

Change your state, change your result!

By Gaynor Lowndes

Have you ever witnessed the same event as someone else and both had completely different recollections of it? How is it possible that you could both be in the same place at the same time and yet have very different experiences? The behaviour we exhibit is a result of the emotional state that we are in. Our emotional states or moods affect everything we do, every thought, every action and every reaction.

We are constantly moving in and out of various emotional states throughout the day – just like breathing, most of the time we are unaware of a change in our state. All human behaviour is a result of an emotional state. Anything fabulous that you have experienced is a result of your emotional state in the same way that being angry or sad is as well. Many would argue that your mood is a reaction to an external stimulus such as an event that occurs that you have no control over. However, it has been proven that we as humans can choose our emotional state and therefore change our reaction and behaviour to any situation that occurs. This means that we can control how we feel and therefore what we do in any given situation.

CHANGING YOUR EMOTIONAL STATE

Anchoring

Anthony Robbins is a leading motivational speaker and coach. Some of you may have attended his seminars where participants walk over hot coals without burning their feet. He does this by “anchoring” the emotional states of the participants. Basically you create an anchor and then utilise it whenever you need to change your emotional state.

The best way to give anchoring a try is to close your eyes and picture a time you have felt like a million dollars, either professionally or personally. Really “feel” the associated feelings. Once you are in the state, click your fingers. Do it again and again until you have created a habit (normally over a number of days). For the rest of your life, every time you click your fingers, you will instantly feel like a million dollars. Essentially you are creating an association between confidence and physical gestures. Successful people use anchoring as a tool to change their emotional states.

Subconscious re-programming

Paul McKenna is a very successful UK hypnotist, counsellor and motivational speaker. You may recall his TV program that was aired on Sunday nights in Australia during 2005 where he successfully hypnotised people with phobias and issues that not even psychologists were able to solve. Paul advocates both conscious (thinking) and subconscious (knowing) in order to make permanent changes to your emotional state. His book “Change your life in 7 Days” is an ideal tool to assist.

Creative Visualisation

The concept of visualisation can be a bit “out there” for some people. If you are very right brain like me, visualisation won’t come easily. Persevere as this technique has changed my life. Before I did major pitches, I always visualised the outcome in my mind over a number of days beforehand. I believe as a direct result of this technique I was able to close more deals than any of my colleagues or competitors. If you want to be the best recruiter in your space, then think like you are. Visualise how you will look, what you will say and what you will have when you are the best recruiter in your space. Hold the vision and return to it at the end of each day. Stephen Covey in his highly acclaimed book “The Seven Habits of Highly Effective People” says begin with the end in mind. All things are created twice, first in the mind and then in reality. Indeed I have used creative visualisations to manifest many things in my life. Give this technique a try because I can guarantee you that it will change your life.

Developing emotional intelligence

Another philosophy, useful for changing your mood is understanding the concept of emotional intelligence. Daniel Goleman developed the principles of emotional intelligence, believing that IQ and other behavioural tests were an inaccurate predictor of how well a person would perform “on the job”. Goleman has spent many years developing his ideas, gaining his doctorate in psychology from Harvard University.

Why do people behave in different ways when faced with the same situation? Goleman believes that it is because of the individual level

of emotional intelligence. Emotional Intelligence can be defined using ARROW:

- Awareness** – Being aware of how your personality impacts others
- Restraint** – Identifying negative emotions that can cause damage
- Resilience** – Developing an optimistic, persistent nature
- Others (empathy)** – Developing an emotional radar
- Working with others (rapport)** – Communication, active listening

By mastering the concepts of emotional intelligence, we can improve our lives and become more successful in our working environments. Emotions are habits, and like any habit, out of control emotions can undermine our best efforts. However, by unlearning some emotions and developing others, we can have control over our lives. Settle on the kind of emotional force you want to be – how do you want others to feel around you?

The principles of emotional intelligence focus on you as an individual regardless of your circumstances, past or present. By mastering the principles of Awareness; Restraint; Resilience; Others (empathy) and Working with others (rapport) you will also master the dynamics of human interaction – that can only spell success for you and all those who come into contact with you, both personally and professionally.

Learning how to change your emotional state means that you have complete control of your feelings – that’s good for you and for those around you. ■



Gaynor Lowndes
the Managing Director of The Recruitment Training Company has over 17 years recruitment experience, gained in Australia and the UK. The Recruitment Training Company

provides training and consulting services to the recruitment industry in Australia and New Zealand.