



## Quick Links

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## Quarterly Quote:

*"Every act of conscious learning requires the willingness to suffer an injury to one's self-esteem. That is why young children, before they are aware of their own self-importance, learn so easily."*

-Thomas Szasz

## Great Link!

*Noticing the extraordinary*

This upbeat, high-energy clip by Tony Robbins, shows the difference between judger and learner questions in a very compelling way. And it's only 1:16 minutes!

[www.youtube.com/watch?v=cu5wdA0Zglw&feature=related](http://www.youtube.com/watch?v=cu5wdA0Zglw&feature=related)

Greetings!

It's September, and I find myself wanting to sharpen my pencils and buy a new notebook to get into the "back-to-school" mode. Aah, the thought of sitting in a classroom and learning all day- (OK, I'm only talking about elective courses here, not pre-calc!) My education these days doesn't happen in a classroom, but rather in my everyday life where learning opportunities abound.

This causes me to consider where I'm both open and closed to learning, and what the impact on me is. While I consider myself a life-long learner, I notice that sometimes I lean toward external sources (books, articles, podcasts, etc.). Yet for me, the really hard work comes when I focus inward rather than outward. It's noticing and practicing the subtle shifts in how I want to show up in the world that has me learning at the PhD level in the university of life.



What about you? I invite you to join me in this inquiry.

Warmly,  
Kerry

## Learner Mindset vs. Judger Mindset

### *A Distinction*

The questions we ask ourselves in any given situation determines our mindset and outlook. Our entire life is filled with choices- choices about how we will respond to every thought, feeling or circumstance. And what questions we ask ourselves in those moments will influence the choices we make. Marilee Adams, in her book *Change Your Questions, Change Your Life* discusses a Learner mindset and a Judger mindset, based on the questions asked in any given circumstance.

Judger questions include: Whose fault is it? What's wrong with me? Why are they so frustrating and stupid? How can I to go my way? Why bother?

Learner questions include: What do I want? What works? What am I responsible for? What are the facts and what can I learn? What are my choices? What's possible?

For a simple example, a colleague is repeatedly late for meetings with you. A judger response would be, "Why doesn't he respect me and my time?" A learner response would be, "What conversation can I have with him to resolve this for the future?"

It's clear that those questions will lead to different results, and I'd like to say I'm a person who consistently chooses learner questions. Yet as human beings we're all caught up to a large degree in the judger mindset, that little voice in our heads that is constantly

## Reviews

"Kerry gave a dynamic presentation that was concise, clear, compassionate, comprehensive, charismatic, collegial, and probably some other words that don't begin with C. I give her a both thumbs up, and encourage anyone looking for an extremely effective trainer and speaker to contract her, posthaste."

-Ira Bryck, Director,  
UMass Family Business  
Center

## Your Thoughts?

### *Engaging in dialogue*

I'd love to hear your reactions and thoughts to this newsletter. To drop a note, email:  
kerry@watershedcoachingllc.com

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[www.watershedcoachingllc.com/news.html](http://www.watershedcoachingllc.com/news.html)

judging and attacking both self and others. The opportunity to getting on the "learner path" is to be able to move from a judging, unconscious, automatic reaction to choosing an appropriate response. Easier said than done, especially when emotions get involved. But the good news is that we have numerous daily opportunities to practice, and therefore we don't need a classroom and a heavy syllabus to keep learning.

## Reflection Exercise

### *Moving from Theory to Action*

*To support you in being more of a learner, take some time to reflect upon and answer the following questions:*

- In what areas of your life are you learning and growing? What forms does it take?
- In what areas of your life would you like to increase your learning?
- What would that look like? Who could support you?
  
- Where in your life do you see yourself in learner mindset? How do you know? What is the impact?
- Where in your life do you see yourself in the judger mindset? How do you know? What is the impact?
- In which situations might you want to cultivate more of a learner mindset?
- What is your next action based on this reflection?

For a free Choice Map that outlines the learner vs. judger path, see: <http://www.inquiryinstitute.com/book.htm>

## Book Review

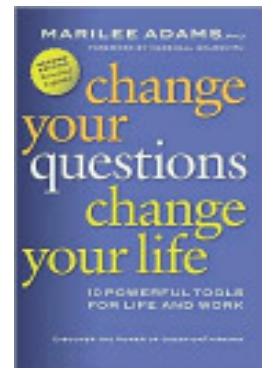
### **Change Your Questions Change Your Life**

*10 Powerful Tools for Life and Work*

Marilee Adams, PhD.

Since I've already shared with you a couple of concepts from this book, it seems appropriate to recommend it for someone interested in learning more about how the questions we ask determines the results we get in the world. In our society, people often talk about having the right answer. This book turns that upside down and reminds us that asking good questions is much more critical in making decisions, working effectively with others, and accomplishing goals.

It's presented in a fictional business story (which some may find a bit hokey), but personally I found it a refreshing change from the standard format business books.



Kerry Secret is a leadership coach for individuals and organizations who inspires the best in individual and organizational performance.

Please feel free to contact me with comments, questions or to find out how I can help you or your organization!

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