



Living life easier is good for all of us, ADHD-minded or not. You do not have to have Attention Deficit Hyperactivity Disorder (ADHD) to use what is shared here in the ADHD uPLifted Series to improve your quality of life. Do you want to find ways to work with your brainpower? Then you are in the right place. The ADHD uPLifted Series is a monthly publication written by me, Coach Cindy to offer you information to lift up your chin and find your strengths from within. Attention Deficit Hyperactivity Disorder is a different ability in mastering life. Whether you are diagnosed with ADHD, think you have ADHD, or just need ways to live easier this is the place for you. I hope you find this information value-added.

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Sensational Synergy



### *M3 Prompted*

- What does having an alliance mean to you?
- What could you achieve if you had what you needed?
- Who do you need support from?



## **About Coach Cindy**

Thank you for joining me. My name is Cynthia North, but people know me as Cindy. I am an ACC Certified Life Coach with the ICF as a Certified ADHD Life Coach (CALC) and a trained PQ Coach™ member with Positive Intelligence® devoted to partnering with clients to create self-success within ADHD and living life. I work with all ages having a special interest in how the brain affects the outcome. I help ADHDers and stuck people move from constant chaos to capable with clarity. I have expanded to offer personalized Mental Fitness Coaching through Shirzad Chamine's Positive Intelligence® Program. New possibilities bloom with deeper self-awareness and through the strength in your mental fitness. I have an innate desire to empower others no matter what difficulties they face with or without ADHD. I believe everyone is worthy of stepping forward *out of stuck*.

ADHD has touched me personally and professionally.

I know first-hand how ADHD symptoms and behavior can wreak havoc on family dynamics, school, and work success. I chose to become a Certified ADHD Life Coach as well as a member of Positive Intelligence® as a PQ Coach™ because I want others to discover their greatness within ADHD strengths while working with their executive functioning challenges through a positive mindset. I am where I am today because of my two dynamic ADHD children. They both teach me and open my mind to more each day. Their needs were beyond a hug, discipline, structure, or praise. So I sought professional help, ultimately finding a trained ADHD Life Coach. And here I am serving people who want different and deserve ease and flow.

Life experiences have made way for opportunity. I am on a journey to slay stigmas surrounding brain differences. Finding a Life Coach to empower my child led me to become a Certified ADHD Life Coach myself to serve others past their stuck ways and ADHD stigmas. Choosing to strengthen your inner-self is where Empower M3 starts. The work is an inside job where your "M3" begins. Connecting your heart and brain with a Coach creates empowerment opportunities. EmpowerM3 - is where the 3 connect to take flight.



*There is a more extraordinary tomorrow when the discovery starts today.*



## Forming an Alliance

Written By: Cynthia North, CALC, ACC  
September, 2022

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Labor Day is a long weekend bookending summer's fun. One last hoorah. Families and friends gather to celebrate. Commercials err to sell cars, furniture, and more: picnics, BBQ blanket backyards, and town parks. The weekend marks summer's end. Kind of ironic to celebrate our labor when it signifies the time to get back to work - kids back to school and working adults get back to the grind. Vacation season is over.

I have already mourned summers ending and met the wrath of transition. The systems and thinking patterns that had been working couldn't match the flood of unknowns. For my clan, this time of year ignites angst, worry, stress, and uncontrolled emotions. The unknown monster grew each day closer we were to starting school. It was like having a fifty-foot inflatable bound for the Thanksgiving Day Parade slowly inflating to blow the roof off my house. It showed up every morning that the school schedule hadn't been posted. It's a wave we ride at the start of every school year. I know it's coming. Perhaps, you have a similar inflatable being blown up in your house, too. Mine is a Purple Mom Eater... rips the heart right out of me to feel my kid's angst. I hate the ride.



Advocating for what you believe in is crucial- if you don't ask for it, people won't know you need it. -author unknown

I have survived. I had to ride the wave; I couldn't change that the school was still hiring vacancy spots. I couldn't change that class offerings were cut due to lack of previous participation by other students. The outcome was out of my control. My pin used to defeat the Purple Mom Eater was teaching coping skills for dealing with unknowns. Days of waiting led to schedules posting and with the teachers my daughter wanted. Praise the lord. My son, on the other hand, his start back to school took effort and alliance.

School has been in session for two weeks for my clan here in Kentucky and for many across the country. The rest of the country's schools and universities will fill their halls in less than a week. Students will file back into school with backpacks full and schedules stuffed to the brim. I'm on the other side. You will get there, too.

So, how did I do it? In this month's uPLifted Series, I will help you fill your trick bag by learning the importance of alliance. After reading this, you will have greater clarity about forming alliance, identifying stakeholders, and how to use powerful questions to cultivate relationships. As a result, we can be uplifted in the alliances we form. Please stick with me. Alliance changes the game.

Merriam-Webster defines alliance as a bond or connection between families, states, parties, or individuals and an association to further the members' common interests. This sounds great, but how do you get that to happen?

An alliance can be fostered where two or more parties have a desired outcome. An alliance can be formed for many different situations and relationships.

Forming an alliance can benefit relationships, school, and work. It's often under circumstances where there is common ground for a desired outcome.

### **Journal Prompt**



*What important alliance have you been a part of in the past? What about that experience have you learned you can apply for future alliances?*



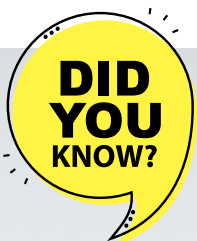
## Step 1: Identify the Stakeholders

The first step is to identify everyone that has a stake in the situation. As defined a stakeholder is someone who is involved in or affected by a course of action. For example, in the school environment, key stakeholders are the student, parent(s), students assigned teachers, school counselor(s), school psychologist, principal, case manager, and any support staff. At work, it could be your boss or coworkers. Where there are relationships, there are stakeholders. When trying to identify who is involved, ask yourself, who has a stake in this situation? Forming an alliance requires all parties to agree on the best path forward.

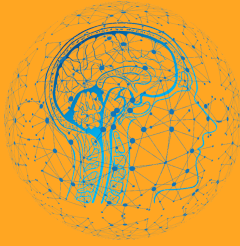
When plans are being made on someone's behalf, I highly recommend bringing them into the conversation in some form. If they are to be a part of executing a plan, they need to be represented in some fashion.

Take a student's IEP or 504 plan, for example. How many students have an IEP/504 plan at school but rarely use its support? If the plan is to be implemented, all stakeholders in the alliance must be represented. This step is essential to the plan's success. When the student is left out of the discussion, the plan may not be something they will willingly do.

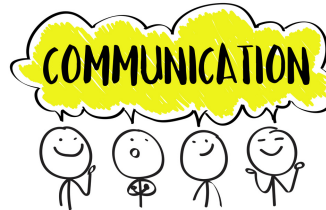
In most cases, students are not present for IEP/504 meetings. If this is the case, before the meeting, go through possible accommodations with your child and ask how they feel each accommodation could work for them. For example, my son said he would never choose to go to a special testing room, but he wanted to be able to sit up front. Done! Look here for a list of possible accommodations at [school](#) and [work](#).



Eligibility for a 504 plan is not defined by specific medical conditions. Instead, it is intentionally left as a broad statement of possible physical and mental impairments so that each school can determine eligibility on the basis of an individual case. (Mauro, 2022).



***"The best way to minimize disagreement is to make sure that all the stakeholders are in the room." - Cheryl Yeoh***



## Step 2

To come to agreement, you have to have communication. The second step is to communicate with the stakeholders. In my recent situation, I was trying to get two separate academies, the high school, and the local university, on the same page to move forward with the academic plan my son desired.

Getting everyone together and on the same page can be tricky. Email is excellent for documenting communication, but it can delay forward movement while waiting for others to reply. Here's a hint. In all written correspondence in which you expect a reply, state it. Suggest a "reply by date and time" in your email, so the person knows what your expectations are. Setting people up for success can also help you get what you need. Emails can get missed, so do not be afraid to make a friendly phone call to follow up.

Communicating requires the primary stakeholder to state their need. When you know what you need you are more likely to get what you want. Sometimes this can be difficult because you may not know what is available. You are best served when you become educated. Whether you are working to create an alliance with your child's school or if it's with your boss or the team working for you, you need to identify what the alliance is for.

## What Do You Know

### Communication Self-Assessment

This communication self-assessment is used to identify communication styles, learn about them, and utilize that information to better communicate with others. When you understand how and why someone communicates, compared to you, it will be easier to build rapport and avoid any miscommunication.

Ohio Human Services Training Services

[CLICK HERE](#) 



The following three scenarios help identify **needs**. If you are up for a challenge, brainstorm other possible unmet needs that could use support.

1. Mom wants her son's Coach to stop shouting, "what are you dumb, or do you just not listen" when her son runs drills backward. Both parties are growing more and more at odds with each other. Her son is at risk of being benched and wants to quit the team altogether. The Mom's need statement could start with, *"I need my son to feel like he can succeed with the drills you are giving. He needs instructions given differently."*

2. Johnny is growing leery of teaming with a coworker on company bids. The coworker is chronically late in starting bids and often asks to pull all-nighters to get it finished. Johnny is debating reporting this to the higher-ups, feeling it costs the team their best performance. He is concerned if someone doesn't speak up, they could get fired after losing their last project. Johnny's need statement could be, *"I need a plan to help us get our bids done during working hours when I function my best."*

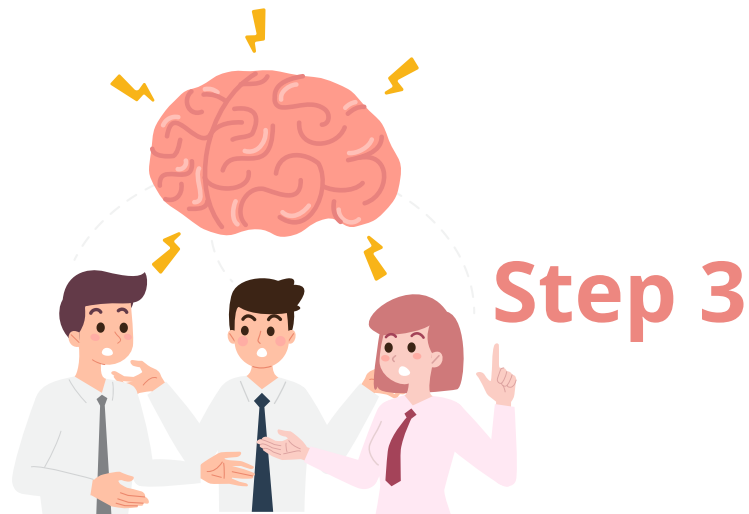
3. A teacher sees a student really struggling and fears they are getting lost in the shuffle. The student declines the offer to stay after school for extra help. Unfortunately, the parents have not responded to the teacher's requests for a meeting. The teacher's need statement could be, *"I need a way to support this student during school hours."*

**Identifying your needs can be hard. So, try getting out a piece of paper. Fold it in half length-wise. Label the left side "Wants" and the right side, "Needs".**

Start by listing all of your wants for your circumstance. Sometimes it's easier to identify what you want.

Once the list is complete move to the right side of the paper and identify the corresponding need.

<u>Want</u>	<u>Need</u>
- to tap my pencil	- <b>movement</b>
-to keep up	- <b>a slower pace</b>
-to finish my work	- <b>time awareness</b>
-ask a question when I think of it	- <b>thought recording system</b>
- focus on my work	- <b>quiet space or white noise</b>



## Finding Common Ground

The third step in forming the alliance is to find **common ground**. In the previous scenarios, there is common ground for each stakeholder. It is helpful first to process any emotion that is coming up so you can clearly define the need.

Emotions can cloud the path forward if a need statement has not yet been determined. Remember what you are going to bat for. Suppose you are struggling to find common ground. Try taking a different perspective by seeing what the situation might look or feel like from the other person's vantage point. What might the coach, coworker, or student be experiencing?

The goal is to find a mutually desired outcome and work towards it collectively. Defining common ground is your launchpad. What common ground is there with the Coach, Coworker, and Student?



## Powerful Questions for Deeper Thinking

1. What do you already know about what you were made to do?
2. Where do you fear ending up if nothing changes?
3. What's missing from this picture so far? What is it we're not seeing? What do we need more clarity about?
4. If there was one thing that hasn't yet been said to reach a deeper level of understanding/clarity, what would it be?
5. Where would you be if all obstacles in your way ceased to exist? (Miller, 2020)

LEARN MORE





“Boundaries are a part of self-care. They are healthy, normal and necessary.”

— Doreen Virtue

## Step 4: Forward with an Actionable Plan

The fourth step is to create an **actionable plan** with set **boundaries**. You are paving the way towards meeting needs by creating an actionable plan. Establishing boundaries between parties helps protect what is within each stakeholder. This way, no one compromises the success of the actionable plan. Boundaries could be time, acceptable and unacceptable language, potential risk, fairness, etc.

Think back to the three scenarios mentioned earlier. What actionable plans would help the alliance work? The coach might need to pair verbal directions with visual/spatial cues. The coach could have the team captain demonstrate new drills or use physical landmarks instead of right and left directions. The player may need to clarify directions before performing the drill. Mom might need to help her son identify his right side by offering a visual like a red shoelace on the right shoe for red=right. In coaching, we call these tricks of the trade. Some people call them life hacks. What matters is that the alliance hacks the need. For the coworkers, they may brainstorm all the areas they can support in completing bids on time. The common goal is to win the bid and to have a job. What can they do together to make that outcome more likely? What ideas could the teacher and student agree on? Having an actionable plan requires brainstorming. If you get stuck, try playing the **Yes... And** game.



***What did you learn about yourself today?***



## The Yes... Game

Owen's describes how to play the Yes...And game offered by Shirzad Chamine, author of Positive Intelligence on her blog [Get unstuck & generate new solutions with the Innovate power:](#)

### How to Play

**Ground Rules:** there will be no criticizing, classifying, or removing any ideas shared.

**Time:** Define how long you want to play (10 minutes/ 30 minutes/ 1 hour/ exhaustive)

To **play** the game, the first person states any idea that pops into mind that could be employed to address the defined challenge or problem, or opportunity. Then, the next person says one aspect of that idea that they like (even if it is only 10% of the idea) in the following format "**Yes, what I like about that is...**" then follows that statement with another idea that is inspired by the first idea, as follows "**... and what that brings to mind is...**". Then this format continues, with each person stating what they like about the prior person's like with the preceding words "**Yes, what I like about that is...**" and following with another new idea "**... and that makes me think of...**" and so on. Even if you don't like or agree with the idea, **find 10%** that could be right.

At the close of the "Yes... And..." game, ask each participant what their favorite ideas were from the game, then work together to determine the next steps, including further research or action to execute the chosen idea(s).

(Get Unstuck & Generate New Solutions with the Innovate Power, 2021)

Playing the Yes...And game allows everyone to offer ideas. Creating an environment for everyone to feel heard gives people space to come together to form an alliance. By viewing ideas as 10% right, you can better align in a small way for a bigger cause.



# Knowledge + Action = Success

## CHECKIN

### Step 5

The fifth step is to **check back** in. Don't just put it all in writing and then not use it. My student clients often say, "I think I have a special plan, but I don't remember it anymore. I don't think my teachers even know about it." Check-in regularly. Make sure everyone is moving forward with the plan. Ensuring everyone knows what is in place is essential for success. Positions change. You may have new teachers, coworkers, or a new boss. Sometimes checking in is easy because the results are your evidence. Other times a more formal check-in is necessary.

Every year, checking in may be necessary as new students are assigned. It may be good practice for you and your child to reach out to new teachers to establish any accommodations that would help set up your child for success. For parents, it may take referring back to their IEP/504 plan to refresh themselves as to what is available. You can help your child advocate for themselves by role-playing different scenarios they may face.

Success is much more likely when all stakeholders are in an alliance. Once in place, set a date to check back in. A simple "how's it going?" may be all you need. If you need a more extensive check-in, set a time to make it happen.



Even with the best-laid plans, our kids can slip through the cracks. Even successful kids hang by his fingernails. I get it. Us Mama Bears want our children to have what they need. My son has what it takes to state his needs and speaks up for his desires. That doesn't mean he is heard. He isn't following the traditional learning path. He is a ferocious learner. Getting his team on board has taken perseverance, resilience, and courage. Our kids learn more than book smarts when we give them space to own what they need. Helping them create an alliance will only better their outcomes.



Perhaps you are struggling in the workforce or in your personal life. What alliance do you need to bring your best forward? It may not be an alliance with your boss. It may be an alliance at home or an alliance with an accountability partner that will catapult you forward. What I know is you matter. Choose to align with your stakeholders using your boundaries, and you will have a launching pad to soar.

**So, how can you show up in a way that benefits the future outcome needed?**

 *coach cindy*

# “All stress is Saboteur generated.”

(-- Shirzad Chamine, 2012)

## WORK OUT TIME IS FOR THE BRAIN

How can you be patient when the results you need now are not coming as fast as you want? Practicing mindfulness to get a handle on your self-talk improves self-confidence, and relationships and offers space to move towards your needs and wants. Mental fitness gives you the power to shift from life's chaos. You can create calm with conscious practice in finding the present.

EmpowerM3 has launched **"The Saboteur Shifter's" Mastermind Groups** to collectively shift from the Saboteur mindset using the mental fitness program Positive Intelligence© (PQ). Through the work of a mastermind group, you will share insights and growth through the compassionate support of Coach Cindy. The work of Shirzad Chamine offered in the 6-week-long Mental Fitness program strengthens the ability to self-command your mind and body. You can have control, quality living, ease, and flow in your day.



[CLICK HERE](#)

**Now forming "Saboteur Shifters". Next group starting September 17, 2022**  
**30 Minute PQ Coaching for 8 weeks, Mondays at 10:30 am EST, Limit 4 per group**  
**Text [SabShifterMastermind] to Coach Cindy at (859)455-6156.**  
**Prefer to go alone? Individual PQ Coaching is available.**



### What are PQ Clients Saying

*"For the first time I can get to a clear place to think." "I'm finally focused on myself and can regain control of my runaway thoughts." "My PQ work gives me the pause I need when everything seems like it is falling apart around me. I can see my life with a calmer mind."*  
*"Doing PQ has been my easiest way of coping with my life." "I love the way I felt with PQ. I'm back at it and feeling in better control of my mind."*

*I like this app for the fun hacks I learn I wouldn't know otherwise, but I HATE the ads. I'll be honest I don't wait. I close it out. Warning, you might, too.*



# SPOTLIGHT



## Life Hack Tips -Daily Tips

Life hack tips for your life

-XiaoLei Li

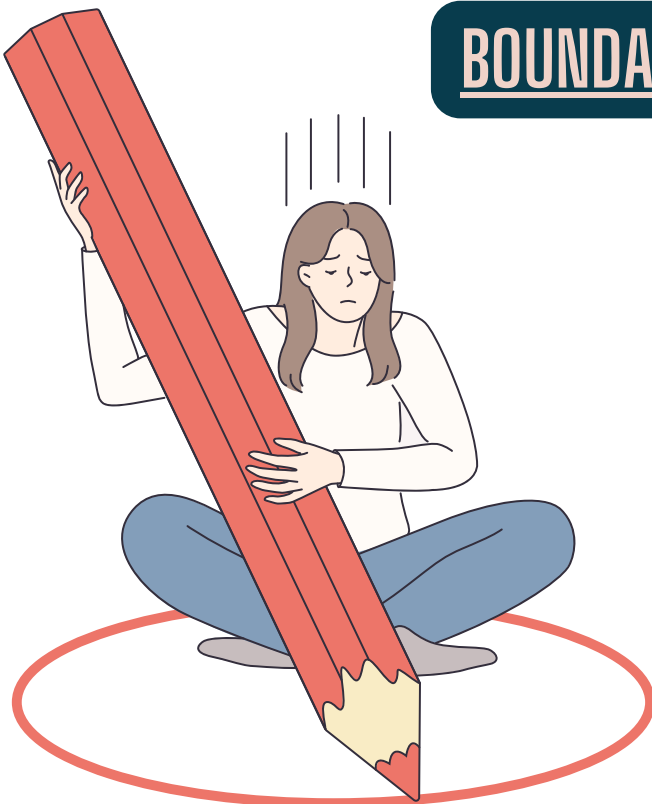
- Ages 12+
- 4.8 • 818 Ratings
- Free
- Offers In-App Purchases, For \$2.99 Access all hacks with no ads



This life tips app is a fancy and easy-to-use application that contains tons of life tips in different categories such as technology tricks, health, and drinks, money savers, etc. With these life tips, you can learn a lot of knowledge and tricks to make your life easier and happier.

(Li, 2019).

## BOUNDARIES! WHAT DOES THAT MEAN?



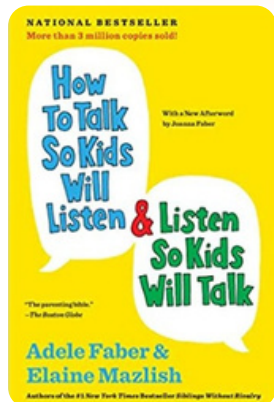
Boundaries are not to keep others out. Boundaries are to **keep ourselves together**. Establishing boundaries is healthy and necessary in the pursuit of happiness. Creating an alliance does not equal weakening your boundaries. In fact, meeting your needs will allow you to keep yourself together.

### What do effective boundaries look like:

- established priorities
- doing the work you do best, and delegating the rest (as you can).
- communicating your needs
- setting limits
- scheduling work time and personal time (AND HONORING IT).
- Practice saying, "No."

# READERS Corner

"I so agree that children want to be heard. Often what is seen in behavior has deeper meaning. I found this to be a good resource for parents especially if you are ready to do the work." CC



## How to Talk So Kids Will Listen & Listen So Kids Will Talk (The How To Talk Series) - February 7, 2012

by Adele Faber (Author), Elaine Mazlish (Author)

4.7 out of 5 stars

9,234 ratings



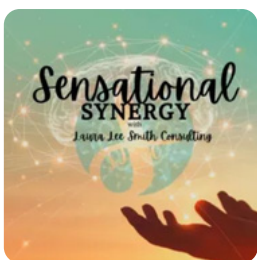
This bestselling classic by internationally acclaimed experts on communication between parents and children includes fresh insights and suggestions, as well as the author's time-tested methods to solve common problems and build foundations for lasting relationships, including innovative ways to:

- Cope with your child's negative feelings, such as frustration, anger, and disappointment
- Express your strong feelings without being hurtful
- Engage your child's willing cooperation
- Set firm limits and maintain goodwill
- Use alternatives to punishment that promote self-discipline
- Understand the difference between helpful and unhelpful praise
- Resolve family conflicts peacefully

Enthusiastically praised by parents and professionals around the world, Faber and Mazlish's down-to-earth, respectful approach makes relationships with children of all ages less stressful and more rewarding.

(How to Talk so Kids Will Listen & Listen so Kids Will Talk (the How to Talk Series): Faber, Adele, Mazlish, Elaine: 9781451663877: Amazon.com: Books, 2022)

## LISTEN NOW



## "Adult Accommodations" Sensational Synergy Runtime: 12 minutes

I really appreciate the acknowledgement of doing what one needs to do to succeed and speaking up for it. CC



"What do you need for comfort? What supports you reach full capacity? Explore your needs and wants to advocate for yourself.

(Laura Lee Smith, 2021)



# An uPLifted Takeaway

Finding the best accommodations to meet your needs is essential. An even more powerful impact occurs when an alliance is formed with the people who impact your life. Putting strategies in place to help with weaknesses and doing activities with greater ease is the name of the game. Creating ease and flow in your day is what your brain is craving. I help clients find shortcuts and loopholes in their lives so their needs are met, and their set intentions realized. Battling the *Purple Mom Eater* is real and worth your perseverance. Find your alliance and forge on.

You can master your brain by becoming keenly aware of yourself, setting up systems you can depend on, and being disciplined with your intentions in alliance with others. The brain is a moldable muscle ready for what you choose next. What do you need? And who has a stake? Don't let it be your Purple Mom Eater!





**Resources****READ**

1. Merriam-Webster Dictionary. (2022). Merriam-Webster.com. <https://www.merriam-webster.com/dictionary/alliance>
2. Merriam-Webster Dictionary. (2022). Merriam-Webster.com. <https://www.merriam-webster.com/dictionary/stakeholder>
3. Owen, E. (2021, April 27). Get unstuck & generate new solutions with the Innovate power. Erinowen.com. <https://erinowen.com/get-unstuck/#:~:text=The%20%E2%80%9CYes%E2%80%A6%20And%E2%80%A6%E2%80%9D%20game%20is%20the%20official%20power,one%20or%20more%20people%2C%20in%20the%20following%20way.>

**SELF-ASSESSMENT**

- [https://www.ohsts.org/uploads/1/5/3/5/15354340/communication\\_styles\\_assessment\\_and\\_explanation.pdf](https://www.ohsts.org/uploads/1/5/3/5/15354340/communication_styles_assessment_and_explanation.pdf)

**APP**

- Li, X. (2019, October 31). Life Hack Tips -Daily Tips. App Store. <https://apps.apple.com/us/app/life-hack-tips-daily-tips/id1485530065>

**BOOK**

- How to Talk So Kids Will Listen & Listen So Kids Will Talk (The How To Talk Series): Faber, Adele, Mazlish, Elaine: 9781451663884: Amazon.com: Books. (2022). Amazon.com. [https://www.amazon.com/How-Talk-Kids-Will-Listen/dp/1451663889/ref=tmm\\_pap\\_swatch\\_0?\\_encoding=UTF8&qid=&sr=](https://www.amazon.com/How-Talk-Kids-Will-Listen/dp/1451663889/ref=tmm_pap_swatch_0?_encoding=UTF8&qid=&sr=)

**PODCAST**

- Laura Lee Smith. (2021, March 31). Adult Accomodations. Apple Podcasts. <https://podcasts.apple.com/us/podcast/adult-accomodations/id1560712530?i=1000515255129>

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- (PG 5) Mauro, T. (2022, May 23). 504 Plans for Students With Disabilities. Verywell Family. <https://www.verywellfamily.com/what-is-a-504-plan-3104706>
- (PG 6) BrainyQuote. (2017). BrainyQuote; BrainyQuote. [https://www.brainyquote.com/quotes/cheryl\\_yeoh\\_855063?src=t\\_minimize](https://www.brainyquote.com/quotes/cheryl_yeoh_855063?src=t_minimize)
- (PG 9 ) Doreen Virtue Quote: "Boundaries are a part of self-care. They are healthy, normal and necessary." (2022). Quotefancy.com. <https://quotefancy.com/quote/1517912/Doreen-Virtue-Boundaries-are-a-part-of-self-care-They-are-healthy-normal-and-necessary>
- (PG 11) Wargo, K. (2011, November 16). 15 Reasons Why Taking Action Is Important For Success. Lifehack. <https://www.lifehack.org/articles/lifehack/the-key-to-all-success-action.html>
- (PG 13) Positive Intelligence Quotes by Shirzad Chamine. (2012). Goodreads.com. <https://www.goodreads.com/work/quotes/18408206-positive-intelligence-why-only-20-of-teams-and-individuals-achieve-the>

**IMAGES**

- Photo of Coach Cindy North photographed by and provided by EmpowerM3 LLC
- Created in Canva- all other images provided by Canva Pro



# My Notes



## **Disclaimer:**

The ADHD uPLifted Series is not provided to diagnose or treat Attention Deficit Hyperactivity Disorder. The information included in each ADHD uPLifted Series is offered with the intention of being value-added to the ADHD community and to those who are invested in brain health. This publication is created to start the conversation. This is not a sole source of available information nor intended to be considered so. I am not affiliated with any product suggested in this publication nor do I receive any compensation from the associated businesses or products. Please consult with your medical professionals only using this information as you see fit.