

The Chrysalis Program

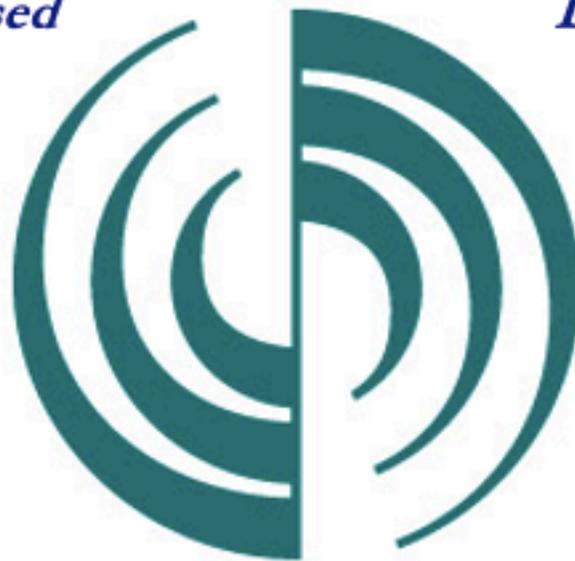
Transforming Women's Lives

SUMMER

Focused

FALL

Disillusion



SPRING

Rebirth

WINTER

The Chrysalis

Dear Chrysalis Participant:

We welcome you to *Chrysalis: Transforming Women's Lives*, a program on renewal and change. We hope that you will find this experience to be a new beginning for the next segment of your life.

The seminar is based on three important approaches to adult learning. You are given a chance to learn a new concept, practice it in your small group and then reflect on it, so that you can design the kind of life you want. This continuous cycle of learning culminates in an action plan that you develop for yourself.

The seminar is also based on the following principles that we feel are important and essential to women's lives:

Context is key. Women's work and life roles are hectic and complex. We often give up our personal time and as a result feel isolated and overwhelmed by the demands of others. Build in time to be with other women and to be alone. Take care that the setting provides nourishment for the body and the soul. Foster generosity of spirit.

Create a learning environment. Reinforce self-discovery and build capabilities through an experiential design. Provide a safe but challenging space. Enable participants to experience the freedom and support they need for self-empowerment.

Work from the inside out. Start with Purpose (the "why"), then build a vision (the "what"), and from that create a plan (the "how").

Change takes time. Do some pre-program diagnostics (a "life review" and a "wellness" questionnaire) and some post-program follow-up (two monthly small group calls).

Clarify options. Based on our stories, discover the wide range of options open to each of us and create possible future scenarios to evaluate.

Surface obstacles. Spend time examining the internal and external hurdles and conflicts keeping us from moving in our desired direction.

Move in rhythm. Provide a mix of head, heart and hands to draw on the many facets of women's talents, and be open to changing the rhythm to suit the needs of each group.

Encourage balance. Integrate "doing" with "being" in concept and practice to create a whole experience.

Include short-term wins. Don't worry about grand plans. Once the vision is in mind, go for some obvious or easy wins to get started.

End with action. Be sure each step in the journey provokes possibilities for action and that these commitments are integrated into a workable plan.

Be yourself. We are successful women who have experienced life's challenges and enriched our lives through changes we've made based on the principles we model. Pass it on!

We encourage you to make yourself at home at *Chrysalis*. Have fun and invest your energy in the activities of the weekend.

Sincerely,

Sue Griggs

Valerie Matthews

Susan Wright

CANDLE

To Be A Woman

I am finding that it takes a lot of time to be a woman,
to have a feeling of space and breath,
a chance to sink into myself.
As long as I take time every morning to light a candle to my life,
it remains my life, but if I hurry into my activities without that small
moment of quiet, then I've already lost myself, and the day.
The task, for me, is to care, daily, for myself and my life,
to love and to nurture, within myself, moment by moment, the quality of
quiet presence, quietly being present to my life, which sanctifies it.
To live as if the candle is lighted.

Author Unknown

Chrysalis: Transforming Women's Lives

A G E N D A

FRIDAY

- 3:00 Lighting Our Space: Introductions & Group Norms
- 4:00 Honouring The Past: The Story of Your Life (Small Groups)
- 6:00 Break
- 6:30 Dinner
- 8:00 Moving to the Present: The Cycle of Transformation
- 9:15 Closing

SATURDAY

- 8:00 Breakfast
- 9:00 Check In
- 9:15 The Current Life Composition
- 10:15 The Importance of Values & Vision
- 10:45 Break
- 11:00 Clarifying Values & Vision (Small Groups)
- 12:00 Lunch
- 1:00 Finding Life Purpose
- 1:30 Planning on Purpose (Small Groups)
- 3:00 Break
- 3:15 Aligning Purpose with Roles & Activities
- 3:45 Shifting Current Roles (Small Groups)
- 4:30 Break

SATURDAY continued

- 6:30 Dinner
Being in the Future: Conversations as Your Future Self
- 8:00 Voices from the Future
- 8:30 Letter from the Future (Small Groups)
- 9:15 Closing

SUNDAY

- 8:00 Breakfast
- 8:45 Getting There from Here: Working Through Resistance
- 9:00 Boulderling (Small Groups)
- 10:45 Check In
- 11:00 Taking Your Life Into Your Own Hands: Your Future Story
(Small Groups)
- 12:00 Working Lunch
- 1:30 Action Plan Presentations (Small Groups)
- 2:15 Sharing the Future: Insights, Changes
- 2:45 Closing: Keeping the Space Alive
- 3:30 End

Group Norms

The Chrysalis Seminar is designed to facilitate individual life plans, using group process and one-on-one coaching to facilitate the selection of optimal goals and objectives.”

To create both a safe and challenging learning environment, we suggest the following group norms:

1. Stay focused on why everyone is here: to evolve a personal/professional plan.
2. Honor each person by listening and giving the necessary space for each individual’s story and plan.
2. Speak only for yourself. Be responsible for your own needs and wants. Be sure you get what you came for.
3. Maintain confidentiality with all names, addresses and personal information. Keep the seminar material “here”.
4. Sessions will begin and end on time, unless the group makes an alternative decision.
5. It is important to keep outside distractions such as phoning, etc. to a minimum. It is important to give yourself the time and space to reflect on where you are and where you want to be.
7. Other norms that are important to you...

The Prologue:

Honouring and Letting Go of the Past

Once Upon a Time

The Opening Act

Before we can move on with our lives, to begin creating our future and taking our lives into our own hands, we need to let go of the past. We need to release those emotions and thoughts that keep us anchored in events that are now part of our history but may continue to affect the choices we make in the present. These emotions and thoughts can be about events that brought us joy, sorrow or any emotion in between. Past successes can hold us back as equally as negative events can. Successes may have become mental benchmarks or standards that we feel we must repeat in any new endeavor. Negative events become failures in our minds rather than outcomes and can become anchors to our growth and progress. Awareness is the first step in releasing ourselves from the blockages these events create in our minds. We frequently forget that we are more than our past; we are also the dreams and potential which we hold within ourselves.

Exercise #1: Releasing the Past

INSTRUCTIONS: *Look back on your life in 10-year segments. As you think back on these segments you might consider them in terms of:*

1. Your greatest achievements and accomplishments.
2. The best times you experienced.
3. Your favorite friends and past-times.
4. Significant events.
5. The events, which brought you disappointments.
6. The things you want to forget but remain strong in your memories or, keep replaying in your life.

Ages 0 – 10:

Exercise #2: Sharing the Experience and Learning from Others

INSTRUCTIONS: *In your small groups talk about your story line complete with the feelings that it brings up for you. What did you learn about yourself, your family, and others while doing this exercise? What are you still hanging on to that might still have an effect on you now - both positively and negatively? Can you begin to trace one or two themes that make up the story of your life? What are they?*

THE STORY OF MY LIFE — TO DATE

HIGHS

HIGHS

HIGHS

HIGHS

HIGHS

SIGNIFICANT
IN-BETWEENS

SIGNIFICANT
IN-BETWEENS

SIGNIFICANT
IN-BETWEENS

SIGNIFICANT
IN-BETWEENS

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IN-BETWEENS

LOWS

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Your Story:

Being Intentional in the Present

The Cycle of Transformation

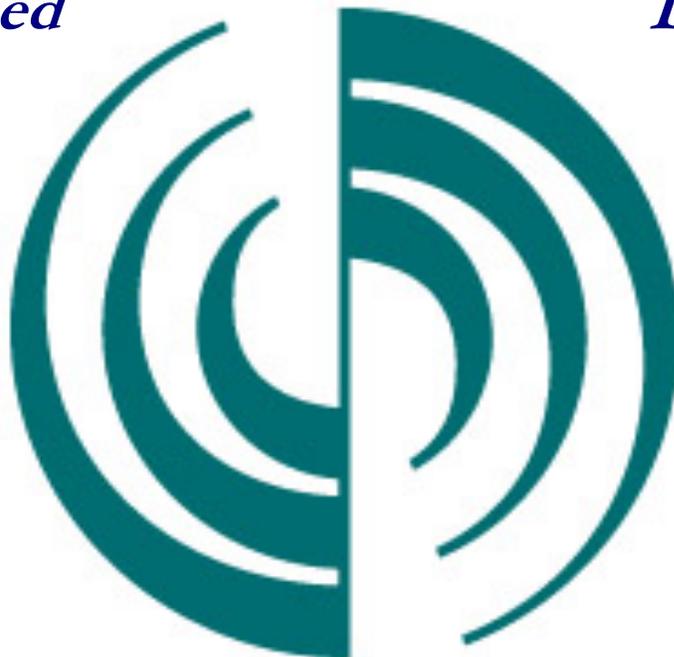
Sustaining Purpose and Intention in Your Life

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The Seasons of Change

The Cycle of Transformation

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The Chrysalis

The Seasons of Change

The Seasons of Change

Summer: “*focused*”

Feelings: thriving, growing, contributing, purposeful, happy, confident, energized

Helpful Activities: work, professional organizations, networking, educational programs, reading, socializing, volunteer roles, vacations, hobbies, family events, entrepreneuring

Exercise: If you are in this phase -

The feelings, thoughts, beliefs and activities I want to hold onto are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to let go of are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to do more of are:

1. _____
2. _____
3. _____
4. _____



The Seasons of Change

Fall: “*disillusion*”

Feelings: stuck, overwhelmed, confused, restless, denial, anger, bargaining, chaotic, depressed, insecure

Helpful Activities: develop strategies to move on, career search, professional counseling, physical examination, join a fitness club, meditate, reading, take a personal interest course

Exercise: If you are in this phase -

The feelings, thoughts, beliefs and activities I want to hold onto are:

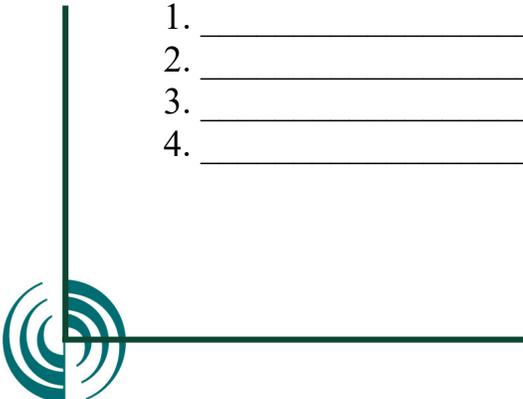
1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to let go of are:

1. _____
2. _____
3. _____
4. _____

The strategies I can take to move on are:

1. _____
2. _____
3. _____
4. _____





The Seasons of Change

Winter: “*the chrysalis*”

Feelings: withdrawn, vulnerable, lonely, introspective, quiet, thoughtful, renewed sense of hope, insightful

Helpful Activities: meditate, journal, eliminate clutter, travel, reading, professional counseling, hobbies, exercise, writing, learn a new skill

Exercise: If you are in this phase -

The feelings, thoughts, beliefs and activities I want to hold onto are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to let go of are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to do more of are:

1. _____
2. _____
3. _____
4. _____



The Seasons of Change

Spring: “*rebirth*”

Feelings: open, readiness, new beginnings, curious, anticipation
trusting in oneself, explorative, excitement.

Helpful Activities: play, have fun, meet new people, attend meetings of
community or professional organizations, career
search, read, attend classes, dabble, travel, take a
course, join a fitness club

Exercise: If you are in this phase -

The feelings, thoughts, beliefs and activities I want to hold onto are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to let go of are:

1. _____
2. _____
3. _____
4. _____

The feelings, thoughts, beliefs and activities I want to do more of are:

1. _____
2. _____
3. _____
4. _____

Creating Your Future

The Principles of Change

by Valerie J. Matthews

The speed of change we have experienced over the past decade is only going to accelerate. The impact of that change will be felt in almost every aspect of our lives. Dr. Sherry Cooper, Chief Economist for Nesbitt Burns, in her recent book “The Cooper Files – A Practical Guide to Your Financial Future”, recommends a proactive strategy for managing our careers in this rising tide of change. She recommends that each individual take back responsibility for and ownership of their career by establishing “*Me, Inc.*”

“*Me, Inc.*” is a concept which represents a paradigm shift in a world where many of us ceded control of our careers, and by implication many of our life choices, to our employers. Establishing “*Me, Inc.*” doesn’t necessarily mean you have to change jobs, but it does mean changing how you perceive yourself in relationship to employers. In fact, this can actually be a ‘win-win’ strategy for both of you. Employers today need people who are proactive and capable of maintaining high-performance in the face of constant change. If you find yourself asking questions about the direction of your career and your life, where you want to go, and what you want to do, you are probably ready to start taking charge of your career and live a more fulfilling life!

Taking charge of your career requires mindset changes that govern how you approach life in general and respond to change in particular. In this article I will introduce you to the principles of change, provide you with knowledge and tools to help you start “*Me, Inc.*” and, exercises and tips to help you stay the course. Sustaining change takes time – it’s a reflective process that supports learning and growth. If you invest your time now it will pay off in dividends later.

Changes in our lives are either imposed by, or self-initiated in response to, changing circumstances. Most people are not proactive about change because they don’t know how to initiate it without causing negative disruption in their lives. They lack the knowledge of what to do and the skills to repeat the process effectively. Reduced to a frustrating process of ‘trial and error’, they frequently ride an unnecessary emotional roller coaster, or give up entirely, when facing life changes. To overcome this, we need to know that we have a choice – we can accept change and manage it or, be overwhelmed by it.

In generally, people are not consciously aware of what they are doing during periods of change, since it’s not a skill we are taught. Knowing when and how to make change provides a smoother ride and opens up greater options from which to choose, regardless of the initial impetus. The good news is that we all have had some valid experiences we can build on. Even with ‘trial and error’, we have self-initiated and implemented change many times over in our lifetime.

Principles of Change

It's important to know there are no *rules* for change. Everyone is different and therefore, will be motivated differently. There are, though, *guiding principles*: You have to want to make changes; change happens from the inside-out; and, sustaining change is values driven. So how does one proceed? Start by asking yourself these three questions:

Do you really want to make changes? It's kind of like winning the lottery...you have to buy a ticket to be in the game. The most impermeable obstacle is our own self-created interference. It is human nature to resist change and frequently we only finally give in to it when we are at a point of no return – perhaps a dramatic, unanticipated event such as being downsized, suffering from an illness or dealing with a personal loss. We often ignore the signals our own body gives us, either emotionally or physically, telling us that change is needed. Even when we experience some deep longing within ourselves to do or *be* something different, we typically shrug these longings off and continue on our current path until some outside event causes us to take action. Change can mean taking risks and therefore requires courage. However, when we begin self-initiating or managing change we take back ownership for our lives and discover we have more options than we thought. And we therefore have the ability to create our own future.

Are you working from the inside-out? Meaningful, sustaining personal change only occurs within us. We are our own resource for most of the answers needed to make changes in our lives. They are right inside of us – it's called inner wisdom. We just need to learn how to listen to and trust our insights. While external events may stimulate our *thought* and *feelings* about the need to *do* something, it is only when we actually begin to make decisions that the process of change is set in motion.

What are your values? I define values as the things that are most important to you and help keep you on course in being the person you believe you are. Some values change over time while others are embedded early and remain for a lifetime. In preparing for change it is important to develop an awareness of what *your* values are at this time. Later, as you begin considering options and make choices, the things you value will help guide you. They can be integrated into your vision of how you want your life to progress.

Beginning Your Change Process

There are some things you can do to begin your change process now. The following tips and exercises are intended to get you started thinking about what your values are and about what excites you most in life.

- Carve out some time in your schedule just for you. Even if it is only a coffee break once a week or, better still, a few hours alone. That may seem like a tremendous hurdle right now but, the benefits will outweigh the cost.
- Listen to your internal thought processes. We learn best about ourselves through a process of introspection. There are numerous techniques for doing this effectively. Some examples include meditating, scheduling quiet 'time-outs', walks in nature, or conversations with

trusted friends or mentors. Find one or two ways that appeal to you and begin to practice them.

- Keep a journal. Interest in journaling has grown in popularity to such an extent that consultants are offering courses on how to keep one. For the purposes of this exercise, you need only capture thoughts about what is important to you and ignites a passion within you. Make entries as frequently as each day or, whenever a thought comes to mind - just write down what you are thinking and, equally important, what you feel about what you are thinking. Keep the journal or paper with you so you can write down thoughts as they come to you. Add to your journal by clipping out newspaper and magazine articles or photographs that catch your attention or appeal to you. Be creative – it can be fun! Over time, as the journal grows, so will a picture of the things which you value most in your life, an important foundation for mastering the change process and creating your future.

About the Author: Valerie J. Matthews, MSOD is a Co-founding Principal in the firm, The Coaching Project, Inc. She received her professional coaching certification through the Hudson Institute of Santa Barbara and her masters degree in organization development from the American University, Washington, D.C. For more information you can visit their web site at www.thecoachingproject.com.

Creating Your Future

The Cycle of Transformation

by Valerie J. Matthews

Most of us grew up learning to view life from a linear, logical perspective. We learned to perceive our lives as a series of building blocks, one building on the next, where each block represented a milestone and, hopefully, an achievement. We were lead to believe that if we received a good education we would be hired into a well paying job. And, if we applied ourselves in that job, we would get promoted, be given new challenges, more responsibility and learn higher level skills. Our expectation was to continue that process until we reached a pinnacle position of some stature. Then we could retire and spend the remainder of our days in pursuit of leisure activities. As most of us know that scenario is just not reality for most people today.

What happened? Well, change happened. In the business world we are witnessing change occur at an exponential rate - globalization, mergers and acquisitions, corporate downsizing and restructuring, re-engineering, outsourcing, rapid technological change, the advent of the internet and all that that implies, and so on. Unfortunately, many people were not prepared for the impact of these changes on their lives and are struggling with the implications. Because our educational system does not provide programs or lessons on self-leadership and managing change, many people do not know what action to take to sustain themselves against this tide of change.

However, some people are prospering. They have learned how to move with the cycles of change and to let those cycles work for them. They know how to tap into their inner most desires and turn them into reality in their lives. By focusing inwardly they are able to create compelling visions or future scenarios for their lives that become a buffer against the impact of changes in their environment. These scenarios help them stay the course of creating the kind of life they want to lead. The skill or ability to tap into one's inner wisdom is essential for getting the most out of life and work in these times of change, and for developing the mindset to be able to create "Me, Inc."¹ The good news is that most of us can learn to do this. First, we need to understand the *Cycle of Transformation* in order to learn how to flow with it.

Have you ever had the experience of reaching a coveted goal, be it a job, relationship or some other achievement that, after a period of time, no longer gave you the feeling of accomplishment you had hoped for. As you became more comfortable with that role in your life you became less enchanted by the achievement and began to look around for the next opportunity that might stimulate you. These are early calls for change coming from within ourselves. When we feel those calls we are entering a transitional phase I will referred to as "*disillusion*". This is both a normal and an important stage in our personal growth that we need to learn to listen to more.

When we are in the *disillusion* phase we are actually experiencing an inner stirring or call from our unconscious telling us we need to make adjustments and/or resolve some concerns or issue in our lives. Like a child that has outgrown its clothing, we have outgrown our circumstances and

need to find a better “fit” for ourselves. The most important thing to learn about this stage is that it is not a place where one wants to stay for very long. The length of time we choose to spend in this transitional phase depends upon our willingness to listen to what our unconscious is trying to tell us. It is important to know that extended stays can result in broken relationships, job loss, depression, illnesses, or worse. What we need is a strategy to extricate ourselves as quickly as possible so that we can complete the requisite journey through the *Cycle of Transformation* and bring lives back into balance. The most effective strategy is to recognize that we need to make changes in our lives and circumstances and open ourselves up to the process of self-reflection and discovery. When we take this step we enter a transformational phase I call “the chrysalis”.

Most times in our lives we choose to complete the journey through the *Cycle of Transformation* in a compressed timeframe because that is what we have learned to do through trial and error. In a day, hour or week or two, we swiftly move mentally through all the phases of transformation. We make our decisions at almost an unconscious level and we frequently base them on emotions, gut feelings or intuition. Most times we take this compressed journey to good effect. We make cosmetic changes in our life circumstances such as a job change, house move, joining a new organization, etc. Many people use this strategy to build solid careers, relationships and fulfilling lifestyles. At some point in our lives, however, most of us arrive at a place where these transitions no longer answer our needs. We begin to feel a yearning for deeper change in our lives.

In today’s world of constant, unending, exponential change, that event is happening to more people with greater frequency and speed. This yearning is a turning point, a time to consider making significant changes in our lives. How we choose to do this could mean the difference between making random or spontaneous decisions that might prove costly and making meaningful choices that truly speak to our values and purpose for our lives at this time. This is the time to consider enter *the chrysalis* phase for an extended stay.

When we remain in *the chrysalis* phase for longer periods of time we pull away from as many of the distractions which keep us busy and capture our attention. We feel a need to make space and time for ourselves to explore what it is we want to do next with our lives. We are ending a life chapter and making way for the new. Pulling away does not mean opting out of our lives. It typically means reordering our priorities for a period of time from one of external focus to one of internal focus, where we can take time to listen to what our inner wisdom is trying to tell us.

So much of our lives are spent absorbing information from external sources and so little time is invested in learning to listen to our own selves. Sometimes we need to stop all the ‘busi-ness’ in our lives and examine what is important to us now, what brings us energy and what drains us, what really matters to us and what brings us meaning and a renewed sense of purpose. We need to explore new visions and compelling scenarios for our lives. This work can be difficult and it helps to have someone you trust to be able to talk about your thoughts and feelings during this time – a friend, mentor or coach. When we remain in *the chrysalis* phase for a period of time we become centered and are more capable of bringing our lives into greater balance. We are then better able to make choices that align with our values and purpose.

After a period of time in *the chrysalis*, which will vary from person to person, we begin to feel a desire to explore new options and opportunities, to try out new thoughts and ideas. We are ready

to flow into the next phase I will call “*rebirth*”. This phase can be a time of pure fun and experimentation as we explore new avenues and opportunities without any need for long term commitments. Occasionally, people will sway back and forth between *the chrysalis* phase and the *rebirth* phase. Like the bear leaving its hibernation, we may not be ready to reenter the world fully the first time we step out of our *chrysalis*.

As in any cycle, eventually we are ready to move back to the place from which we began – to take on the world again as we stride into the “*Focused*” phase. This is our most productive and energetic phase, where most of us spend the greater part of our lives. After completing the full ***Cycle of Transformation***, we feel a sense of renewal and resilience. What is more, we will have developed a clear picture of what we want our lives and our work to be about in the next chapter of our life and a plan for finding or creating it, or for making our current work meet those needs.

Understanding how to utilize this cycle of change effectively is an essential skill for personal success in the 21st century. Our stable state world is gone and we need new tools and methods for prospering in a world of constant, continuous and exponential change. We need to know how to tap into our inner wisdom, how to make our preferred scenarios for our lives a reality – how to create a “Me, Inc.” which aligns with our values and core purpose in life.

Tips for *the chrysalis* phase:

- Eliminate the clutter in your life.
- Reevaluate your priorities and decide what is truly meaningful for you at this time. Take a sabbatical from all the other activities which keep you busy
- Create a space in your home just for you, where you can go and just be; where you can read, write, listen to music, meditate, or whatever you choose.
- Spend time thinking about what you value most in life and what you want your life to be about. Write yourself a letter as if you were in your 90’s describing your life between now and then. What would you want to say?

Over time, be it days, weeks or months, your innermost desires and new priorities will become clearer to you and you will want to become more fully engaged in life as you explore these new options.

About the Author: Valerie J. Matthews, MSOD is a Co-founding Principal in the firm, The Coaching Project, Inc. She received her professional coaching certification through the Hudson Institute of Santa Barbara and her Masters degree from the American University, Washington, D.C. For more information you can visit their web site at www.thecoachingproject.com.

Finding Your Values and Purpose

Exercise #1: Identifying your top values, with planning steps.

Dr. Shalom Schwartz, in his research on values, identified 59 values that people hold in highest priority across 44 countries. These are the values that bond us at a global level.

INSTRUCTIONS:

Step 1: From the list below, identify the values that you yourself hold in highest priority and want to continue to incorporate into your future plans. Select as many as appeal to you. Space has been left at the end to add any values that are also important to you but do not appear on this list. In your small groups discuss this list and any additional Values that you feel are important.

Acceptance	Freedom	Politeness
Ambition	Friendship	Privacy
Authority	Health	Public Image
Beauty	Helpfulness	Reciprocation of Favors
Broadmindedness	Honesty	Respect of Tradition
Capability	Honor	Responsibility
Choosing your goals	Humility	Self-discipline
Cleanliness	Independence	Self-indulgence
Country/Nation	Influence	Self-respect
Creativity	Inner Harmony	Sense of Belonging
Curiosity	Intelligence	Social Justice
Daring	Love	Social Order
Devotion	Loyalty	Social Recognition
Enjoyment	Meaning in Life	Spirituality
Environment	Moderation	Success
Equality	Nature	Variety
Excitement	Obedience	Wealth
Family	Peace	Wisdom
Forgiveness	Pleasure	

Additional Values:

Exercise #2: Planning sheets for defining your purpose for your Chrysalis Plan

INSTRUCTIONS: *Identify your final selection of Purpose Cards below, along with three action steps for each.*

Card Theme: _____
Action Step: 1 _____
Action Step: 2 _____
Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
Action Step: 2 _____
Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
Action Step: 2 _____
Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
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Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
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Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
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Action Step: 3 _____

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Action Step: 1 _____
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Action Step: 3 _____

Card Theme: _____
Action Step: 1 _____
Action Step: 2 _____
Action Step: 3 _____

Finding Your Key Roles and Activities

Exercise #1: How will you connect your emerging sense of passion and purpose to your daily activities?

We tend to live in five major social systems: personal, couple, family and friends, work and community. Inside those systems we perform roles and participate in activities. How we choose to allocate our time to those Roles and Activities will determine how 'in balance' we feel our lives to be. We cannot do everything we want to all at the same time. We need to determine the areas of greatest importance for us at this time, where we want to put our attention and focus.

INSTRUCTIONS:

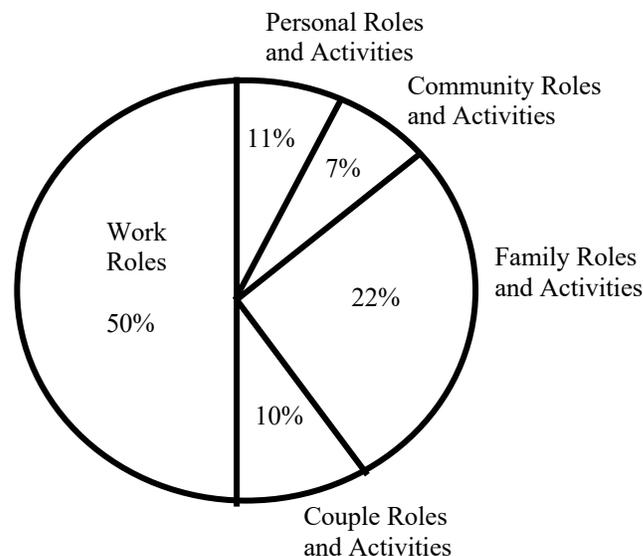
Step 1: *Using the five social systems (personal, couple, family and friends, work and community) conduct an inventory of how much time you currently spend in each category, and how much time you want to spend in those same categories in the next few years of your life. Include weekday and weekend events, excluding sleep. Assume you are awake and involved for 100 hours per week.*

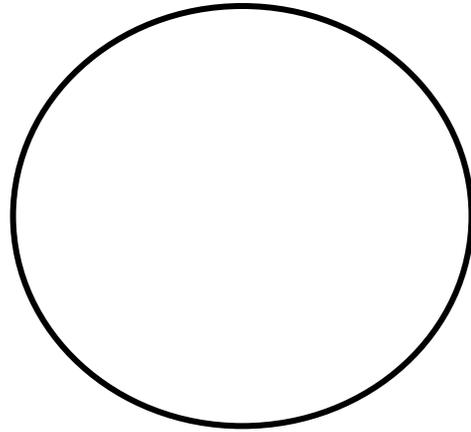
First, make a list of how you spend time in the current chapter of your life, using the formula of 100 hours of waking time per week to spread among the five systems. Use percentages and be sure they add up to 100%.

Second, make a second list for how you want to invest your time in preferred activities and roles in the forthcoming years of your life. Use the formula above to create percentages that add up to 100%.

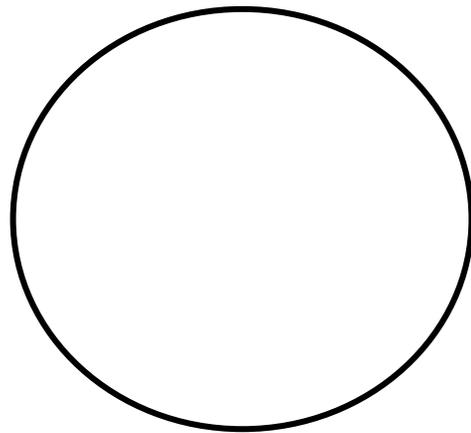
Third, when you are done with these calculations, transfer them to the two circles (pies) on the next page, assuming that each circle equals 100 hours, and each quarter circle equals 25 hours. Let each percentage become a slice of pie within the circle.

EXAMPLE:





Your Activity/Role Commitments Today



Your Activity/Role Commitments for the Next Few Years of Your Life

Step2: After you have completed the sculpting exercise, capture the 'picture' you have created for your preferred scenario of how you would like to allocate your time to your Roles and Activities in the future. Also capture the new 'voices' you would like these Roles and Activities to use when they speak to you:

Exercise #3: What are the most important Roles and Activities for the years of your Chrysalis Plan? Which specific activities in each category are most important for your next few years?

I. PERSONAL ACTIVITIES: The care and feeding of yourself

Examples: alone time, exercise, travel alone, budgeting, neatness & grooming, shopping, personal spirituality, supporting causes, leisure, advance study, caring for others, financial independence, friends, reading, hobbies, health maintenance, social contact, sports activities, etc.

Using the examples listed above, **identify specific personal activities** you want in your life during the next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

II. COUPLE ACTIVITIES: The fun, intimate contact, and management of an ongoing relationship

Examples: talking & touching, sharing projects, managing conflict, couple friendships, travel & adventure, intimacy & sex, preparing food, TV & movies, sustaining good health, managing money, participating in church/clubs, visiting museums or parks, retreats, etc.

Using the examples listed above, **identify specific couple activities** you want in your life during the next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

III. FAMILY/FRIENDS: Caring for children, parents, close friends, and others

Examples: parenting, cooking & eating, maintaining a home, education of children, weekend activities, vacations & holidays, nurturing friendships, caring for your parents, eating out, movies, managing down time, community activities, special trips, visiting relatives, sports, activities, hobbies, etc.

Using the examples listed above, **identify specific family/friends activities** you want in your life during the next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

IV. WORK: Your job, career

Examples: commuting, completing work assignments, getting more training, work friends, networking, leadership roles, strategic planning, supervising others, management roles, retirement planning, professional advancement, financial security, retirement, etc.

Using the examples listed above, **identify specific work or career activities** you want in your life for next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

V. COMMUNITY ACTIVITIES: Your involvement in community organizations and activities

Examples: participation in community groups, neighborhood activities, on-line services, advanced study, participation in religious organizations, political involvement, volunteer roles, hobby groups, drama or music activities, sports, professional organizations, parties, picnics, celebrations, etc.

Using the examples listed above, **identify specific community activities** you want in your life during the next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

VI OTHER: Identify other Roles and Activities you want in your life for the next few years.

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

Exercise #4: Construct a strategic activity list for your next chapter — What to continue? What to reduce? What to eliminate? And what to begin?

Activities to Continue	Activities to Reduce
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____

Activities to Eliminate	Activities to Begin
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____

The Epilogue: Back to the Future

DOWGERS AND DREAMS - A Work In Progress

by Sue Griggs

Over the last six months, I became interested in talking with women in their sixties, seventies, eighties and nineties. I was curious to know what they were interested in, what 'makes them tick', what they were passionate about, what they felt their purpose was, what they liked and didn't like about being their current age, what advice they have for us, as younger women, and what they were dreaming about for their futures.

I met with over thirty women, either individually or in small groups to discuss the issues they perceived around growing older in our society. I met with most of the women in their sixties and seventies in small groups and did individual interviews with women in their eighties and nineties. I didn't have to work very hard to find women in the various age groups and in fact, had many women calling me to offer their mothers, grandmothers, aunts or friends as possible interviewees. Long after I finished interviewing women in their sixties and seventies, I had calls from women in that age group who wanted to participate. In the end, I interviewed mainly middle class white women from an urban environment - women very much like us. I didn't seek out women who had been successful or who had done something particularly notable, yet I think these terms could be applied to those who were interviewed. These women led 'ordinary' lives so much like our own, which very much reflected the times in which they lived.

What they had to say is interesting. In fact, it surprised me that so many younger women, particularly those in their thirties and forties wanted to know what these women were thinking about. The elder women have a lot to tell us and deserve to have their voices heard.

What did they say? This is an opportunity for you to give these women a voice.

ADVICE TO YOUNGER WOMEN

MAKE CONNECTIONS

With family:

Stay in touch with family - they are important.	Bessie, 90
Enjoy your family and friends and withhold judgments.	Dickie, 69
Remember that it is often useful for children to do NOTHING.	Ann, 76
Keep your relationships going with your children.	Mary Dean, 73

With other women

Develop good, close relationships with other women.	Joyce, 68
Keep up with your friends.	Lu, 83
Keep in touch with your friends. It is important to stay connected.	Jean, 90

With others in general:

Try to extend yourself to help and empathize with others	Dickie, 69
Give real time to your relationships.	Valerie, 61
Cherish relationships and nurture them.	Ishbel, 64
Make sure you plant deep roots.	Varda, 79
To ask questions of someone older whose opinion you value and listen to them.	Anne, 76
Write letters and keep in touch with people.	Ann, 76
Be kind to people and don't ignore them	Wanda, 84
Don't be negative - I don't mean that you should be a yes person, but don't try and change people.	Wanda, 84
Go to church and meet people. Join things and stay involved.	Wanda, 84

BE INDEPENDENT

In financial matters:

Look after yourself physically, mentally and financially.	Mary Dean, 73
One has to be old, but one doesn't have to be old and poor.	
Plan ahead. Try for financial independence.	Joan, 70
Try and save money for your old age. It is a good idea to start some kind of regular saving plan when you are young.	Helen, 87

In planning your life:

Be independent.	Dickie, 69
Don't stay in a situation you hate.	Valerie,
Everyone makes mistakes – so what.	Valerie, 61
Be diversified.	Ishbel, 64
Try to have activities, other than family, to enjoy on your own. Try to develop activities that will give you pleasure as you age.	Joan, 70
Make sure you learn to look after yourself. No one else will.	Betty, 77
Take a look around, stop, think a bit and decide what you like. If you	Betty, 77

really want something, go after it. Chances are, if you are a woman, you probably haven't reached your potential.

Stay on your own as long as you can and don't go to a nursing home until you absolutely have to.

Dorothea, 95

Pay attention to your own advancement and if you are in a trap - get out.

Ellen, 85

DEVELOP SELF AWARENESS

Become aware of who you are.

Kate, 69

Be your own person.

Dickie, 69, Betty, 77

Be true to yourself and engage in a process that will clarify what this means emotionally, physically, mentally and spiritually

Barbara, 65

Don't worry about what other people think. Live your life by what you think.

Ursula, 77

Be aware of the change of life, do your research and plan carefully.

Ursula, 77

Keep your sense of humor and keep trying new things.

Ann, 76

Find out more about your family history. You can then evaluate your present when you learn more about your past.

Ann, 76

Stay at home with your husband - don't go out and work.

Jean, 90

Don't judge yourself by what others say or think. Pay attention to your own performance.

Ellen, 85

Feel like you are achieving things - even if it is something small.

Ellen, 85

It is so important to have a purpose in life.

Love Yourself

Kate, 69

LIVE IN THE MOMENT

Enjoy and treasure every day.

Anne, 76

Enjoy life in the present.

Ann, 76

Don't get too upset by the hard things that come along. Those are the things that we can learn the most from.

Ann, 76

Live every day and make the most of each day.

Wanda, 84

Remember we have a responsibility to be doing something now.

Marguerita, 92

Try to remember to feel some happiness each day.

Helen, 87

MAINTAIN BALANCE

Maintain overall wellbeing

Take a piece of pie and divide it into three equal pieces: Self, Relationships, and Work. Try and keep this balance in your life.

Ivy, 66

Do what you love to do.

Varda, 79

Always try and keep a balance in whatever you do

Anne, 76

Keep a well-balanced life.

Lu, 83

Live a healthy life and take everything in moderation.

Bessie, 90

Be active - love, hug, touch, kiss.

Bessie, 90

Look after yourself, do exercises, eat balanced meals,

Marguerita, 92

and take care of yourself.
Keep active both physically and mentally. Dorothea, 95

Physical wellbeing

Do your exercises. Kate 69, Valerie, 61
Enjoy good food and exercise. Joyce, 68
Be aware of taking care to manage and maintain good health. Joyce, 68
Never take good health for granted. Joyce, 68
Respect your physical side. Listen to your body. Ishbel, 64
Take care of your health. Joan, 70
If you smoke - quit. Helen, 87
Keep physically active and don't vegetate. Kathleen, 82, Jean, 90
Keep active. Don't just sit and do nothing. Lu, 83

Spiritual wellbeing

Look after your inner self. Kate 69
Figure it out, listen to yourself. We have things inside us that tell Varda, 79
us where to go. Pay attention to these things.

Intellectual wellbeing

Keep up lots of interests and keep expanding your mind. Kathleen, 82
Keep active in the world - socially and politically. Kathleen, 82
Feel that you can have influence in the world and Kathleen, 82
that you can affect the lives of people.

BE ENGAGED WITH LIFE

Test yourself to the hilt. Kate, 69
Jump into the dance. Kate, 69
Get into the river of life and allow yourself to be there. Kate, 69
Enjoy life. Ivy, 66
Relax - the washing, ironing etc. will be there when you are Ursula, 77
dead and gone. Smell the roses.
Enjoy your forties. You have the best of both worlds – you are neither Ursula, 77
young nor old and can still work all day and go out at night.
Enjoy yourself, loosen up and don't be so driven. Dorothy, 70
Don't work so hard and spend so much of your energy on your career. Dorothy, 70
Keep something meaningful to do that you are passionate about and Mary Dean, 73
when that is over, find something else.
Be open to life. Ann, 76
Do the best you can no matter what you tackle. Betty, 77
Try and volunteer Lu, 83
Keep alive. Dorothea, 95
Enjoy whatever opportunities come your way. Marguerita, 92

Taking Your Life into Your Own Hands

Exercise #1 It's now time to plan. The final phase is to put everything you've created this weekend together into a comprehensive plan for your future.

***INSTRUCTIONS:** Looking back over the exercises, you will want to review:*

- **Life Story** – themes to carry forward
- **Seasons of Change** – action plans
- **Values** – commitments to living your values
- **Purpose** – action steps & statement of intention
- **Roles** – new time allocations & activities
- **Elder Women's Voices** – letter from the future

Then create a visual plan to solidify your commitments to yourself.

RESOURCES

BOOKS ABOUT WOMEN'S LIVES THAT WE HAVE FOUND USEFUL:

- Bateson, M. **Composing a Life**. New York: Plume, 1990.

Bateson explores the complex patterns of five women's lives and concludes that " life is an improvisational art form, and that the interruptions, conflicted priorities, and exigencies that are a part of all our lives can, and should be seen as a source of wisdom". (Back Cover) Helpful for understanding contemporary living.

- Bateson, M. **Full Circles: Overlapping Lives. (Culture and Generation in Transition)**. New York: Random House, 2000.

Bateson helps us think about the enormously different life experiences of members of different generations. She suggests that the key to living creatively and to discovering the strange in the familiar and the familiar in the strange.

- Borysenko, Joan, Ph.D. **A Woman's Book of Life: The Biology, Psychology, and Spirituality of the Feminine Life Cycle** New York: Berkley Publishing Group, 1998.

The best selling author of **Minding the Body, Mending the Mind**, reveals the interconnected loop of the mind, body, and spirit in a pioneering book that will teach women how to maximize their health and well-being as well as discover the power that comes with each stage of the feminine life cycle.

- Conway, J. K. **The Road from Coorain**. New York, Alfred A. Knopf, 1990.

This is an autobiography of Conway's journey into adulthood. It tells her particular story but also embodies the despair of an ambitious young woman facing a constrained female identity.

- Conway, J. K. (Ed.) **Written by Herself, Volumes 1, & 11**, New York, Vintage Books, 1996.

Conway devotes her two books to the autobiographies of women; the first book is comprised of American women, while the second book includes women from England, Africa and India. The women represent three generations, four continents and an extraordinary range of experience.

- Edwards, P., Lhjotsky, M. M.D., Turner, J. Ph.D. **The Healthy Boomer: A No-Nonsense Midlife Health Guide for Women and Men**. Toronto: McClelland & Stewart Inc., 1999.

Midlife doesn't have to be a crisis. Although both men and women experience major physical and psychological changes during this period, it should not be a cause for panic. In *The Healthy Boomer*, three experts in the emerging field of midlife health management - a doctor, psychologist and health-management specialist - present reassuring news about the important issues that people will have to deal with as they enter this stage of life. Learn about 'midlife crisis' myths and how to avoid the potential pitfalls that people have fallen into during this phase in this insightful guide.

- Glaser, Connie & Smalley, Barbara, **When Money Isn't Enough, How Women Are Finding The Soul of Success**, New York: Time Warner, 1999.

Today, many career women are finding that something is missing in their lives. This book shows you how to balance work with the fulfillment you desire. Empower women to find a healthy balance between work, play, relationships and spiritual values.

- Kirshenbaum, Mira. **The Gift of a Year: How to Achieve the Most Meaningful, Satisfying, Pleasurable Year of Your Life**. New York, A Dutton Book, 2000.

Kirshenbaum shows you how to give yourself the gift of a year, piece by piece, step by step. This is a book about women and how we live our lives today. How we really feel about ourselves. How the way we live can drain the 'you' from your life, and how important it is to take care of yourself and to fill your life with more of what truly matters to you.

- Levinson, Daniel J. **The Seasons of a Woman's Life**. New York, Toronto, Alfred A. Knopf, Inc. 1996.

Levinson wrote *The Seasons of a Man's Life* almost twenty years ago and in this book, he interviews a diverse group of 45 women and wrote about the life course and development of women from the late teens to the mid-forties and beyond.

- Loudon, Jennifer, **The Comfort Queen's Guide to Life**, New York, Harmony Books, 2000.

The title of this book almost put us off, but this book is very useful in asking you a series of questions to help you discover the unique shape of your life. Loudon stresses that real life isn't about balance but more about meaning. Loudon encourages you to go inside yourself and create the rich fulfilling, and sometimes slightly askew life that fits you. I

- McGraw, Phillip C. **The Life Strategies Workbook**, New York; Hyperion, 2000

This workbook is based on the presumption that we have within us every trait, tool, and characteristic necessary to create a quality life; we are simply not maximizing them. Dr McGraw provides exercises and questionnaires to help us make major much-needed and long-put-off

changes in our lives. A useful book that stresses you will only gain as much as you are willing to invest.

- Miedzian, M. and Malinovich, Ed. **Generations, A Century of Women Speak about Their Lives.** New York, The Atlantic Monthly Press, 1997.

Generations, edited by a mother and daughter, is an extraordinary record of the lives of American women over the course of the twentieth century. Written in their own words, often moving, always enlightening, Generations tells us how far we have come and how far we have yet to go. Perhaps more than anything, women chafe from simply not being heard. This book gives voice to the generations of American women in all walks of life.

- Oliver, Joan, **Contemplative Living**, New York: Dell, 2000.

Contemplative Living draws upon a range of spiritual traditions to help to both deepen your sacred connections and bring calm and clarity to your day - to - day existence. An excellent resource book which is full of useful information.

- Rose, Phyllis, Ed., **The Norton Book of Women's Lives.** New York, London, W.W. Norton & Company, 1993.

This is a marvelous anthology, which includes 61 substantial selections from the twentieth-century of women's lives; autobiographies, journals and memoirs. Each contributor not only tells her personal story, but also does it so that we learn about the context of the times in which she lived.

- Sheehy, Gail, **The Silent Passage: Menopause.** New York: Pocket Books, 1998.

Gail Sheehy's landmark best seller offers women the latest information on everything from early menopause to Chinese medicine and natural remedies. The Silent Passage: Menopause includes four new chapters on The Peri-menopause Panic, Menopause in the Workplace, Estrogen and Brainpower and New Frontiers in Treatment. Written in an engaging, personal style, it explains holistically the effects and processes behind this most transitional period in a woman's life. Frank, forward and practical, it offers comfort in place of confusion.

USEFUL WEB SITES ABOUT WOMEN:

<http://www.cherylrichardson.com/>

<http://www.advancingwomen.com>

<http://www.ivillage.com>

<http://www.ecu.edu.au/eo/wil>

<http://www.thecybermom.com>

<http://voicesofwomen.com>

<http://www.wwwomen.com>

<http://catalystwomen.org>

<http://www.getrollingagain.com/>

REFLECTIONS

by Cheryl Richarson

"Sometimes a person has to go back, really back, to have a sense, an understanding of all that's gone to make them, before they can go forward." Paule Marshall

As you reflect on the last three months, ask yourself the following questions:

1. How have I grown as a person? What qualities have I strengthened or developed in the last three months? Am I more patient, focused, financially responsible, open-minded or proactive?
2. How has my environment improved? Have I cleaned up my home or office, created order out of chaos, or challenged myself to throw things out? What have I done to create a more pleasant home or work environment?
3. In addition to building financial reserves, am I building reserves in other areas of my life? Have I invested time and energy in important relationships, developing my faith, or connecting more deeply with my inner wisdom?
4. Am I better able to notice the beauty in nature or see the humor in difficult situations?
5. Have I considered a larger vision for my life? Am I able to take a stronger stand for what I believe in?
6. How am I taking better care of myself?
7. Have I started to practice self-care strategies at work? How has my productivity and effectiveness improved as a result?
8. What have I done to help others improve the quality of their lives?

As you take time to consider some or all of these questions, make sure that you fully acknowledge all of the changes you've made to date. Build a strong foundation for success by focusing on what's worked instead of on what still needs to change.

The work you're doing throughout this process is fundamental to living a healthier, more balanced life. It's the most important work of all. You deserve to celebrate your success so be sure and complete the "Take Action Challenge" this week.

Take Action Challenge

Schedule time this week to review your journal for the last three months and/or to answer the questions above. Make a list of all the positive changes you've made and plan to do something fun to celebrate.

Journal

Topics you might want to write about in a journal

Inner Talk

Ideas

Possibilities

Feelings

Sketches

Brain Storms

Prized Memories

Wishes

Wild Ideas

Concerns

Fears

Goals

Action Steps

JOURNALING RESOURCES

- Adams, Kathleen. **Journal to the Self** New York: Warner, 1990

A nationally known therapist provides a powerful tool for better living--a step-by-step method to personal growth, creative expression, and career enhancement through journal writing.

- L'Engle, Madeleine. **A Circle of Quiet** New York: Seabury, 1979
- Prather, Hugh. **Notes to Myself** Moab, Utah: Real People Press, 1970
- Progoff, Ira. **At a Journal Workshop** New York: Dialogue House, 1975

Progoff, a psychotherapist and pioneer in the therapeutic use of journal writing, has conducted workshops on the Intensive Journal Process since 1966. His program offers more than a chronological diary; the Intensive Journal Process is a complex and systematic method for gaining self-insight by recording thoughts, dreams, and significant events, which are then used as focal points for meditation and written reflection in separate sections. A fascinating guidebook for those seriously committed to exploring journal writing as a means of self-discovery.

- Salwak, Dale. **The Wonders of Solitude** San Rafael: New World Library, 1995

Chrysalis: Transforming Women’s Lives

Evaluation

Dear Chrysalis Participant:

Thank you for participating. To assist both future participants and us, we hope that you will take a few moments to give us some feedback. As we are always open to refining the Chrysalis program to ensure we are providing the best possible experience for our clients, we would greatly appreciate any comments you can give us now.

Please take the time to fill in the questions below and leave it on the table before you leave.

What worked well for you?

What could we improve?

What was missing?

General Comments:

Name (optional)