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Signposts: When the odds are down...

By Pia Muggerud

Have you ever been faced with a goal or task that just seemed impossible to achieve? And did you feel overwhelmed even with the thought of taking the first step towards it? Because of this, many of us will never really go for it. Instead we settle for something less or smaller, out of fear of what the implications may be for really committing and putting in the work.

Are you faced with a goal now, that you feel you somehow do not have the means to complete? Or all the odds seem against you?

Last month, after 13 years in Hong Kong, my client Rose received her permanent residency. In Hong Kong, this process normally takes 7 years of continuous habitation. However, due to a 12 month break in her 13 years, on her return she had to start her 7 year count over, losing out on the 4 previous years.

Because of the nature of Rose's work, she is a sole proprietor with a small consulting business, Immigration were finding many reasons not to renew her visa. They had over the last couple of years put a lot of pressure on her to get a bigger office, hire staff and generally make even more efforts to expand her profile. Rose enjoyed the size and direction of her business. As most of her work required her to be in her client's office, Immigration's requests did not make much sense.

I will not bore you with the painful details of what Rose had to go through, but she experienced a lot of stress around making this work for her. Rose had to take her patience and creativity to new levels... And there were MANY moments she was faced with the reality of having to pack her bags and leave the country.

When we started working together, she felt she had hit the wall and was very close to giving up, and relocating to another country. She felt she had covered all her bases and that she had exhausted all her options. What we did realise was that her fearful attitude was her number one enemy, and that although she had tried many ways to get around her obstacle, she had done it in a way that was far from strategic.

What did she do you may be asking yourself? Firstly, Rose and I worked on her attitude around this obstacle. She slowly regained her fire and made it her business not to allow anything to stop her from reaching her goal of officially making Hong Kong her home. Neither negative thinking on her part, or a negative attitude from an immigration officer

was going to stand in her way! In addition, I got Rose to start using visualisation techniques every day, seeing herself in her minds eye receiving her permanent residency. I am glad to say, it WORKED!!

After we handled her attitude, we got more strategic, using a coaching tool called the **G.R.O.W. model**. This model is a simple yet powerful tool to support you reaching your target. GROW is an acronym standing for Goal - Current Reality - Options - Will. A useful metaphor for the GROW model is the plan you might make for an important journey.

In Rose's case, she first started with the map: here she decided where she wanted to go (Goal) and established where she was currently. (Reality). In Rose's case, she wanted more than anything to have her permanent residence granted. Her reality was that her business was not seen by Immigration as a viable business with a growing future in this city. This seemed as an obstacle in her world.

Then you move on to explore various ways (the Options) of making the journey. Rose realised over the years she had accumulated a large number of clients and contractors who she could involve in building her case. In the final step, establishing the Will; how do you get committed to making the journey? In this final step, Rose took an inventory of her commitment to Hong Kong, which included her investments, her relationships and getting very clear about all the things she absolutely loved about her city. By the end of her list, she was completely fired up!

It turned out that the GROW model helped Rose with both clarity, intention and drive. Her chosen route based on her options proved to be a winner, and Immigration finally granted her the permanent residency.

G.R.O.W. can help with many of the practicals. Where Rose found most value was believing that she could DO it! She **TRUSTED** that the outcome would be the right one for her, and did not entertain any of her stories about what she was and was not in control of. She also allowed her **INTUITION** to guide her to more peace of mind when there did not seem to be any room for peace.

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