

MOBE Matters

January 7, 2019

Mind Over MOBE

BY ALISON TRAUGER, CONTENT WRITER

I'm new. My MOBE debut occurred in early December. Like all *new kids*, I spent the first couple weeks trying to familiarize myself. My introduction to the company was welcoming, personal and filled with a pool of passionate people. Some might say it was simply all the holiday hoopla but I could tell that MOBE expanded beyond a season of cheer. It didn't take me long to realize I had joined more than just a company. I joined a mindset. A culture. And even a way of life.

I had a few conversations with Santo while he was in the office. He and his wife took a trip to Italy just prior to his December visit. *Italia*; a country filled with cuisine, culture and customs. There is vast influence spread across that country; rich in architecture, history, art and literature. Notable pieces and places that attract millions of tourists every single year. And in case you didn't already know, the masterful MOBE is also in Italy. Now before you rush to raise your hand for a relocation request, I better clarify its presence. Remember that MOBE mindset I mentioned earlier? Yes. That's it. As employees of this organization, we have the opportunity to align our behaviors with the four core principles that MOBE believes can lead individuals to successful self-management. Our Guides educate participants using these simple truths; including the way we think affects how we feel. So yes, MOBE can exist wherever you take it. And Santo took it to Florence. This enlightenment specifically made an appearance while standing in front of Michelangelo's *David*. The Renaissance marble masterpiece that stands 17 feet tall, representing the biblical hero, David.

You know the Biblical account of David and Goliath; the victorious battle of a young boy versus a strong giant. With this unfit foe, Michelangelo created *David* unlike that of earlier Renaissance depictions. Rather than being presented in triumph standing over Goliath or holding his head in his hands, he is shown to be tense and contemplative for combat. As Santo stood before it, he recognized some profound representation. He noticed the hands and head were significantly larger than the rest of his body. Unmatched proportions told him that the artistry behind this helps represent the courage that David had as he stood before the enemy as well as the mindset that he carried with only stones and a slingshot. Relying solely on his faith in God, his head and his hands were truly the only parts that allowed him to defeat the giant.

Cogito, ergo sum (I think, therefore I am). When we allow our minds to think positively, we broaden our sense of possibility. It allows us to build new skills and collect resources that will offer value to our lives. How we think affects how we function. The connection between the mind and the body really matters. MOBE matters. It's a mindset; nothing that's exclusive or driven only by MOBE but it is a principle that we promote and one that significantly impacts our health and well-being. Take it with you. Near or far. Then come back and tell us all about it.





January Birthdays

Cheers, to the first individuals to celebrate their birthday in the New Year!

Jan 2	Leslie Davis	Jan 25	Katie McCollum
Jan 4	Gao Xiong	Jan 26	Ned McCrum
Jan 6	Leslie Helou	Jan 29	Lori Neben
Jan 8	Elle Beah	Jan 30	Don Foit

Team Member Spotlight

BY JENNIFER FETTERLEY, MOBE GUIDE

Hello, everyone! My name is Jen and I'm from Wisconsin, but right now I live in the Netherlands. How the *bleep* did I end up here? Well, that's kind of a long story but the short version is that I'm studying a coaching method that is currently only available on this side of the pond.

The method is sort of similar to what we do as Guides; trying to change a person's thinking in order to facilitate behavior change. However, it goes a level deeper to our very consciousness. We've all been conditioned to act in a certain way to be accepted. Although this adaptation might have helped us at one time, it generally becomes a set of limiting beliefs later in our lives. With this method, you first become aware of all the subconscious programs that are running you and then learn how to create what you want instead of just blindly reacting to the world around you. It might seem odd to move halfway around the world just to take some classes, but I've always been fascinated by the mind and how it works.



When I'm not working or studying I love to walk, hike, rollerblade, read, travel, play with my two cats and dog, dance and sing. I'm not the best singer (or dancer) but I have a reputation for knowing the lyrics to pretty much any song from the 70s, 80s, and 90s. My favorite is from *Already Gone* by the Eagles; *So often times it happens that we live our lives in chains and we never even know we have the key.*

Onsite Visit

BY JESSICA HANSGEN, DIRECTOR PROGRAM AND STAFF-DEVELOPMENT

On December 17th we welcomed 12 of the 14 digital Guides, on site. During this visit, we spent much of the morning with our app developer brainstorming new features and discussing how our participants are using it. The afternoon was mainly spent looking at the current phases and the content included in each phase; dissecting, rearranging and determining what we need to revise in order to better engage our participants.

We walked away with a long to-do list of changes and ideas. We're looking forward to executing these and can't wait to see how our Participants react in the New Year!



MOBE Modification BY ED HUDGINS, QUALITY ASSURANCE MANAGER

It's a new year, folks. And while you're likely growing tiresome of the New Year's salutations, let me also wish you a Happy New Year. I, for one, am excited about 2019 for a variety of reasons. Good things are afoot as we launch into the year.

"Newness" is non-stop in MOBE-world. We are constantly shifting and changing in an effort to better serve our Participants. QA is working hard to not only adjust to the continual change but perhaps even get ahead of it.

As you may recall, we instituted a new standard scorecard back in June. The QA Team was pumped up about it... until shortly thereafter when we realized some of the criteria was already becoming obsolete. Over the past couple months, we have been working on revitalizing our approach and preparing a new scorecard. Our focus going forward aims to be much less process-driven, since our GSM program is not process-driven. We want to ensure that, no matter how processes change, we are measuring what is most important; *Are we intentionally guiding our Participants closer and closer toward Independent Self-Management?* We can "pause" and document which story was told until the proverbial cows come home, but if we're not helping our Participants become better self-managers, none of that even matters.

We're in the middle of testing out the new scorecard as I write these very words. And we are very excited about the kind of feedback we're going to be able to offer with the revised tool. Just as you all are committed to making your interactions with your Participants as meaningful as they can be, we are also committed to making our audits and feedback as meaningful as they can be! Here's to the New Year and all the "newness" constantly surrounding us in MOBE-world! Cheers!

Do You Resolve or Dissolve?

BY ALISON TRAUGER, CONTENT WRITER



The sparkler of the season has gone out. And now January is upon us. A month that signifies a fresh start, a clean slate, a reset... whatever you want to call it. People feel empowered by the beginning of a new year. They set lofty goals, aspirations and make a commitment to becoming a better version of themselves. Or do they??? With each passing week, that

commitment starts to crumble. People lack motivation, change their minds, get lazy or simply decide that it's too time consuming to make change. Statistics indicate that nearly 80% of resolutions fail by the second week of February. While the idea of coming with ways to positively improve your life usually comes with sincerity, it means very little if you fail to make the efforts to see it through. Do you have what it takes to defy the odds this year?

The top 10 resolutions for people in 2019:

(According to a survey compiled by Inc.)

1. *Diet or eat healthier*
2. *Exercise more*
3. *Lose weight*
4. *Save more and spend less*
5. *Learn a new skill or hobby*
6. *Quit smoking*
7. *Read more*
8. *Find another job (we sure hope this one isn't on your list!) 😊*
9. *Drink less alcohol*
10. *Spend more time with family and friends*

Chances are you have at least one of these on your own list. Whatever personal goals you've established for yourself, try to remain positive (and patient) along the pursuit. And don't let a small setback spoil your success!