams and “The Resilient Leader” for leadership staff, equips organizations with actionable strategies that build resilience, foster meaningful relationships, and spark a culture of purpose and positivity.

The Lasso Effect Series isn't your typical corporate training. Expect laughter, lively discussions, and hands-on exercises that make learning unforgettable. Through relatable scenarios and interactive activities, participants uncover the power of empathy, strategic resilience, and the impact of small, meaningful actions. By the end of the series, your teams will be ready to navigate challenges with confidence, collaborate more effectively, and support each other in ways that boost engagement and productivity.

**BOOK A TRAINING CONSULTATION AT
WWW.DRJOLENECHURCH.COM**



December Success Activity

The Intentionality Journal



This month's activity, The Intentionality Audit, is crafted to help you evaluate your level of intentionality across various aspects of your life, highlight areas for improvement, and set actionable steps to increase your deliberate engagement with your goals and relationships. By auditing your daily habits and interactions, you'll gain insight into how aligned your actions are with your long-term aspirations.

Define Your Core Values and Goals

1

Clarify what truly matters to you by listing your top five core values and write down at least three major goals for the upcoming year that align with these values. These could encompass both personal and professional aspirations.

Daily Activities Analysis

2

Identify how much of your daily activity is intentional. For one week, keep a detailed journal of your daily activities. At the end of each day, review your actions and mark which ones were aligned with your core values and goals.

Assess Your Relationships

3

Evaluate the intentionality in your interactions by reflecting on the past month and identify which relationships you have actively cultivated and how these relationships align with your values. Determine if there are key relationships that you've neglected and note why.

Communication Review

4

Improve the effectiveness and purposefulness of your communication. For the next week, make a conscious effort to communicate intentionally in every interaction—be it emails, meetings, or casual conversations. Note instances where intentional communication led to better outcomes.

Plan for Intentional Changes

5

Create a plan to increase intentionality in your daily life. Based on your audits, identify three specific areas where you can be more intentional. Develop a plan for how you can make these changes, setting clear, achievable actions for each.

At the end of the month, review the information and insights gained from your audit. Reflect on how changes in your intentionality have impacted your day-to-day life and overall progress towards your goals. Adjust your plans as necessary to continue enhancing your intentionality.

This activity is designed to make you more conscious of how your everyday decisions and interactions contribute to or detract from your long-term objectives. By regularly conducting an Intentionality Audit, you ensure that your actions are consistently aligned with your deepest values and goals, paving the way for genuine success and fulfillment.

www.drjolenechurch.com

DJC CONSULTING, COACHING
AND TRAINING, LLC



What if your team's effectiveness was just a training away?

LET'S TALK ABOUT HOW I CAN HELP DEVELOP A WORKSHOP
OR DELIVER A KEYNOTE FOR YOUR ORGANIZATION TO MAKE
THIS HAPPEN!

Inspiring Meaningful Workplace Cultures