

Saying No, With Grace & Grit



By

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By Michele Molitor, CPCC, PCC, RTT

If you're like a lot of successful women leaders, you have a lot on your plate. There are businesses to run, meetings to go to, kids to take hither and yon, husbands or partners or friends who need you and perhaps even elderly parents that also need your time and care. All of these compete for your unwavering attention - pulling you in multiple different directions all at the same time it would seem.

This constant doing, doing, doing, usually means there isn't a lot of time left over for YOU, your self-care, your health and your well being. Stay on this hamster wheel for too long and you'll get burnt out, exhausted, maybe even feeling frustrated, sad, resentful or down right angry! It's a common trap that women fall into. We have a natural tendency to want to care for the people that are important to us.

Over time, this constant way of "being" - of pushing through to get one more thing done - becomes a habit and habits become comfortable (even though it's really not "comfortable"). It becomes engrained in you, *literally*, at a cellular level. All of this stress (and the emotions that come with it) releases a flood of endorphins, chemicals and hormones into our system (Our Fight or Flight or Freeze mechanisms get triggered) to help us "survive" the situation. Lucky for us, we're really not fighting off lions or tigers or bears... (Oh my!)

All of these chemical reactions that our brain has flooded our system with then get stuck in different places in our bodies, unless we take the time to take care of ourselves by eating right, exercising and listening to what our body needs. This stress, this "disease" then turns into physical ailments, ranging from a simple cold to depression to a host of major illnesses such as heart attacks or cancer!



Are you finding yourself caught on this “I’m Too Busy” hamster wheel? And you don’t know how to get off? (Similar to I’ve fallen and I can’t get up...)

Well, you’re not alone.

It seems we have a plague of this happening all across the country. Problem is, old habits die-hard. It’s going to take some re-wiring of your brain *and* your habits, those habitual ways of *Doing AND Thinking*.

**“The thing you fear most has no power. Your fear of it is what has the power.
Facing the truth really will set you free.”**

- Oprah Winfrey

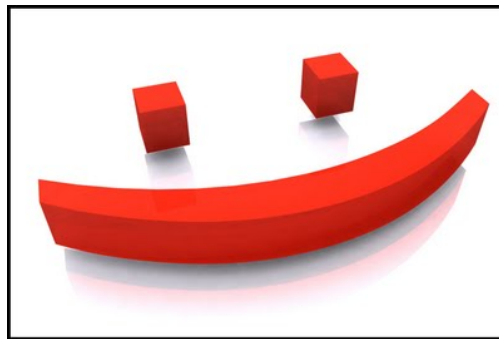
I’ve conducted a lot of interviews with successful women business leaders from around the world to learn more about their “habits of busy-ness”. I’ve talked with a wide range of women who own their own businesses, or are executives in for-profit and non-profit organizations. The trending theme of “I need more time” has been very revealing!

As I’ve gone deeper into these conversations with these brilliant and successful women, I’ve realized that this perpetual habit of “Being Too Busy” and their “I Don’t Have Enough

Time” theme song is in part because of an in-ability to *effectively* say No. To stand in their power and say no to the things that take them away from what’s really important.

As women, we generally have a nurturing core and serve as caretakers in many ways in many different areas of our lives - consciously and unconsciously. What I’ve seen is that women say yes because *they don’t know how to say No without feeling guilty*. Or, when they do say no, they are accused of being a “bitch”, “selfish”, or a host of other adjectives (which can lead to a whole different variety of emotional reactions).

Good News!



There actually is a way to say No in a respectful way that honors both parties.

We get ourselves in trouble when we *don’t* honor ourselves and say yes to things that push us over the edge of our capacity. When this happens we quietly (or not so quietly) can fall into being a victim (they made me do this...) or martyr (I always have to do this because no one else will...) mode. When we get pushed past our edges, this can very easily lead to frustration, blame, overwhelm and much more. And, these emotions then tend to come out at inappropriate times, with the wrong people.

And thus begins the cycle... saying yes, getting overloaded with too many things on your plate to effectively manage. Then you’re left feeling exhausted and worn out. This exhaustion leaves us in a raw state where our nerves seem to rise to the surface of our skin more easily. Little things become aggravating, frustration builds and builds, and can easily (and quickly) turn into resentment and even anger.

This “Dis-ease” will, over time, lead to host of physical “issues” - from creaking bones and aching backs, to a whole host of disorders and illness. And the more we say yes to, the less time we have to take care of ourselves to work out those pent up emotions and the cycle goes even deeper and deeper.

Does This Sound Familiar To You?

I thought so.

So how *Do you* stand in your power and say no with respect - speaking your truth while honoring yourself, and the other person’s request?

Here are five steps to help get you to NO in a good way and take back your power:

1. **Notice where you’re sacrificing your own needs to avoid social pain (being judged, FOMO (Fear Of Missing Out), not “liked”, etc.).** If you’re not operating at your best, you can’t give your best to others. Make yourself a priority and put your ego to bed.
2. **Listen to your body and your intuition.** What does it have to say? Is *this* the straw that will break the camels back? Show yourself and your magnificent body some respect. Honor its wisdom. When you do, you’re honoring both yourself and the other person, letting them know what’s needed for you to be at your best to successfully fulfill their request.
3. **Tune into your internal dialogue and determine if you have an “I’m not _____ enough” story going on.** If you’re comparing yourself to others, there will always be flaws to find. Remember, you’re perfectly imperfect, beautiful, whole and complete - just as you are. Choose to say Yes or No intentionally, versus letting your fears make the choice for you.

4. **Check in with your boundaries.** Does saying yes to this request honor your boundaries and personal needs? If it doesn't, look for ways to create the win-win that do honor your boundaries and the other person's request. Or give them a clear "No - Please respect my boundaries." Remember to choose consciously about how you want to share your precious spirit, energy and time with others.

5. **Determine if your Yes's are being driven by the winds of life and external factors.** You are always at choice. Deliberately choose how you want to spend your time - based on your values, your priorities and your goals.

Bottom line: Learning how to say No is really about showing yourself love and respect by setting boundaries that nurture your heart, mind and spirit.

**“When trying to teach someone a boundary,
they learn less from the enforcement of the boundary
and more from the way the boundary was established.”**

-Bryant H. McGill

It's amazing what two little letters can offer! By learning to say No with grace and grit, you're actually able to give the other person a gift. Yup - a gift. Helping them find the person who can give them a Whole-hearted Yes instead of a half-ass one that leaves both parties less than 100% happy and satisfied. This will help increase your sense of work-life balance and enhance your abilities as a leader to be more present with others in each moment.

NOTE TO SELF: How you act and what you tolerate is how you train others to treat you! So, the more you respect yourself, the more others will respect you too.

Here are a few questions for you to ponder:

- What is ONE THING you can say NO to today?
- By saying No, what value of yours will you be honoring?
- What about that particular value is important to you?
- By saying No, what are you actually saying Yes to instead?
- When you do say No as a way to honor yourself, how does that feel?

By learning to say No with grace and grit, you can begin to build up a new habit of making choices that honor your heart, mind and spirit. These choices will help you stand more confidently in your power while also setting you on a path to not only create more health and well being in your life but also will most likely give you more time, joy and success too.

*“Happiness is when what you think, what you say
and what you do are in harmony.”*
~ Mahatma Gandhi



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Your Executive Confidence Coach & Rapid Rewire Expert
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PS. If you're ready to rewire your brain and unlock your power to achieve everything that is important to you, then **email me at: rapidrewire@nectarconsulting.com** and tell me what you're struggling with.



About Your Coach

**Michele Molitor, CPCC, PCC, RTT, C-Hyp
Your Executive Confidence Coach &
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Michele is the Founder and CEO of Nectar Consulting Inc., and co-author of the best-selling book “Breakthrough Healing.” She works with executives and entrepreneurs bringing over 25 years of experience, intuitive insights and strategic business savvy to their success. She is an expert at enhancing the capacity of leaders, to build high performing teams and exponentially increase bottom-line results.

Michele’s unique Rapid Rewiring™ approach is a culmination of years of study in the realms of emotional intelligence, neuroscience, organizational psychology and Rapid Transformational Therapy. She helps catalyze shifts in thinking and eliminate mental/emotional blocks to rapidly rewire your brain for greater confidence and success.

She has provided executive coaching, training, leadership development, organizational development and Rapid Transformational Therapy globally to individuals and entire organizations in a variety of industries verticals: Insurance, Law, Engineering, Education, Marketing, High Tech, Finance, and Real Estate in both the public and private sectors. Helping organizations revitalize their teams, enhance emotional intelligence, create strong cultures of positive communication while infusing them with clarity, purpose and greater productivity.

As a nationally recognized speaker, certified executive coach, certified Rapid Transformational Therapy (RTT) practitioner, certified hypnotherapist, consultant, trainer, and writer, Michele’s passion for helping amplify natural talents and expand leadership is conveyed through all aspects of her work and writing.



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