



Notes From Under the Prairie Sky

Issue #4

June 2011



Do you remember when there was only one kind of intelligence (IQ or Intelligence Quotient) and we were all measured by some test which compared us to everyone else and told us whether we were normal or not. I remember taking an IQ test sometime early in high school which gave the teachers and counsellors some guidance on how to "help" me determine my future career. Do you remember that too?

Then over the course of my career I began hearing about other types of intelligence that might be better determinants of future success. Those included the theory of multiple intelligences developed in 1983 by Dr. Howard Gardner at Harvard to account for a broader range of human potential in children and adults. He proposed eight different intelligences including: Linguistic (word smart), logical (number/reasoning smart) spatial (picture smart), body-kinesthetic (body smart) musical, interpersonal (people smart), intrapersonal (self-smart) and naturalist or (nature- smart). He wanted to influence the education systems to teach in ways other than the traditional linguistic or logical models.



Skidoodle at 5 months old
This is how she traveled through BC and the Pacific NW. She is chained because she has chewed through 8 leashes now!!!

Then in the 1990's came the idea of Emotional Intelligence which found that it was not IQ that predicted success but EQ. The competencies found in EQ are self awareness, self confidence, self control, commitment, integrity, the ability to communicate along with the ability to influence and accept change. We learned that the brain cells for emotion also harbor the skills for managing ourselves effectively and Emotional Intelligence

If you are receiving this e-zine it is because you are a leader in a not for profit organization or because you said you would like to receive it. My purpose in sending this to you is to provide some information you might find useful or thought provoking in your leadership role or in your life.

These e-zines connect loosely so you may want to go back and read the earlier editions. They are available at my web site under e-zines.

I am not very proficient at this yet so if you have ideas for improvement or suggestions for topics just send me an e-mail.

For those of you who do not know who I am please have a look at my website at www.prairieskyexecutivecoaching.com

If you think you might want to know me better or might be interested in having me as your personal coach just send me an e-mail or call 406-781-2485.

Remember your first two sessions are free and then it is up to you whether we continue. My rates are geared to the non-profit sector so are reasonable. My mission is to support passionate women in leadership positions however, if you happen to be a man and want to give it a try let me know. I hope each of you will forward this e-zine to anyone you think would find it interesting.

What is Coaching?

The ICF defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Getting coached by Prairie Sky Executive Coaching you won't need to leave your office or pay for travel as all your coaching will be done over the telephone.

means managing feelings so that they are expressed appropriately and effectively enabling people to work together smoothly toward common goals.

It has been my observation that most organizations serving people have come to understand that there are different ways to perceive the intelligence of people and hence of the organizations because of the make up of those people.

Today I would like to move on to a new way of thinking about intelligence. In my last e-zine I presented information about Appreciative Inquiry and how if you begin by exploring strengths you can create change from a position of strength. I presented the assumptions of Appreciative Inquiry and asked if they are alive in your organization or in your life. Today I want to move on to examine Appreciative Intelligence as presented by Tojo Thatchenkery & Carol Metzker. This goes beyond Appreciative Inquiry to unique intelligence shared by most successful people. It involves re-framing reality to reveal hidden possibilities.

Research in the new field of social cognitive neuroscience found evidence of what Tojo Thachenkery had intuitively perceived. A common characteristic of many successful leaders is their ability to appreciate people, to see the hidden value in others and to look past stereotypes. These traits along with persistence, a tolerance for uncertainty and irrepressible resilience show Appreciative Intelligence. Such leaders see positive endings to stories where others might not even perceive a story exists. There are many examples of such leaders if we look for them and I would ask that you look around. Do leaders in your organization have the capacity to create a successful future for the organization and for all of you who participate within it.

Chapter 6 of this book is titled "Seeing How the Future Unfolds from the Present". You may recall several months ago I presented a book and concept called "Theory U" leading from the future as it emerges utilizing an open mind and open heart and an open will. To me the concepts fit together very well. Teachers often re-frame the talents of students to bring out their best and so they can vision a new future. Similarly leaders are re-framing employees as friends instead of part of a system and situations as challenges or mysteries instead of problems. Using this re-framed language is called generative because by virtue of its use it creates or generates a new reality, path or outcome. Individuals and organizations shape each other in a continuous and circular fashion and are affected by the people who have a high degree of Appreciative Intelligence,

Would you like some support as you lead your organization through difficult times.

I will listen, listen some more and together we will co-create pathways to solutions and new opportunities.

If you are unsure if Coaching is right for you or your organization, you can contact Gail

at

gail@prairieskyexecutivecoaching.com



therefore, their interactions can lead to a new climate of organizational Appreciative Intelligence.

As you can see my learning is circular and I continue to see with new eyes how organizations and life work. It is interesting to me that in the USA where I currently reside, it is against the law to use IQ tests for potential employment (they may be discriminatory and show bias) however, those same tests can be used to diagnose or to determine eligibility for particular services. Do you know people who may not have a high IQ but show all of the traits of Appreciative Intelligence? I know I do.

My references for today's article are Wikipedia (IQ): Appreciative Intelligence Thatchenkery & Metzker

*Choosing joy for each of you on
your path,
Gail*