

Ignite!

SUSAN'S TRAIN YOUR BRAIN SERIES MAGAZINE™
2007 • Issue 2



Kim Bolick

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INSIDE: Stories and Strategies to help YOU live a more peaceful, balanced and productive life such as:

Right Person - Wrong Place

Tips for a Terrific Summer

It Takes Discipline to Be Successful

Followship

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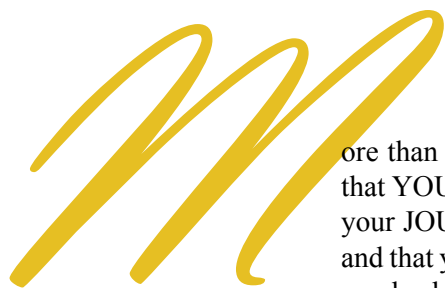


E-Ignite 2007 • Issue 2

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More than ever I am convinced that YOU ARE UNIQUE and your JOURNEY IS UNIQUE and that your journey is not so much about what is RIGHT OR WRONG, it's about

what's RIGHT FOR YOU RIGHT NOW!

I recently read the book, [NOW DISCOVER YOUR STRENGTHS](#) by Marcus Buckingham and Donald O. Clifton. I love to read and process ideas in different ways and with different perspectives. Basically, life's lessons are pretty much the same. But we can hear, read, and learn about things we already know, but hear, read, and learn them in a different way and sometimes understand them on a whole different level depending upon where we are in our journey.

Here's my takeaway from the book: If you want to be excellent in a particular area, maximize your strengths and learn to manage your weaknesses. Improving your weaknesses will never help you achieve excellence, but it may help you minimize your failures!



WOW! So here's what that means to me. Accounting is not one of my natural God-given strengths. In fact, I would call it one of my greatest weaknesses. I will never be great at bookkeeping or accounting, so even if I try to improve my skills in this area, I will never be great at bookkeeping or accounting. But that doesn't mean I should ignore my weakness. In fact, if I don't figure out a way to manage my weakness by learning enough to get a "passing grade" or hiring someone who is strong in accounting, it could ultimately contribute to the failure of my business which could keep me from utilizing my strengths and doing what I believe I have been gifted to do.

How does that apply to you? What are you naturally gifted to do? List your strengths. You possibly aren't even aware of your strengths because they come so naturally for you and you don't recognize them as special or rare. Think about the compliments people give you. What do you hear over and over again? Do people say that you are the organized one? Or the lively one? Or the caring one? Chances are these "compliments" may be related to your natural strengths. Once you have identified your strengths, make sure you are in a position where you can maximize your strengths! Also be aware of what could keep you from getting to maximize your strengths? What are your weaknesses and how will you manage them to minimize failure?

YOU are the right person. You have God-given gifts. You were meant to use your gifts to glorify God. He wants to see you excel in your gifted areas! Just make sure you know what your gifts are, that you know how to use your gifts and that you also know how to manage your weaknesses!

If you'd like for us to recommend various programs, books and assessments that will help you maximize your strengths and manage your weaknesses, please contact my teammate and friend Trey Baker by emailing trey@susanhite.com or calling 919-662-7945.

Here's to you, my friend! I am for you!

Warmly,

Susan

the **SUSAN HITE SHOW**



You can listen to Susan's radio show each Sunday morning on Clear Channel radio stations including Raleigh's **WKSL 93.9FM** (8am-9am) and Greensboro's **WMAG 99.5FM** (7am-8am) and expanding soon to other Clear Channel markets. Susan's show is also available anytime online at **www.SusanHite.com**.

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PEACEFUL



my friend, let's talk
about friendship | by
susan
hite



*"Good morning,
my friend!"*

This is how I often begin my radio program, the **Susan Hite Show**, most every Sunday.

I hope it's OK that I call you my friend. Some of you have been listeners on Sunday mornings for more than 3½ years now. About six months ago we celebrated our third anniversary of being on the air. Some of you have joined in along the way and perhaps some of you are brand new listeners.

I once had a program director critique my show and he said, "You shouldn't call your listeners your friend." He said that I was being presumptuous to think you are my friend and that I sounded fake when I said, "Good morning, my friend."

Well, I must admit his feedback made me weak, and for a few weeks, I listened to him, and I even questioned myself. Am I being fake?

Have you ever started to second-guess yourself like that?

Here's what I realized and discovered. First, when someone judges your actions, you have to study the source. That person may be an expert in communication or perception, but are you both reading from the same book? Do you share the same values? Can that person even understand that it's not really about having a show, it's about sharing a message?

You can't listen to voices like that. **You know in your heart what's real and what's fake.** If it's real, don't let anyone steal your joy or your enthusiasm for life and don't let anyone keep you from calling someone "friend" because here's what I believe about that.

Ignite! friendship (cont.)

I was put here on this earth to be your friend, to care about you, regardless of whether I even know you. In my heart, I know I am speaking the truth when I say, “Good morning, my friend. It is so good to be here with you.”

There’s this story about this guy who lived a long time ago. His name was Paul. Let me share with you something he wrote that may be just what you need to know.

I’ll paraphrase it just a bit but basically he’s talking about his excitement for life and all the cool things that are happening in his life.

He says, “So to keep me from being too elated by the surpassing greatness of the revelations in my life, a thorn was placed in my side to harass me, to keep me from being too elated.”

Paul continues, “I begged, ‘Please take this thorn out of me’ and I heard a voice that said, “When you are weak, my power will be strong and not only will it be strong, but it will be perfect in times of your weakness.”

Paul summed it up kind of like this, “For when I am weak, then I am strong.”



Susan with her friend, Tammy Lockamy, Administrative Assistant at Coats Erwin Middle School in Dunn, NC. Hite Resources works with a number of school systems including Harnett County, Wake County, Cumberland County and Johnston County by conducting training programs in the areas of leadership, new teacher and lateral entry teacher training, and the Superintendent’s Teachers’ Advisory Council for Wake County (STAC).

Ignite! friendship (cont.)

So, my friend, let's talk about friendship.

I was in Hallmark's the other day and you know how they always have this inspirational rack of fun little books?

Well, one in particular caught my eye—The Treasure of a Friend, written by John Maxwell. On page 19 he speaks about his friends saying this:

I am here to challenge you, to step on your toes sometimes; not because I want to hurt you, but because I want to help you.

My good friend Trey says, "I'd rather step on your toes than step on your grave."

Sometimes we have to hear some very difficult words from our good friends, words like, "Hey, man, I'm worried about you. I'm worried about some of the

"A true friend really does want you to live your best thoughts, to value what is important to you, and to see your dreams come true."

"A genuine friend encourages and challenges us to live our best thoughts, honor our purest motives and achieve our most significant dreams."

I love that because a true friend doesn't just always say what we want them to say or what we want to hear. **Yes, a true friend encourages you but a true friend also challenges you.**

A true friend really does want you to live your best thoughts, to value what is important to you, and to see your dreams come true.

If I could be so bold as to say, that's what I mean when I say you are my friend and I am yours.

I am here to encourage you, as many of you encourage me with your calls and emails, and sometimes your thoughts that you think I never know about—but somehow—I feel.

things you're doing and how that's affecting you, your health, your family."

I had a listener email me one time and he said, "OUCH! You stepped all over of my toes today, and my preacher always says, 'If you can't say amen, just say ouch!'"

I'm here to help you live your best thoughts, to turn those thoughts into a reality. It was Nelson Mandela who spoke these words written by Marianne Williamson.

"Who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you *not* to be?"

Maybe you say, "Who am I to think I can do that? Or that I can be that?"

I'm here to remind you, "Who are you *not* to think you

Ignite! friendship (cont.)

can do that? Or *be* that?

I am here to help you remember what you value, not what the world values? **You are not in a race with others. Be you. Love you. Make up your own definition of success.**

And yes, I am here because **I do think your dreams can come true.** The last thing I want to do is choke your dreams. I want to stretch your dreams.

So, my friend, that is what I think a true friend does, and just as I try to do these things for you, you do them for me. So thank you for letting me be part of your journey and thank you for being part of mine.

When it comes to friendship, I do think it's important to encourage, to challenge, to stretch. But more than anything, I think a true friend shares the most valuable gift of all—and that is love.

So really, what is love?

When my dad was in Duke Divinity School, his professor asked the class why they wanted to preach. My dad said there were a lot of different answers, but for him it was pretty simple. He said, "I just want to tell people that God loves them."

And, I guess, for me, I just want to share that love.

My friend, here's to some love in your life.



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CELEBRATING FATHERS

This article is dedicated to all the great dads, granddads, uncles and mentors who have invested their love and time into helping us grow to be the people we are.

Thank you!

Ignite! where have all the “snow” men gone?

SNOW DAY! One of those days when the forecasters called for a dusting and a good three inches came down. I knew my youngest daughter, Sydney, was at home excitedly watching the fluffy flakes float gently to the ground and begin to accumulate. I had taken my oldest daughter, Sarah, to school that morning before the snow began to fall and I knew she was looking out the window waiting to be dismissed early because of the weather. When you live in an area where snowfall is not a regular occurrence, it has a tendency to make everyone act a little bit like a kid.

I talk to men all the time that suggest to me a wish that they had more time to spend with their children. I have seen statistics that suggest that the

by
trey
baker

Hite
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Trey enjoys a
thrill ride with his
daughters, Sarah
and Sydney.



Ignite! "snow" men (cont)

number of hours that men actually spend with their families is diminishing. I see couples all the time that struggle with cutting out enough hours for them to enjoy quality family time. So, in light of our recent winter blast I have one question. Where have all the snow men gone?

It didn't really hit me at first when I took my daughters sledding across the street from our neighborhood. We had this enormous area of hills all to ourselves; we played until the day began to turn to night. The whole time we were the only ones out. It would be different if we lived in the country, but we are in one of those cookie cutter neighborhoods where hundreds of houses dot the landscape as far as the eye can see. However, the next afternoon, it struck me when we were building our snowman. There were hardly any kids out playing and the absence of snowmen from the front yards was only compounded by the missing parents, especially dads, which were not out playing with the children on this snowy, beautiful Saturday afternoon.

In a day when reality television, terror alerts and random violence have become the centerpiece of our conversations, we sometimes miss the opportunities we have to build memories with our little ones...before they are no longer little and memories cannot be built. Day after day, week after week, we go and we do; then we justify our overindulgence into other areas that cheat our families by saying, "well, I've worked hard and I deserve a break." We try to replace relationship with activity and we wonder why when our children reach the "tween" years they begin to slip away from us. We have built our time together based on the number of activities we can use to occupy time and then when our activities cease to be of mutual interest, there is no bond and no relationship that keeps us together. I know men that can rattle off every stat of their favorite sports team or NASCAR driver, but couldn't begin to tell you what size shoes or clothes their child wears. So what's the big deal? Perhaps nothing. I just believe that our families deserve more than what's left over from our hectic schedules and fantasy sports indulgences. Nothing replaces relationship. It's not about gifts and presents but about guidance and presence.

In Andy Stanley's book, Choosing to Cheat, he emphasizes how in our lives when it comes to time someone will get cheated. As men, we only have one unique roll in our families and that is father to our children. We can be replaced in every other facet. And yet, we seem to be willing to cheat the very place where we are unique and that is with our family. I know there are demands on our time everyday, but you should choose to cheat somewhere other than your family. I could give you a list of where to start, but you already know where, don't you? The next time it snows, cheat some time from somewhere else and build a snow man with your family.



DAD,

When I was born,
You were there to catch me
when I fall, whenever and
wherever.

When I said my first words,
You were there for me, to
teach me the whole dictionary
if need be.

When I took my first steps,
You were there to encourage
me on.

When I had my first day at
school, you were there to give
me advice and help me with
my homework.

I still haven't finished school,
or walked down the aisle, or
had my first child.

But I know you will be there
for me through all these times
and more, the good and bad.

So I just wrote this to say
"I LOVE YOU DAD!!!"

- Louisa Mansfield

Ignite! right person - wrong place

by
susan
hite



YOU ARE THE RIGHT PERSON. ARE YOU IN THE RIGHT PLACE?

How can you make sure you are in a place where you can thrive? What can you do about it if you are not?

Over the years, I have received quite a few heartbreaking emails. I say heartbreaking because you know people are doing everything in their power to advance, to get ahead, and to get promoted; yet it seems time after time they are getting turned down, and instead of looking outward, they are just looking inward.

Have you ever felt like that? And, you keep thinking what is wrong with me? What am I doing wrong?

Maybe, just maybe, you are not doing anything wrong, you are just in the wrong place.

I was reminded about one of life's lessons this past week when I heard from Donna who has been a faithful listener of the show for three years now.

That lesson is to make sure you are the right person in the right place, and if you are not, either accept it, figure out how to change it, or get out of it.

Without getting too personal, I will just say this. Donna has been with the same company for more than seven years. For the third time she has been passed over for a promotion only to see someone fairly new in her organization with less experience land the job.

When you get excellent reviews and your track record is great, you do stop and scratch your head a bit when you get turned down again and again and again.

You ask yourself, "What am I doing wrong?"

Maybe you are not doing anything wrong. Maybe you are just in the wrong place.

Donna has discovered there are a couple of things that are highly valued in her workplace:

1. What you know
2. And how you look.

"That's all I can figure," Donna told me. "When you have excellent reviews and you know your job and the business but you don't have a model's body or designer fashion clothes but others do, you start to wonder if that what's keeping you from getting promoted?"

You hope not—but sometimes you have to look at what is valued in your workplace. Sometimes image as a value makes perfect sense.

I mean if you teach high impact aerobics, you should look like you can do high impact aerobics.

If you are in the fashion business, you should dress fashionably.

If you are a dentist, you should have nice teeth.

You get the picture, right? I mean sometimes image is very important and that just makes sense.

In Donna's case, she finally asked someone in HR, "Could it be that I am being passed over because I just don't have the look?"

Ignite! right person - wrong place (cont)

The response? “Well, in an advanced position here you do have to go in front of clients from time to time, so the way you present yourself is very important.”

I would never say what you should do, but I would say to figure out what is right for you and then act accordingly.

This is not a case of what is right or wrong. It is just how it is. You have to figure out what is right for you and then decide what you will have to do to accept it, fit in, or move on.

Ask yourself:

1. Do I simply want to just accept how it is and quit trying?
2. Do I want to acknowledge how it is and make some changes so I am a better fit?

OR

3. Do I want to say: Hey, this just isn't for me; I need to find the place where I fit?

Until you get really clear about the answers to those questions, it's going to be one frustrating experience.

Sometimes it's important to stretch yourself—to challenge yourself to make some changes—and other times it's important to challenge yourself to find some places where you are a better fit.

There's nothing wrong with aligning your interests with your environment.

I remember being in Florida one time where I met a very mature, professional skin care therapist. She took her business very seriously. She was always neat looking, conservative in her dressing style with make up perfectly applied, no visible tattoos or multiple piercings, always on time, and impeccable with her words and her work habits.

I'll never forget how frustrated she was that day I met her.

It seems she was working in a salon—a very edgy salon—trendy, stylish, and full of young cosmetologists, and when I say young, I mean 18, 19, 20 years old. She was 40.

Ignite! right person - wrong place (cont)

According to her, these young people just didn't have any kind of professional work ethic. She had a long list, but there were things on the list like they wore what she considered unprofessional clothing, like sleeveless tops that showed off their belly rings.

It was driving this woman absolutely crazy.

How could she be professional in this unprofessional setting?
Didn't anyone care? Didn't the owner know?

Look! When smart people do what you think are stupid things, there's usually a reason why.

Smart can be defined in many different ways, but if you've got a successful business, you've done something right. Maybe, just maybe, the salon owner knew exactly what he was doing. He wanted that kind of salon and there's nothing wrong with that unless you work there and *you* think there's something wrong with that.

Hey! You're the right person—in the wrong place.

Not long after that, I got a second letter from this woman who had since moved into a private skin care office where she specialized in facials in what she described to be a very professional setting. She said she was now in the right place and wondered why it had taken her so long to see what was so simple.

Simple is not always so easy to see in the moment, but boy it surely looks simple from that rear view mirror.

Successful people know how to define success for themselves and then they work to get in environments that will work for them.

Donna, you are the right person and my hope for you is that you will find the right place where you will be valued for the talents you have and that one day you will look back and think, "Wow! What took me so long to realize there was nothing wrong with me, I was just in the wrong place!"



**Successful
people know
how to define
success for
themselves
and then they
work to get in
environments
that will work
for them.**

BALANCED



Ignite! tips for a terrific summer

from the teachers & teacher assistants at
Wilson's Mills Elementary School

I had the privilege of sharing a message at Wilson's Mills Elementary School. It is a part of the Johnston County School System in North Carolina. Like many schools at this time, the students are out for summer vacation and the teachers are back in the schools finishing up items for this year and looking ahead to next year.

BEEN/NOW/GOING were three focus words as we launched into our session. Where have we been? Where are we now? Where are we going? It didn't take long for the discussion about where we are going to demonstrate the importance of pressing the mental pause button and focusing on ourselves for a period of time. Summer is a great time to evaluate our journey and here are some tips from the team at Wilson's Mills.

cont. on next page

by
trey
baker

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Ignite! terrific summer (cont.)

1. RECHARGE:

We all have our unique way of getting our batteries recharged. What is it for you? Is there a conference you like to attend or a place you like to retreat to? Maybe it's just someone you get encouragement from whenever you meet. It is so important to be operating at full capacity and that means taking the time out to re-energize.

Susan recharged
her batteries
poolside at a
Florida resort as
she enjoyed
a few days
of sun and fun
with her family.



Ignite! terrific summer (cont.)

2. REFLECT:

Look back. What happened to you over the last several months? Think about and celebrate your successes and evaluate your opportunities for improvement. As one teacher who had less than perfect circumstances when she started put it, “when I looked back over the school year and saw where things were when I started and where they ended up, all I could think was....I did it!” How exciting to succeed in spite of overwhelming challenges.

3. RELAX:

We don’t rest long enough to determine if the things we think, say and do are even worth thinking saying and doing. We simply go on with the many “musts” and “oughts” of life as if they were life and death. That’s paraphrasing one of my favorite quotes from Henri Nouwen and it is so true. Relax. Disconnect from the electronic leashes and take some time to evaluate the many things that call out for your time.

4. RENOVATE:

Webster defines renovate as: *to restore to a former better state (as by cleaning, repairing, or rebuilding)*. What in your life needs to be cleaned, repaired or rebuilt in order to return to a better state? The answers can range from a relationship to a room at your house but the results many times are the same. Whether it’s our hearts or our houses, we receive an inner peace when we renovate.

5. REVIVE:

Now that you have recharged, reflected, relaxed, and renovated it’s time to revive. Have you ever driven by a church and seen a sign for “revival,” or perhaps a big tent with the same type of signage? Sometimes we all need to be reminded about what’s important in our own life and work to revive the focus in that particular area. It is so easy for our personal hopes and dreams to suffer due to distractions and disappointments and then they....well, they can begin to die. So, take the time and revive the things that matter most to you this summer. After all, as Andy Stanley says, “we all will end up somewhere in life. You have the opportunity to end up somewhere on purpose.”

NOTE: For information on brining the TYB message to your school, please contact trey@susanhite.com.



Ignite! doing what you have to do to do what you want to do

the key is discipline



by
susan
hite



Doing what you have to do to do what you want to do, or to be what you want to be, or to have what you want to have, or to get where you want to go can be reduced to just one simple word: discipline.

That is simple to say but much harder to do.

Consider this idea of discipline knowing that doing what you have to do can sometimes throw you into that survival pit. But getting to do what you want to do, what you were meant to do, what you aspire to do—that's the result of being disciplined, and that's a huge part of your success—and even with your opportunities—to be significant!

Every week on the Susan Hite show, we talk about things that have to do with our survival, our success and our significance. On a recent show, the focus was on discipline.

When you look up the word discipline in the dictionary – there are quite a few entries. Interestingly enough, I have found definitions that range from punishment to instruction.

Why do we think of discipline as punishment? Well, because, frankly, sometimes that is exactly what discipline feels like.

Just ask the athlete who gets up at “0-dark 30” to get in some extra practice, or the full time employee who is going to school at night to pursue a degree, or the person who is trying to shed ten pounds and chooses a carrot over a breadstick.

That stuff takes discipline. It is doing what you have to do, not necessarily what you want to do, to do what you want to do, to be who you want to be and to get to where you want to go.

“...getting to do what you want to do, what you were meant to do, what you aspire to do—that’s the result of being disciplined, and that’s a huge part of your success...”

Ignite! the key is discipline (cont.)

I am working with a national company who wants to deliver five-star service to its customers. One thing I know for sure is that their WANTED is not broken! They want to give five-star service. The desire is there, but the discipline is missing. Without discipline, desire cannot be connected to results.

Have you ever wanted to do something, be something, or be known for something, but there is a gap or inconsistency in what you want?

First of all, I think we are human. We are not perfect and there are always going to be gaps, but I do think we can narrow those gaps when discipline follows desire.

Thursday morning, I was driving my 10-year old daughter to school. She is in the fourth grade and we were talking about how after this year she only has one more year of elementary school before middle school.

One thing we have tried to do as parents is share the power of knowledge with our children. The more you know, sometimes the more choices you have, and when you have choices you feel more like the champion of your life than the victim.

So we started talking about the options for middle school. We talked about public school, private school, and home school.

“Is private school where Graelyn goes?”

“Yes,” I told Holly. “She goes to Wake Christian Academy.”

“Do they have Bibles there?”

“Yes, I’m sure they do, Holly.”

“Do only Christians go there?”

“Well, I would think so.”

“Do they always act like Christians there?”

Wow! What a question. I had to really think about that one.

Knowing none of us is perfect, I asked Holly, “Well, what do you think?”

“Probably not,” she said.

“Probably not,” I agreed, “but I bet they work toward that goal every day and just like any of us who work toward a goal, we are not perfect and we will sometimes fall short of our goals. But that doesn’t mean we are bad people. We are regular people who make common mistakes, and with a little grace and a little discipline, we can bounce back.”

I don’t know anyone or any company, organization or church, for that matter, that *always* lives the mission or the company motto on a consistent daily basis.

We make mistakes, we get off track, but that’s where a strong discipline comes in. It is the power to know when we are off track, the discipline to do what we have to do to get back on track, so we can do what we want to do, what we are meant to do and what we are called to do.

DISCIPLINE, as Merriam Webster’s online dictionary says, can range in meaning from punishment to instruction.

Ignite! the key is discipline (cont.)

When it comes to our success and even our significance in life, I think discipline is a key component. Here are two definitions of discipline for us to think about.

Merriam-Webster's online dictionary says
DISCIPLINE:

○	<i>5a : control gained by enforcing obedience or order; 5b : orderly or prescribed conduct or</i>
○	<i>pattern of behavior; 5c : <u>SELF-CONTROL</u> 6 : a rule or system</i>
○	<i>of rules governing conduct or activity</i>

If you are like me, you are naturally right-brained. You love being creative and spontaneous. You hate rules and procedures and policies; but you have learned to value rules, procedures, and policies. And in fact, in a weird sort of way you have actually come to love and crave rules, procedures, and policies because you know that without them you don't get to do what you love to do.

Or perhaps you're the opposite of me. You are

naturally left-brained. You are procedure and process driven, so being disciplined comes much more naturally for you. But regardless of how your brain is hard-wired, discipline is always easier to talk about than to actually implement.

Just ask any manager who is short-staffed. If you discipline your employee who keeps coming in late, the employee just might quit on you and then he or she won't come in at all and that means you will be working the employee's shift, too.

Discipline takes courage, sacrifice and willingness to do what you have to do until you can do more of what you want to do.

Discipline takes action. It is not enough to talk *about* the person who is not following the proper procedure; you have to talk *to* the person who is not following the proper procedure.

It is not enough to talk about what you desire to do; you have to have the discipline to actually do what you will have to do before you ever get to do what you want to do.

Without discipline, you will stay in that survival pit. It is a universal lesson of life.



Susan and her TYB Team enjoy hearing how a group of teachers at Coats Erwin Middle School in Harnett County have connected "Behavior to Results." Hite Resources treated more than 70 teachers to a spread of BBQ and all the fixin's at a TYB Celebration Session to reward the teachers for their hard work in the classroom and in the TYB@SCHOOL 10-month series in which they participated for 2006-07.

STAY CONNECTED to Susan

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PR DUCTIVE

Ignite! it takes discipline to be successful

Sometimes discipline feels like punishment because discipline is about doing the hard stuff, the things you do not want to do nor necessarily enjoy doing, but the things you **ABSOLUTELY** have to do in order to have any chance of success.

Here are **four things** you need to know **about discipline** when it comes to being successful.

#1 – NEVER LET UP.

I loved what Coach Sylvia Hatchell said last week about her Lady Tarheels. They were playing Purdue University and Carolina was absolutely dominating during the game.

You know what it is like; you're up, you're ahead and everything is working. This is probably the most critical time of any game. You must stay focused and keep being disciplined by continuing to do the things you did to get you there.

After half time when I heard Coach Hatchell talking about what her girls had done and what they would still have to do in order to win the game, I knew the Lady Tarheels were going to be OK.

by
susan
hite



Ignite! discipline (cont.)

Coach Hatchel said, “I’ve told my team there are some sharp shooters for Purdue, so don’t let up, keep being aggressive and stay focused.”

That’s exactly what the Lady Tarheels did and they wound up going on to beat Purdue.

Now, does staying focused and being disciplined always produce the win?
And is winning the only way to define success?

Absolutely not. A win is not defined only on the scoreboard.

I know that is tough to hear when you lose, but you have to always remember that winning is much more than the final score. Winning is so much more than points scored; it is about lessons learned; it’s about teamwork; it’s about loyalty. Winning is about passion; it is about purpose; and, it is about giving people a reason to live. Winning is so much more than a “W” in the win column.

Also, there has not been a greater team this year than the Lady Wolfpack under the amazing leadership of Coach Kay Yow.

Like the Lady Tarheels, the Lady Wolfpack were also in the NCAA finals. They went to the sweet sixteen and played the University of Connecticut, and I mean they *played* the University of Connecticut.

Talk about discipline. Those girls for NC State never lost their focus, or their desire to win and to play their very best for their coach, Kay Yow, who, as many of you already know, is battling breast cancer.

They went into overtime but came up short at the end of the game. But I can promise you this. They didn’t come up short in my book.

I heard Coach Yow say that she never considered herself a basketball coach; she said she was a life coach.

You sometimes wonder how drawing up a bunch of X’s and O’s can have purpose and meaning and significance, but just ask Kay Yow and she will tell you it is not about scoring the two points; it’s about what you learn when it comes to *how* you score the two points.

“...winning is much more than the final score. Winning is so much more than points scored; it is about lessons learned; it’s about teamwork; it’s about loyalty. Winning is about passion; it is about purpose; and, it is about giving people a reason to live. Winning is so much more than a “W” in the win column.”

Ignite! discipline (cont.)

I can't say that being disciplined will always make you the "winner" as most people may define winning, but I can say that discipline teaches you lessons that go far beyond the scoreboard.

In summary, never let up; it takes discipline to stay focused, to keep fighting, to keep pressing on no matter what the circumstances.

#2 – REMEMBER YOUR REASON.

You, as everyone, have something that drives you. I think the more passionate you are about what drives you, the more successful you will be at doing what you have to do in order to do what you want to do.

My friend Chip Bolick was at my house the other day.

We were talking about what drives us and why we are willing to do the things we do—and not only willing to do them—but with a cheerful heart.

No one has a more cheerful heart than Chip Bolick. That guy is so grateful and happy just to be alive.

So, he tells me how he was visiting with a client one day and the visit got personal. His client started sharing that sometimes he got discouraged, frustrated in his job and just felt like quitting.

You know what that feels like—right? You just wonder is it worth it? Why do you do what you do? And, how in the world will it ever connect to what you want to do?

Chip said,

“Man, what you are feeling is completely normal. It happens to all of us and it's during those times you have to have the discipline to remember your reason. Why are you here? Who are you here for? What's really important to you?”

So Chip continued, “When I'm feeling like that, here's what I do. He said he went over to the guy's phone in his office, picked it up, put it on speakerphone and punched in a familiar number.

Then, there was that familiar voice. It was Annie, Chip's little girl, on the answering machine.

Chip said to his client, “Anytime I need a little discipline to press on, I call my house just to hear the voice of my little girl. She's the reason.”

Ignite! discipline (cont.)

Everybody has to have a reason, and of course, I know for Chip there are several reasons and his top two are faith and family.

To be disciplined:

#1 – never let up—and when you feel like letting up—

#2 – remember the reason.

What's your reason to be disciplined?

What's your reason to do the things you have to do—to do what you want to do—to do what you love to do—to be who you know you are called to be?

#3 – MODEL IT.

**Whatever you aspire to do or to be, it's not about your words,
it's about your actions. Action is part of discipline.**

Do you ever completely miss the mark?

You're saying it. You're living it. Then one day everything you've done well for so long suffers a serious setback because you didn't model it when it mattered most.

That's a bad feeling. I know, because I have that bad feeling a lot.

Mother Teresa is the one who said, "What you spend years building can be destroyed overnight."

Just the other day I failed again to model what I teach. The opening is so important. People make up their minds about you and about your business in the first 3-5 seconds that they see you, hear you, or visit you.

Those first few seconds of any encounter are critical, and just like the domino that gets tipped, a bad first encounter is hard to correct.

My son came in and I didn't say, "Hello. How was your day?" Or anything. I was actually upset about my daughter. She was upset about something that happened at school and she was crying in our den; and in an effort to protect her privacy, I was rude to my son.

He was oblivious to it all. He was just walking in from school. He had no idea what he was walking into, but when he opened that door, I am sure that my face and tone said it all.

Ignite! discipline (cont.)

“Don’t come in here,” I said. “Leave Holly alone.”

Wow! What a way to welcome someone you love!

We all make mistakes. We all have times when we wish we could have handled things differently. There are times when we don’t model the very behavior we say is important.

I call those “mixed messages,” as when your company motto on the wall is not being practiced down the hall.

All we can do is hope that we are aware of what we are doing and what we are not doing. You can’t fix what you don’t know is broken. And that’s why self-awareness is key to any kind of improvement!

I went out to LA a few months ago to do some work with the Murad Skincare Company—talk about modeling the behavior.

First, they are about healthy skin. Whether it’s what you eat or what you put on your face, it’s all part of their mission.

Yeah, yeah, you might say, sure it is.

But, really, I got the feeling that it wasn’t just about selling skin care products; it was about living a healthier life.

Dr. Murad is big on water based diets and what water can do for your skin. In addition to all the skincare products he has created, he has a water-based diet that he prescribes for people including the people who work for MURAD!

And, here is what was so refreshing. These people were actually following the very plan they were promoting!

Have you ever been a healthcare conference and looked around at all the unhealthy things that were going on? You have to admit it would be very discouraging to see a nutritionist give a speech on the main stage about proper nutrition only to down a bunch of unhealthy food behind stage.

Yet, haven’t we all seen that kind of thing before? People who promote what they don’t themselves live?

We all make mistakes...
There are times when
we don’t model the very
behavior we say is important.

All we can do is hope that we
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You can’t fix what you don’t know is
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any kind of improvement!

Ignite! discipline (cont.)

So, I'm at this Murad skincare conference where everything was about healthy living. For breakfast, we had yogurt, fresh fruit and nuts. For lunch, we had a water-based soup, a leafy, green salad with grilled chicken, and for dessert, a gorgeous crystal sorbet dish filled with strawberries, pineapple and grapes.

I mean it was just cool, and really, quite refreshing, to observe this company modeling the behavior they were promoting.

It sent a big message to me to look at my own life. Am I modeling the very things I am teaching?

Maybe that's a question you need to ask yourself.

Do you have the discipline to model the very things you say are important?

Are you even aware of what you are saying and how that matches up to what you are modeling?

Trust me. I am asking myself these very questions, too.

I'm not talking to you; I'm talking with you.

In review of the key components of discipline and how discipline is part of success, so far we've said:

- #1 – never let up, •
- #2 – remember the reason,
- #3 – model the behavior.

And now the last component—

#4 – CONTROL YOUR BEHAVIOR.

As I mentioned previously, Merriam Webster's online dictionary has various definitions for discipline ranging from punishment to instruction. Specifically, it says **discipline is:**

*5 a: control gained by enforcing obedience or order; b: orderly or prescribed conduct or pattern of behavior; c: **SELF-CONTROL**; 6: a rule or system of rules governing conduct or activity*

Let's hit the pause button on that hyphenated word, listed under definition c: **SELF-CONTROL**.

Ignite! discipline (cont.)

You have two things you can control in life: your thoughts and your response to your thoughts.

You can't control every thought. Some thoughts are just involuntary—like when the doctor hits your knee with that instrument, you just have this natural reflex, and your leg pops up. Sometimes a thought just pops up. Has that ever happened to you? It's like: Where did that come from? But you can be aware of your thoughts and you can control your response to your thoughts.

When you can't control your initial thoughts or what I call those natural reflex thoughts, you can control your response.

That's about it. It starts with your thoughts and everything is a by-product of that.

Self-control is simply a form of discipline. You not only know how to use the power that is already within you, but you actually utilize that power to control your thoughts or at least your response to your thoughts—and you know how to jump-start this power without depending upon anyone else to help you do it.

Now, let me say this. There is nothing wrong with needing help or needing to be inspired to get internally motivated; but when you are disciplined, you know how to seek out help if you need it and you are not waiting for anyone else to do it for you. It would be nice if someone else would notice you need a little help; but even if no one notices and you cannot get it, you know how to start that fire yourself. Yep—a little fuel would be helpful; but if you have to, you will figure out a way to start that fire with a couple of rocks.

Do you need a couple of rocks?

Disciplined people find a way!



[How important is discipline in your life? Do you have a story or key component you would like to share about discipline being part of your success?]

*You can share your story with me when you leave me a message at **1-800-609-9931** or by email to contactus@susanhite.com.]*

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Ignite! following

giving in and
moving ahead



by
trey
baker

Hite
Resources
Content
Development
and
TYB
Facilitator



IF YOU MADE IT PAST THE TITLE of this article congratulations! We live in a culture that is obsessed with leadership. We hunger for the secret recipe of how to become a better leader or to better identify leaders in our organizations. I know...leadership is important. All organizations need some level of leadership. This is not an argument against leadership or suggesting some type of communal decision making process. As the saying goes, “anything with no head is dead.”

ANYTHING WITH NO HEAD IS DEAD.
ANYTHING WITH MORE THAN ONE HEAD IS A MONSTER!

As I travel and visit with various organizations though I have noticed that the problem is not a “headless” organization, rather just the opposite. While anything with no head is dead, “anything with more than one head is a monster.” I don’t have a problem identifying the leaders. There is a lot of vision sharing and mission management going on during the average workday. I really don’t see a lack of leadership in most places. However, I do see a lack of “followship” at various levels inside many places.

If you type in the word “leadership” at Amazon (just for books) you will get over 206,000 returns to sift through. Do the same for “followship” and you will see 174 results somewhat related to the point I am suggesting. One of the best books I’ve read about leadership is John Maxwell’s, [21 Irrefutable Laws of Leadership](#). It is a national bestseller. Something in me wonders, “if I were to write the 21 Laws of Followship (are there even that many?) would it experience the same type of embrace from the publishers?” What would the first law

even be? I believe that in order to follow, you have to submit. So, let’s begin our accumulation of followship laws with that thought.

When I was a young kid I would spend the night with my grandmother on Saturday nights from time to time. There are three things I vividly remember about staying with Grandma. One, she loved coffee and I inherited my love of the magic elixir from her. Two, she had this way of making jelly toast where the butter just saturated the bread and the jelly would almost break through (to this day I have not been able to duplicate this magic). Last, we would watch wrestling together. I’m not talking about the modern day, entertainment version that wrestling has become, but old school, live from the WRAL TV studios, in Raleigh, NC, wrestling featuring Rick Flair, Black Jack Mulligan, and Johnny Weaver, just to name a few. Each of these guys had a submission move. Flair had the figure four leg lock, Mulligan had the claw and Weaver was the father of the sleeper! Even in today’s brutal and controversial world of full

Ignite! fellowship (cont.)

contact fighting most victories come from submission holds.

We view submission as something that someone else does to us in order to get us to give up and then we lose. Because of this connotation we are resistant to the idea of submission. I am not suggesting you simply and aimlessly follow along like the mythical lemming taking the suicide plunge or to drink the Kool-Aid in a bad situation (remember Jim Jones and the Guyana tragedy?). I am suggesting that if you are employed by an organization and believe in the leadership and/or mission, you should submit to their direction. Give input, make suggestions for improvement and offer your opinion but most of all, decide to follow with enthusiasm. Much of the side-ways energy that exists today simply comes from resistance to do the simple things that need to be done.

"...if you are employed by an organization and believe in the leadership and/or mission, you should submit to their direction. Give input, make suggestions for improvement and offer your opinion but most of all, decide to follow with enthusiasm."



Trey practices his skills in "fellowship" as he serves lunch to the teachers and staff of Coats Erwin Middle School during a recent Train Your Brain seminar.

Ignite! followship (cont.)

Submission has such a bad connotation that we rarely use it in this context. As you have read the previous thoughts perhaps a little voice in your head is even pushing back on the whole idea (“submit...never”). The definition of submission is to yield oneself to the authority or will of another. That can sound (and even feel) defeating if you just take it at a glance. So, let’s add to the definition for the purpose of followship. You are in control of what you decide to yield to in the first place. Interestingly enough, yield can describe the fruit or harvest that comes from one’s efforts (as in, it yielded an abundant harvest). So, submission may yield a harvest for you and the organization.

It is not being forced upon you. Instead, you are in control over what and whom you will yield. Submission is a voluntary act. When you approach it from that perspective you can see that the places you choose to submit to are very important because you are signaling your agreement with them. If you can’t agree with the direction of the organization you are a part of, perhaps the question you need to ask is “why am I here?” If the only responses are lack of options and money, then you should evaluate your thinking and career.

We are all under some type of authority; your boss, regional vice president, chief executive officer, perhaps even your spouse. Someone has a level of influence in what we do professionally. In most instances, we can’t simply do whatever we want to do. Even CEO’s

“...submission

may yield

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for you

and the

organization.”

are subject to boards of directors (and look at the scandals that plagued many corporations because some leaders did not submit to the authority around them). You can either resist yielding or figure out how to be **functionally submissive** in your environment.

To be functionally submissive means we follow and we contribute to the direction of our department, team and company. It’s about maximizing our effectiveness in our organization. You

know when to push back, passionately debate with others and more importantly the right way to do it. Regardless of my position or title in an organization I have always had influence with the leaders (and sometimes did not even realize it), and it was because I followed the principal that public loyalty gets private leverage. I knew the right and wrong ways to suggest change and innovation. I also believed in the vision and the leader I was following.

Take a look around you and see if you think there is a lack of leadership. Or, are there plenty of leaders and simply a lack of execution? Are you committed to your team/department/organization? See what type of resistance you receive when you start talking to others about submission and followship. The first law of followship is the law of submission; voluntarily giving in and moving ahead in the organization’s mission. When’s the last time someone told you that you should give in to move ahead?



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