



Just like that we have reached the final issue of 2020. As we bring the year to a close, we are reminded of the challenges and successes from 2020 while looking with excitement towards 2021.

Each of us on the Inspero Team is looking at ways we can bring you more content in an easy to digest format.

We have several new concepts that we will be unveiling in 2021.

We are grateful for you! Whether you are an existing client, previous client or interested lurker we are delighted you have taken an interest in what we do. We would love to hear from you. What would you like to see from us in the coming year?

If you haven't already, please [subscribe](#).

Each publication will be sent via email and available for download from our [website](#).

---

In this issue:

QOTD - Seneca The Younger  
E-motion Explored – Pensive  
POI: Edgar Schein, Author  
Coaches Corner – Dr. Bob Frazer

Check Us Out!

---

Find us:

[www.insperoteam.com](http://www.insperoteam.com)

[Facebook](#)

[Instagram](#)

**inspero**  
**eNewsletter**



# QOTD

“Every new beginning comes from some other beginnings end.”

— Seneca The Younger

Also [here](#)



Edgar Schein

## emotion explored:

### Pensive...

- *adj.*
- Engaged in deep and serious thought.
- *adj.*
- Showing or expressing deep, often melancholy thought.
- Engaged in serious thought or reflection; given to earnest musing:

A moment of truth: I didn't know pensive meant what it means. It has a more positive definition than I had originally thought.

Now I think we need to use this word more often. In fact, pensive is the perfect way to describe how

I now try to email. After writing an immediate response to an email I step away from it and ponder it. This time away allows me to more thoughtfully consider the words and phrasing I'm using to explain myself.

### How many other situations would benefit from being more pensive?

From the recent political discussions to the everyday conversations we have with patients, team members and our families, a pensive approach may have positive reverberations.

A former professor at the MIT Sloan School of Management, he is the author of 14 books about organizational psychology, personal development and human interaction. Schein's original research in the mid-1970s identified five possible career anchor constructs: (1) autonomy/independence, (2) security/stability, (3) technical-functional competence, (4) general managerial competence, and (5) entrepreneurial creativity. Follow-up studies in the 1980s identified three additional constructs: (6) service or dedication to a cause, (7) pure challenge, and (8) lifestyle. He also developed three levels of organizational culture: (1) artifacts and behaviors, (2) espoused values, (3) assumptions.

If you are looking to enhance your team or figure out your preferred future and how to get there, then check out how we can help. Our Emotional Intelligence workshops will improve team communication and performance. An Applied Strategic Plan will give you a launching pad to achieve your preferred future.

### Check Us Out!



When doctors call to inquire about a possible coaching relationship, we ask questions beginning with:  
*How can I help you?*

Often the response is one of three:

“I’m getting increasingly frustrated and my practice seems to be stuck. We’ve produced about the same for the last three years and although I’m working harder, we’re not growing – especially in profit.”

Typically, these docs are feeling squeezed by lower insurance reimbursements, lagging team commitment, and growing overhead. Often there is also a loss of personal fulfillment.

The second refrain paraphrased is, “I’m at a crossroads and know that what got me to this point in practice success isn’t likely to get me to where I want to go and I’m not clear on what I really want.”

Lastly, we hear, “It’s time to begin to plan my transition and I want to do this right.”

About now we ask: “It seems like you do not have a clear vision of your desired future, is that correct?”

Most respond, “That’s correct.”

**So, why do we as Performance Coaches find that a clear vision of your future is so essential to long term success?**

In 1 BC, the Roman philosopher/Senator, Seneca said, “Our plans miscarry because they have no aim. When a man (or woman) does not know for what port he is making then no wind is the right wind.” Seneca was right, no ship ever missed the port because the port moved! The captain set the wrong course!



Stephen Covey’s, *The Seven Habits of Highly Effective People*, which serves as a primer for our Applied Strategic Planning Series, tells us that highly effective people are pro-active and that they begin with the end in mind. Very different than the average person who simply reacts to things happening to them, thereby giving others control. Its hard to coach an athlete or a dentist until we know where he/she wants to go.

**So, what is a Vision?**

It is a waking dream of a desired future state for you, your family and practice - if each were the best they can be.

It is about greatness in terms of releasing your highest potential.

It comes from the heart not the head.

Lastly, it must be written for the act of writing is a critical act of clarification and ownership.

Proverbs tells us – “Where there is no vision the people perish.”

More information about creating an empowering vision can be found [here](#).

If you have questions, please [contact us](#).