



# apac VOICE

THE OFFICIAL NEWSLETTER OF THE ASIA PACIFIC ALLIANCE OF COACHES

## emotional agility

### **APAC Waves**

Emotional Rigidity Vs. Emotional Agility

### **APAC Bits & Bytes**

APAC Pro Bono Coaching



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# President Speaks



*“As coaches, we hold a unique place to support coachees in navigating their emotions, uncovering self-discovery of hidden longings and blockages, facilitating transformative growth.”*

Dear APAC Colleagues,

## Shifting from Emotional Mess to Emotional Best

As coaches, poignant moments often prompt reflections. Recently, I encountered such a scene that left me with a disturbing impression. A mother, preoccupied with her phone conversation, was walking alongside her two boys. The older lad, aged around 8 or 9, hit his mother to draw her attention. In response, she hit and kicked him. My initial judgment turned from the boy’s disrespectfulness to the mother’s harshness. In the saga, the younger child stepped in to protect his mother. The older boy stormed off, only to realise his mother had left him behind, unfazed and still engrossed in her conversation. His desperate attempt to catch up ended in further retaliation between the duo, leaving him dejected and in tears.

That flashback of the boy, head hanging low and wiping his tears with his little arms, wrenched my heart, not forgetting the younger one, trying to make sense of it all. This scenario is one of many that serves as a reminder of the complexity of raw and unaddressed emotions. When left unacknowledged or suppressed, they can manifest in dysfunctional ways, hindering personal growth and societal harmony.

Emotions, positive or negative, are sources of energy to be harnessed or released to help one move forward. As coaches, we hold a unique place to support coachees in navigating their emotions, uncovering self-discovery of hidden longings and blockages, facilitating transformative growth.

In this issue themed Emotional Agility, gain insights into emotional literacy that supports choiceful responses from within. When we empower our coachees to navigate their emotions with grace and authenticity, they move from emotional mess to emotional best. This is needful in fostering resilience in an increasingly high-stress environment.

If youths are in your heart too, we invite you to sign up for our pro bono coaching project, NEXus Internship Programme, starting in July 2024. Targeting post-secondary school youths, this is a pilot joint-project with North East Community Development Council (NE CDC), aimed at fostering a sense of community and purpose among the next generation.

Early in 2024, we started a *Buddy System* to help new members ease into APAC. Since then, we have extended this system to current members. Do connect with your buddy to explore how you would like to be more meaningfully involved in APAC.

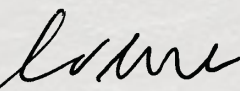
APAC *Walk and Talk*, started two years back, has gained momentum in promoting healthy habits and fruitful connections among fellow coaches. Our recent Walk included reflection time through a drawing exercise after the morning walk; and a fireside chat after a sunset walk. We are happy to see members from the region join us whenever they visit Singapore. When members visit each other across the globe, it is truly living out APAC.

Our bi-monthly *Peer Coaching Circle* continues to be a great place for members to sharpen their saw. “Coaching the Dark Side”, our recent Power Hour, piqued the coaches’ interest to do deeper work with self. Those who coach business leaders can look forward to the next webinar, Flying Wheel Perspective.

Thank you for your unwavering commitment to coaching excellence and strengthening this community. I’m happy to have introduced associates, ex-colleagues, and coaching course mates to join us. It is in the involvement that we can truly experience the spirit of APAC.

I wish everyone joy as we continue to rise above the complexities of emotions and emerge stronger, both individually and collectively.

Warmly,



**IRENE CHIA**  
President, APAC



# APAC WAVES

“Emotional agility is about loosening up,  
calming down, and living with more  
intention. It’s about choosing how you’ll  
respond to your emotional  
warning system.”

- Susan David

# Emotional Agility



Sixteen thousand—that’s how many words we speak, on average, each day. So imagine how many unspoken ones course through our minds. Most of them are not facts but evaluations and judgments entwined with emotions—some positive and helpful (*I’ve worked hard and I can ace this presentation; This issue is worth speaking up about; The new VP seems approachable*), others negative and less so (*He’s purposely ignoring me; I’m going to make a fool of myself; I’m a fake*).

The prevailing wisdom says that difficult thoughts and feelings have no place at the office: Executives, and particularly leaders, should be either stoic or cheerful; they must project confidence and damp down any negativity bubbling up inside them. But that goes against basic biology. All healthy human beings have an inner stream of thoughts and feelings that include criticism, doubt, and fear. That’s just our minds doing the job they were designed to do: trying to anticipate and solve problems and avoid potential pitfalls.

In our people-strategy consulting practice advising companies around the world, we see leaders stumble not because they have undesirable thoughts and feelings—that’s inevitable—but because they get *hooked* by them, like fish caught on a line. This happens in one of two ways. They buy into the thoughts, treating them like facts (*It was the same in my last job...I’ve been a failure my whole career*), and avoid situations that evoke them (*I’m not going to take*

*on that new challenge*). Or, usually at the behest of their supporters, they challenge the existence of the thoughts and try to rationalize them away (*I shouldn't have thoughts like this...I know I'm not a total failure*), and perhaps force themselves into similar situations, even when those go against their core values and goals (*Take on that new assignment—you've got to get over this*). In either case, they are paying too much attention to their internal chatter and allowing it to sap important cognitive resources that could be put to better use.

This is a common problem, often perpetuated by popular self-management strategies. We regularly see executives with recurring emotional challenges at work—*anxiety about priorities, jealousy of others' success, fear of rejection, distress over perceived slights*—who have devised techniques to “fix” them: positive affirmations, prioritized to-do lists, immersion in certain tasks. But when we ask how long the challenges have persisted, the answer might be 10 years, 20 years, or since childhood.

Clearly, those techniques don't work—in fact, ample research shows that attempting to minimize or ignore thoughts and emotions serves only to amplify them. In a famous study led by the late Daniel Wegner, a Harvard professor, participants who were told to avoid thinking about white bears had trouble doing so; later, when the ban was lifted, they thought about white bears much more than the control group did. Anyone who has dreamed of chocolate cake and french fries while following a strict diet understands this phenomenon.

Effective leaders don't buy into *or* try to suppress their inner experiences. Instead they approach them in a mindful, values-driven, and productive way—developing what we call *emotional agility*. In our complex, fast-changing knowledge economy, this ability to manage one's thoughts and feelings is essential to business success. Numerous studies, from the University of London professor Frank Bond and others, show that emotional agility can

help people alleviate stress, reduce errors, become more innovative, and improve job performance.

We've worked with leaders in various industries to build this critical skill, and here we offer four practices—adapted from Acceptance and Commitment Therapy (ACT), originally developed by the University of Nevada psychologist Steven C. Hayes—that are designed to help you do the same: Recognize your patterns; label your thoughts and emotions; accept them; and act on your values.

## Fish on a Line

Let's start with two case studies. Cynthia is a senior corporate lawyer with two young children. She used to feel intense guilt about missed opportunities—both at the office, where her peers worked 80 hours a week while she worked 50, and at home, where she was often too distracted or tired to fully engage with her husband and children. One nagging voice in her head told her she'd have to be a better employee or risk career failure; another told her to be a better mother or risk neglecting her family. Cynthia wished that at least one of the voices would shut up. But neither would, and in response she failed to put up her hand for exciting new prospects at the office and compulsively checked messages on her phone during family dinners.

Jeffrey, a rising-star executive at a leading consumer goods company, had a different problem. Intelligent, talented, and ambitious, he was often angry—at bosses who disregarded his views, subordinates who didn't follow orders, or colleagues who didn't pull their weight. He had lost his temper several times at work and been warned to get it under control. But when he tried, he felt that he was shutting off a core part of his personality, and he became even angrier and more upset.



These smart, successful leaders were hooked by their negative thoughts and emotions. Cynthia was absorbed by guilt; Jeffrey was exploding with anger. Cynthia told the voices to go away; Jeffrey bottled his frustration. Both were trying to avoid the discomfort they felt. They were being controlled by their inner experience, attempting to control it, or switching between the two.

## Getting Unhooked

Fortunately, both Cynthia and Jeffrey realized that they couldn't go on—at least not successfully and happily—without more-effective inner strategies. We coached them to adopt the four practices:

### Recognize your patterns.

The first step in developing emotional agility is to notice when you've been hooked by your thoughts and feelings. That's hard to do, but there are certain telltale signs. One is that your thinking becomes rigid and repetitive. For example, Cynthia began to see that her self-recriminations played like a broken record, repeating the same messages over and over again. Another is that the story your mind is telling seems old, like a rerun of some past experience. Jeffrey noticed that his attitude toward certain colleagues (*He's incompetent; There's no way I'm letting anyone speak to me like that*) was quite familiar. In fact, he had experienced something similar in his previous job—and in the one before that. The source of trouble was not just Jeffrey's environment but his own patterns of thought and feeling. You have to realize that you're stuck before you can initiate change.

**Leaders stumble when they are paying too much attention to their internal chatter and allowing it to sap important cognitive resources that could be put to better use.**

### Label your thoughts and emotions.

When you're hooked, the attention you give your thoughts and feelings crowds your mind; there's no room to examine them. One strategy that may help you consider your situation more objectively is the simple act of labeling. Just as you call a spade a spade, call a thought a thought and an emotion an emotion. *I'm not doing enough at work or at home* becomes *I'm having the thought that I'm not doing enough at work or at home*. Similarly, *My coworker is wrong—he makes me so angry* becomes *I'm having the thought that my coworker is wrong, and I'm feeling anger*. Labeling allows you to see your thoughts and feelings for what they are: transient sources of data that may or may not prove helpful.

Humans are psychologically able to take this helicopter view of private experiences, and mounting scientific evidence shows that simple, straightforward mindfulness practice like this not only improves behavior and well-being but also promotes beneficial biological changes in the brain and at the cellular level. As Cynthia started to slow down and label her thoughts, the criticisms that had once pressed in on her like a dense fog became more like clouds passing through a blue sky.

### Accept them.

The opposite of control is acceptance—not acting on every thought or resigning yourself to negativity but responding to your ideas and emotions with an open attitude, paying attention to them and letting yourself experience them. Take 10 deep breaths and notice what's happening in the moment. This can bring relief, but it won't necessarily make you feel good. In fact, you may realize just how upset you really are. The important thing is to show yourself (and others) some compassion and examine the reality of the situation. What's going on—both internally and externally? When Jeffrey acknowledged and made room for his feelings of frustration and



anger rather than rejecting them, quashing them, or taking them out on others, he began to notice their energetic quality. They were a signal that something important was at stake and that he needed to take productive action. Instead of yelling at people, he could make a clear request of a colleague or move swiftly on a pressing issue. The more Jeffrey accepted his anger and brought his curiosity to it, the more it seemed to support rather than undermine his leadership.

### **Act on your values.**

When you unhook yourself from your difficult thoughts and emotions, you expand your choices. You can decide to act in a way that aligns with your values. We encourage leaders to focus on the concept of *workability*: Is your response going to serve you and your organization in the long term as well as the short term? Will it help you steer others in a direction that furthers your collective purpose? Are you taking a step toward being the leader you most want to be and living the life you most want to live? The mind's thought stream flows endlessly, and emotions change like the weather, but values can be called on at any time, in any situation.

When Cynthia considered her values, she recognized how deeply committed she was to both her family and her work; she loved being with her children, but she also cared passionately about the pursuit of justice. Unhooked from her distracting and discouraging feelings of guilt, she resolved to be guided by her principles. She recognized how important it was to get home for dinner with her family every evening and to resist work interruptions during that time. But she also undertook to make a number of important business trips, some of which coincided with school events that she would have preferred to attend. Confident that her values, not solely her emotions, were guiding her, Cynthia finally found peace and fulfillment. It's impossible to block out difficult thoughts and emotions. Effective leaders are mindful of their inner experiences but not caught

in them. They know how to free up their internal resources and commit to actions that align with their values. Developing emotional agility is no quick fix—even those who, like Cynthia and Jeffrey, regularly practice the steps we've outlined here will often find themselves hooked. But over time, leaders who become increasingly adept at it are the ones most likely to thrive.

---

**By Susan David and Christina Congleton.**

Susan David is a founder of the Harvard/McLean Institute of Coaching, is on faculty at Harvard Medical School and is recognized as one of the world's leading management thinkers. She is author of the #1 Wall Street Journal Best Seller *Emotional Agility* (Avery) based on the concept named by HBR as a Management Idea of the Year. An in-demand speaker and advisor, David has worked with the senior leadership of hundreds of major organizations, including the United Nations, Ernst & Young, and the World Economic Forum.

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<https://hbr.org/2013/11/emotional-agility>

# Emotional Rigidity Vs. Emotional Agility and how it affects your daily life and work. Tips for developing flexible emotions.

What would your life look like if you could be flexible with your emotions? What's yours like now?

In the face of daily stress, it's easy to get hooked by negative emotions and behaviors. It takes effort to learn how to respond optimally rather than react reflexively. Becoming aware of our automatic responses is a great first step toward flexibility. It's also helpful to see how being emotionally agile is a necessary life skill.

The first step toward emotional agility is recognizing the emotions you experience throughout each day. You can do this by using an emotion log. For one week, carry around a small notebook or journal and write the title "My Feelings" at the top of a page.

Every time you experience an emotion, write it down and label it as positive or negative. Note the intensity of your feelings: light, moderate, severe. At the end of each day, record how intense and clear your emotions were throughout the day and whether any specific events trigger them.

This is a great activity for establishing emotional awareness . It will help you to recognize how emotions impact your thoughts and behaviors , which will ultimately shape the direction of your life.





Here's what Emma had to say after she completed an emotion log: "I've realized that I feel negative emotions most intensely when I'm unproductive at work, so I often find myself trying to avoid my obligations. I also notice that when I feel negative emotions, I lack clarity in my thinking. When this happens, I find it difficult to make decisions or take action because instead of making things happen in my life, I let them happen to me."

Emotions are like waves; they come and go. Simply becoming aware of your emotions will allow you to take them in stride, much like watching waves roll in and out.

Once you've developed awareness, the next step is to practice being proactive rather than reactive. Proactivity means being intentional with our behaviors and personal choices. Practicing emotional agility can mean choosing a different course of action from what your emotions would otherwise lead you toward.

This takes courage—to see how we react when we're emotionally hooked and to act differently, despite our feelings. We have to be willing to let go of the familiar, even if that means being uncertain about what lies ahead.

To be emotionally agile doesn't mean that you won't experience negative emotions. The goal instead is to learn how to respond better when you do feel them—to not get hooked by your feelings and behave in ways that are out of alignment with your thoughts and values. People who are emotionally agile don't let their emotions control them; they understand that there is a gap between their feelings and how they behave.

A great way to practice being proactive rather than reactive is by using the ABC method of emotional agility.

The acronym "ABC" stands for Awareness , Behavior , and Consequences . It provides a framework for seeing how your thoughts, feelings, and behaviors are connected. Here's how it works:

A – Awareness: What am I thinking? What am I doing? What am I feeling?

B – Behavior: Am I behaving in ways that align with my goals and values? If not, what needs to change?

C – Consequences: What are the short- and long-term consequences of my behavior? Do they add up to more life or less life for me in the long run? If so, what needs to change?

Let's go back to Emma. Using the ABC method, we could explore her emotions around work:

A – Awareness: "I feel overwhelmed and anxious because I'm not getting enough done at work."

B – Behavior: "I've been procrastinating and spending too much time on social media. As a result, I feel frustrated with my progress at work and neglectful toward my family."

C – Consequences: "My procrastination is impacting my productivity, which makes me feel frustrated. It's also taking away quality time with my family, making them feel neglected."

Emma could then start by tackling her behavior. She could set an intention to stop checking social media when she should be getting work done. Instead of procrastinating in the moment, she could take a proactive approach by creating a set of guidelines to keep her on task while she's at work.

By doing so, she would be able to take advantage of the positive feelings that being productive brings about—namely, more confidence and less anxiety. She would also avoid feeling guilty or stressed out when it comes to getting home for dinner.

Emma could also review the consequences of her behaviors. How does it feel to be so tied up with work that she doesn't have time for dinner with her family? What would happen if she developed a habit of being productive at work and had more energy to give to them when she's at home? She might even find that she enjoys evenings with her family more and that everyone is happier as a result.

It can be tricky to remember to use the ABC method in everyday moments of stress, but this practice will become easier over time. The important thing is to practice being proactive rather than reactive so that your emotions don't lead you down a path you don't want to take.

When we are emotionally rigid, we get hooked by feelings and behaviors that don't serve us well. When we're emotionally agile we can be flexible with our emotions in order to respond optimally in everyday situations.

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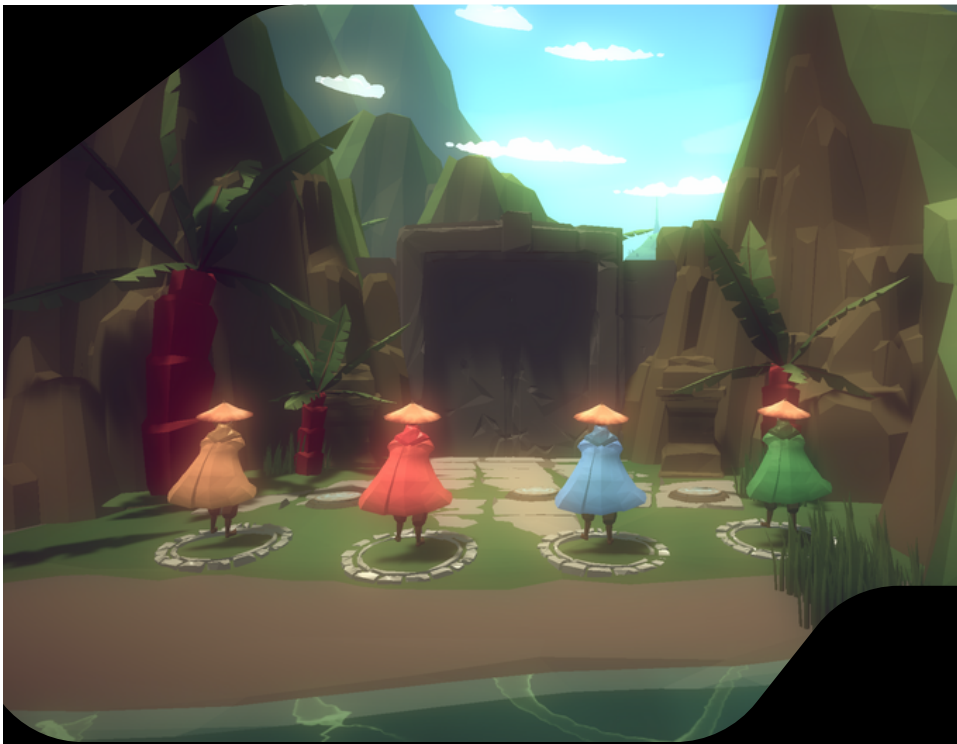
By **Bob Hutchins, Msc.** Bob is a Fractional CMO and AI Advisor. He increases audience engagement and scalable outcomes. GTM Strategies for B2B, and B2C SaaS companies. Empathetic 'therapist' to agency owners. Content Strategy and writer. Speaker.

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<https://www.linkedin.com/pulse/emotional-rigidity-vs-agility-how-affects-your-daily-life-hutchins/>







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**STRENGTHSASIA**

# Emotional Agility. What it is, how we can increase it.

When we watch a gymnast twisting through the air we see the embodiment of agility. They are able to maintain their orientation, land upright, and rebalance themselves seemingly effortlessly.

If we take the concept into the domain of emotions what might it look like?

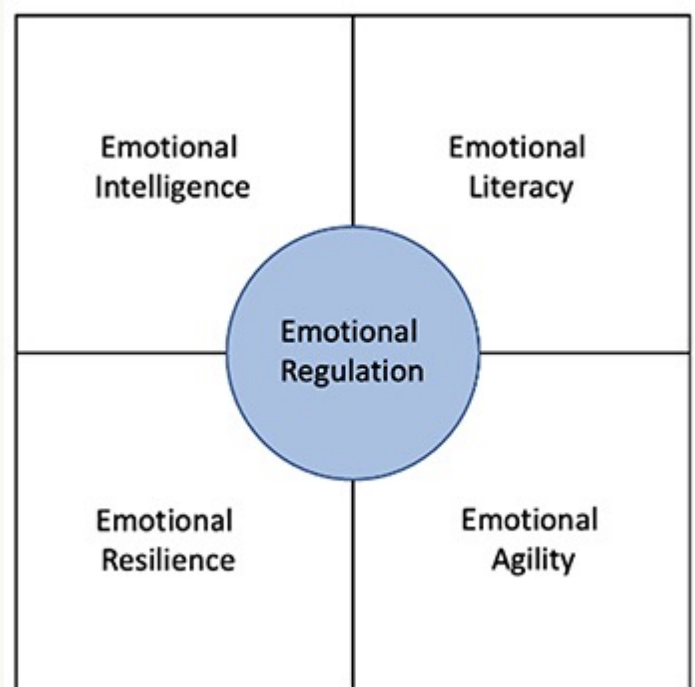
- Being able to maintain our balance or easily rebalance when the event surprises us.
- Recognizing and being able to name the emotion or emotions we are experiencing.
- Having the ability to shift from an emotion that is not serving us to one that will.

And what would be the benefit of increased emotional agility?

- More productive time focused on what we believe is most important.
- Less stress, more calmness.
- A sense of personal empowerment.

It is obvious that we each have a different capacity for emotional agility. So, where does it come from? How can we be intentional about developing it? What practices could be helpful?

Emotional agility lives in a cluster of related concepts about emotions: Emotional intelligence, emotional literacy, emotional resilience, and emotional regulation. Here is a model that can help us understand the relationship among these various skills.



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By now we are all familiar with the concept of emotional intelligence. Increasingly our clients have taken an EQ assessment and share the results with us. Although that is a great step for awareness creation it generally does not give them a practical for leveraging or developing their native emotional intelligence.

The quadrant in this model that does that is emotional literacy. Learning to notice, name, and navigate emotions as they come. The ability to quickly realize an emotion is being provoked and have a fairly immediate sense of what emotion it is. Then being able to name it accurately. Understanding



the purpose of the emotion or why it is showing up when it is and what it is trying to tell us. And, finally knowing that we have latitude to shift emotions when we feel it is appropriate.

When we join up the synergy of emotional intelligence and literacy it gives us the foundation to develop emotional agility and resilience. The practical application of all of these together can be thought of as emotional regulation. Just as we have eyelids to regulate the amount light we allow in, competency in these areas allows us to regulate our emotions to best effect.

So, if we want to strengthen our emotional agility what are our options? Let's go back to the gymnast. What do they do to develop physical agility?

- They stretch. In their case it is their muscles and tendons. In the case of emotions it is stretching into emotions, to allow ourselves to feel them and sit with them. It includes stretching our vocabulary to include a larger palette of emotions and their nuanced meaning.
- They build strength. When we focus on developing an emotion such as gratitude it becomes stronger and more readily available.
- They build endurance. How long are you able to sustain an emotion by choice? Developing emotional rigor allows you to maintain an emotion such as compassion even when other emotions are calling for your attention.
- They live gymnastics. The gymnasts I've known train every day. They are committed to building their skills and honing their techniques. Put your emotions front and center in your life and you will be amazed at how much stronger you get, how much freer you feel, and how your quality of life improves.

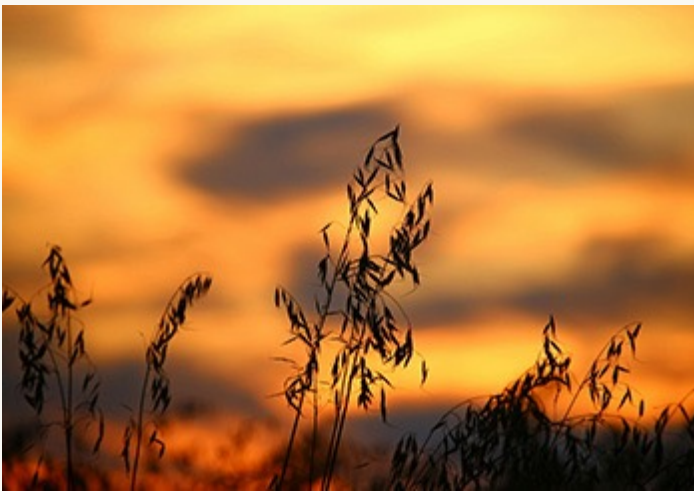
The thing about emotions that some people miss is that 'no one can do it for you'. If you don't choose to build emotional agility it won't happen. It is a 'do-it-yourself' project. You may need support, but you need to be committed to training yourself to be strong, flexible, and resilient emotionally. No one can do it for you.

Happy training!

---

By **Dan Newby**. Dan holds a bachelor's degree in education from Drury University in the U.S. His coach training was with Newfield Network where he also studied Integral and Somatic Coaching. He is trained as a Clifton StrengthsFinder Coach through the Gallup Organization, London and holds a PCC Certification from ICF backed by more than 7000 hours of coaching. Dan is a champion for Emotional Literacy, and works with leaders, educators, and coaches worldwide. His passion is helping emotional literacy become common sense and emotions a tool for daily use.

# Commitment to a Mood



Have you heard of a commitment to a mood? Being emotionally agile requires us to first see with a new lens. This short article is written for this purpose.

## Let me first start with some definitions.

A mood is an emotional state that we want to stick around with. To put it simply, it is an emotional habit that we have practiced over time (usually without consciousness). Emotions are however distinct from a mood. An emotion is tied to an event. The emotion quickly goes away after the event has ended. We feel happy when we see our food arrive. Happiness quickly turns to frustration when the food tastes bad. The frustration leaves when we receive a text that contains good news.

So a key distinction between a mood and an emotion is that the latter is temporal while the former sticks around. Both moods and emotions affect our

actions. We are more likely to smile when we are experiencing joy and peace. We are more likely to complain or retaliate when we are in resentment or anger.

A commitment is like a promise. It is doing what we say we will do. The idea of commitment is the idea of “all in”. Apologies are not enough. Excuses and rationalizations are totally unacceptable. Those who truly commit do not add a “but” or “if” or have any secret back doors - invisible conditions that will help them out of a situation when they cannot achieve that task.

## How does a commitment to a mood show up in a coaching conversation?

When we commit to a mood, we create stories in our heads. Creating stories in our heads is how we stay committed to the mood.

As a coach, you might notice clients being highly committed to their stories. They struggle to see other possibilities. There is a lack of openness and curiosity. They might even invite you to agree with their points of view. Being stuck in a narrative is often the hallmark of a commitment to a mood.

## Here are two examples of a commitment to a mood.

(1) Have you had a memory of a holiday filled with many unexpected turns of events? You lost your luggage. Your flight got delayed. You forgot to bring your passport to the airport. You lost something you bought. You lost your way travelling to a particular destination.

Yet, despite the obstacles and discomfort experienced, you quickly found things to be thankful for and grateful for. You were committed to stick to joy and gratitude. You created stories in your head to preserve the mood you strongly wanted to stay in.



None of the setbacks changed your commitment to your mood. You proudly declare to others that it was a great holiday experience and you desire for more of such trips. Nothing got in your way of staying with the mood of gratitude you were committed to.

(2) Have you had a memory of a day when everything just felt wrong? The coffee tasted bad. The lunch was dissatisfying. The project meeting was unproductive and a waste of time. You felt that your ideas were brushed aside. You were irritated by the attitudes of your colleagues.

You were frustrated and angry for the entire day. This example is a commitment to a different mood, perhaps resentment. When we commit to the mood of resentment, every story in our head points to frustration, injustice, and unfairness. We will often find something to blame. And we will commit to being RIGHT about our story. The commitment to stay right and to see our story as the truth is a hallmark of resentment. We seek acknowledgment from others about the story we hold. When others do not agree with our truth, we feel even more resentful and frustrated. There is a sense of how the world is so unfair. The mood of resentment breeds distrust.

### What are the benefits of seeing this distinction?

1. Seeing the distinction of a mood means the mood no longer owns us. We can break free from the emotional entanglements. When we gain awareness of our commitment to a mood, we become more aware of the stories we regularly churn out in our heads. This often helps those who feel stuck and are unsure why their thought patterns keep recurring. Conversely, when we see our recurring stories, we also identify the mood that might be invisible to us.
2. Seeing allows us to choose. We can choose to remain in the mood. We can also choose to break free and create another new mood. This ability to

choose increases personal agency. For example, the mood of resentment is neither good nor bad. It is the emotional energy that propels people to break through strong resistance for the sake of seeing justice served. The emotional energy from resentment helps us stand up for the bullied. It also helps us speak up for the silenced. However, when we commit to the mood of resentment, we are also actively creating stories in our heads that block out the possibilities of gratitude, joy, grace, and forgiveness. Seeing allows us to choose wisely depending on the results we want.

3. It is possible that highly committed individuals act and behave in ways detrimental to their own mental and emotional health. Seeing the distinction allows these people (including ourselves) to see the darkness or the shadow side of commitment.

We coach out of who we are. The more we are aware of the moods that we have committed to, the more we can recognize them when we interact with our clients. What mood have you been committed to at work, at home, or for specific relationships?

---

By **Victor Seet**. Victor is an ICF Coach (PCC) specialising in ontological coaching. He currently works part time as an in-house team coach in an experiential agency, focusing on well-being and team performance. On other days, he does facilitation and coaching work as an independent contractor. He loves to write and blogs on leadership, emotional intelligence and strengths intelligence. You can read more of his posts on [victor-seet.com](http://victor-seet.com).

# Embracing Your Emotions: The Power of Emotional Agility

Emotional Agility: The Transformative Power of Navigating Our Emotions with Skill and Effectiveness

Two weeks ago, I had the chance to meet someone who introduced me to the concept of "l'agilité émotionnelle" yes in French or emotional agility in English. As I embarked on my own journey to understand emotional agility better, I came across the work of Susan David, an expert in the field who has done extensive research.

In Susan David's book, "Emotional Agility: Get Unstuck, Embrace Change, and Thrive in Work and Life," readers can find a valuable resource that delves deep into the concept, offering practical tips, and exercises to help you develop your emotional agility further. David's work emphasizes our capacity to navigate the complex terrain of our emotions with skill and effectiveness. It's based on the idea that our emotions are not mere inconveniences or obstacles but valuable sources of information about our inner world.

At the core of emotional agility are five essential components.

1. The first of which is awareness. Emotional agility starts with **self-awareness**. It involves recognizing and acknowledging your emotions as they arise, whether they are positive or negative, and not trying to deny or suppress them. Instead, the focus is on being in touch with your feelings and being present in the moment.
2. The second component is **acceptance**. Once you're aware of your emotions, emotional agility encourages you to accept them without judgment. It's about giving yourself permission to feel what you feel, even if it's something you'd rather not be experiencing. This acceptance is a crucial step toward understanding yourself better.



3. The third aspect is **understanding**. Emotional agility involves delving deeper into your emotions to understand why you feel the way you do. By having an honest conversation with yourself, you can uncover the underlying causes of your feelings. This understanding can provide insights into your values, needs, and desires.
4. The fourth component is **choice and action**. After recognizing, accepting, and understanding your emotions, emotional agility empowers you to make choices and take actions aligned with your values. Instead of being controlled by your emotions, you become the master of your responses. You can decide how to best handle the situation, even when dealing with challenging emotions.
5. Finally, the fifth component is **adaptability**. Emotional agility isn't a one-size-fits-all approach. It's about being flexible and adaptable to different emotional situations. What works best in one context might not work in another. This adaptability allows you to respond effectively to a wide range of emotions and circumstances.

Ultimately, emotional agility can lead to personal growth and resilience. By embracing and working with your emotions, you can learn from them, make positive changes in your life, and become more resilient in the face of adversity. Emotional agility is not about eliminating negative emotions or striving for a constant state of positivity. Instead, **it's about developing a healthy relationship with all your emotions, using them as valuable guides on your journey through life.**

Embrace the concept of emotional agility as it has the transformative power to improve your overall well-being, relationships, and enable you to thrive in both personal and professional settings. Dr. Susan David, a leading expert in this field, has shown through her research and practice that by developing

emotional agility, individuals can gain a deeper understanding of themselves and lead a more fulfilling life.

Whether you are experienced in learning about emotional agility or have only recently discovered it, there is no better time than now to explore and embrace the concept. Take some time to check out Susan David's book.

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By **Silvia Mogas**. Strategy, Marketing & PR | Growth | Ecosystem Builder | TOP100 Women of the Future | International Speaker | Lecturer, Advisor & Mentor | Executive MBA | Blockchain Web3 Web2.5 Dubai

This article first appeared in:

<https://www.linkedin.com/pulse/embracing-your-emotions-power-emotional-agility-silvia-mogas-1f/>



soundwave ®

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# Emotional Agility and Mental Health

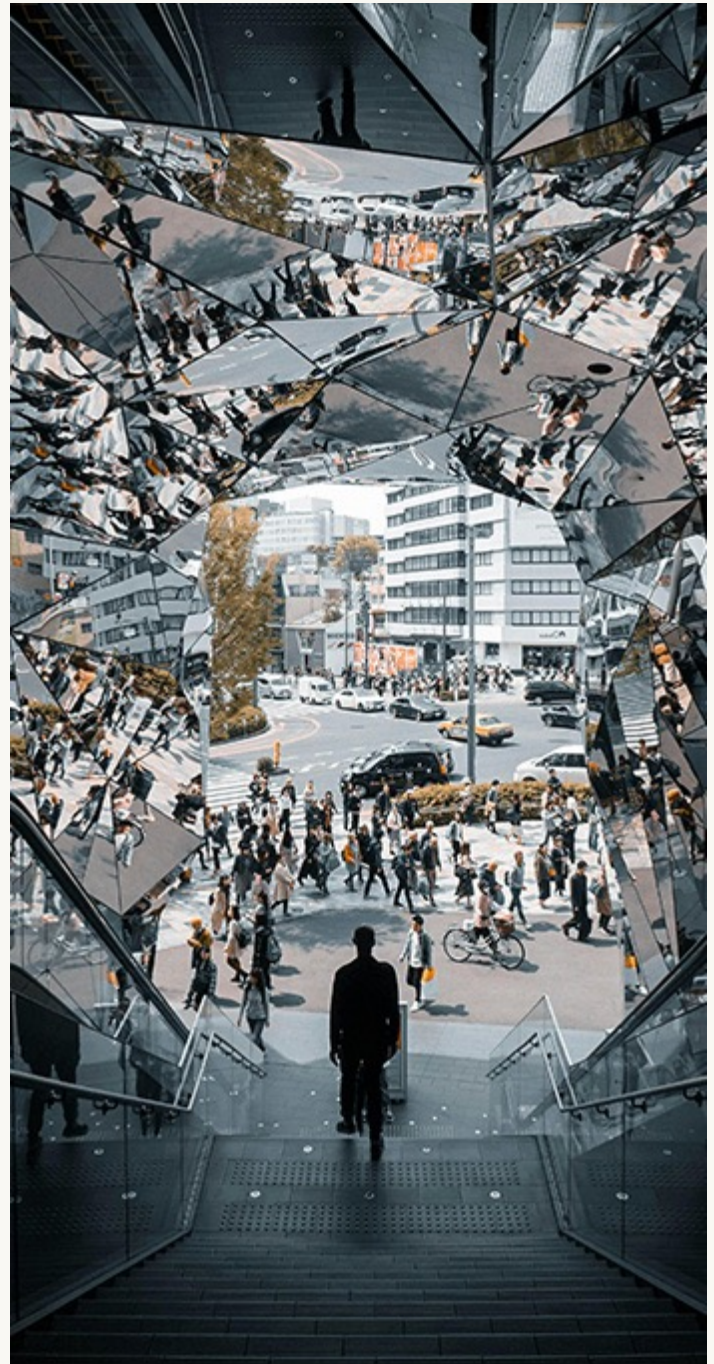
## Introduction

“Across Asia, a growing percentage of the adult population experiences a diagnosable mental illness in any given year: from 4% (reported in Singapore) to 20% (Viet Nam, Thailand, New Zealand, and Australia),” according to Statista.

I posit that emotional agility is one way to maintain mental health. **I define the skill as the ability to flex, re-frame and replace emotions which hurt us with ones that better serve our purpose** (*learnings from Dan Newby’s School of Emotions*).

For example, staying angry, distrustful and disillusioned for a time following a breach of trust is natural. The question is – for how long should we harbour such negativity? If the impact and consequences are a lose-lose all round, can we marshal emotional agility and creativity to turn the situation around?

Conflict management requires emotional agility and creative problem-solving. Realising that hate gets us nowhere but grief is an emotion many need to be able to move away from. Re-framing the situation and adopting curiosity, empathy, and Wise Compassion (Source: *Compassionate Leadership: How to Do Hard Things in a Human Way*, Potential Project, Harvard Business Press) may be a way to navigate strong negative emotions. If world leaders can demonstrate emotional agility, we would all be in a better place.



Susan David's book on 'Emotional Agility: Get unstuck, embrace change and thrive in work and life' and her HBR article, co-authored with Christina Congleton, offer advice on how to be mindful, values driven and productive in coping with negative feelings.

They recommend that we:

1. Recognise repetitive patterns in thoughts and feelings and those which are calcified and rigid (e.g. *mental biases and traps*)
2. Adopt a helicopter view (*zoom out and zoom in*); label/name thoughts and emotions (*emotional literacy as taught by Dan Newby*).
3. Accept and "own" the thoughts, keeping defensiveness and 'Judge of Self' at bay. Be compassionate to yourself. Maintain an open attitude (*growth mind-set*). Take deep breaths and do whatever works for you to be mindful.
4. Act on our values (*maintain alignment of behaviours and avoid dissonance*); unhooking ourselves from negativity to expand our choices. Re-framing the situation and challenges helps.

In his book on Positive Intelligence, Shirzad Chamine warns of 10 Saboteurs among which is the universal Judge (*Judge of Self, Others and Circumstance*). Saboteurs are a root cause of negative mental health. If we do not practise emotional agility, we become stuck and self-sabotage. We make ourselves miserable through compulsive and obsessive behaviours which drive others away, compounding the sense of failure.

Self-awareness is often the first step in exercising emotional agility. Recognising our tendency to derail under stress (*Hogan Development Survey; HDS*) enables us to sense bio-reactions to triggers which result in negative emotions and behaviour. Once we are aware of the risk of specific derailers, we can exercise greater care and emotional agility to avoid knee jerk reactions and course correct.

Self-awareness enables us to exercise the higher cortex to overcome amygdala hijack; replace self-pity and pessimism with gratitude and optimism. Emotional agility is a muscle we need to strengthen in order to stay resilient.

Like sports coaches, strengthening the muscle of emotional agility requires awareness, feedback, reflection, acknowledgement, acceptance and clients setting themselves the goal – to be happier, included and more productive. Practice, feedback and positive reinforcement, observing and experiencing the results of what emotional agility can achieve is a self-fulfilling virtuous cycle.

It is ultimately a strategic tool – to enable us to lead more fulfilled and joyous lives.

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By **Eliza Quek**. Eliza is the Co-Founder of Terrific Mentors International Pte Ltd and Former Research Chair and First Vice President of APAC.



# Emotional Agility – How It Works

Emotional agility, a term coined by Susan David, a psychologist at Harvard is the ability to use one's feelings as information and to be flexible with one's thoughts, emotions, and experiences in a way that aligns with one's values and goals instead of being driven by negative or impulsive reactions. It means we are with our thoughts and emotions in a healthy way and in congruence with our values.

It helps us lead an authentic life, a life in which our thoughts, feelings and behaviours are aligned. It means going beyond just saying "I am feeling good"

or "I am feeling bad", truly appreciating one's emotions, what one is going through and responding in accordance with one's values.

Why is emotional agility important? In her twenty plus years of research, Susan David has found that no matter how intelligent, resilient, or creative people are, when they ignore how situations or interactions make them feel, they miss opportunities to gain insight, getting hooked by thoughts, emotions, and habits that prevent them from reaching their full potential. When one is emotionally agile, one is able to adapt and align their actions with their values and make small changes that lead them to a growth provoking life.

One of the first steps towards emotional agility is appreciating one's emotions. It starts with asking the question "what am I feeling? And, includes, acknowledging one's emotions and labelling it. It means being truly present to one's emotions. This first step is not as easy as it seems. The more emotionally rigid we are, the longer it takes. We can easily label guilt for sadness or label "jealousy" for anger, leading us even farther away from our understanding of what we are going through and therefore responding in a way that leaves us feeling worse or not understanding, why we don't feel any better or are not attaining closure. Whilst coaching, the right questions and reflections go a long way in helping the client label his/her emotions correctly. Sometimes, it may be about just about allowing the client to vent.



Once we are present to our emotions, the next step is to step out of it and understand it. It is not easy to take an observer stance, especially when one is going through the emotion. It helps having a coach to facilitate the process, or, a coaching mindset, to help us delve beyond the obvious.

We need to be able to navigate through the myriad emotions, appreciate their nuances and go deep to understand the source or the cause of what we are going through. We can be envious because we don't have something and want it or simply jealous because we see someone else taking what we consider ours. This lucidity, the ability to discern can be the difference between an impulsive and a healthy response.

The third step is going to the core of the emotion and the value it is linked to. When we can see that link, there is clarity and the way forward becomes easier which leads us to the fourth and final step, i.e., executing our understanding.

The day I was writing this article, a client came to see me socially. During our meeting, he shared that there were loads of things happening in the family but he had sorted things and was feeling better now. To summarize, he spoke about how his father abused and hit his mother and that he had solved it by hitting his father. However, there was no sense of relief in him. Instead, he was crying throughout the conversation. It looked like he was overwhelmed emotionally, and, although he shared that he felt his father was scared, things were better and he had fixed everything, the issue did not seem resolved. When he reflected on his emotional distress and started understanding his emotions, he started talking about the unfinished things and the emotional distress that he was carrying. Two emotions that stood out were anger and guilt. The values that they came from was "honouring one's parents" and "being independent". He carried guilt about hitting his father and resented his mother for not standing up for herself. As we worked together through the

session, he came up with solutions that were aligned to his values. His emotional agility helped him find innovative solutions and peace for himself. In conclusion, as Susan said, our emotions are data. They contain flashing lights to things that we care about. And, the most agile, resilient individuals, teams, families and organizations are built on an openness to the normal human emotions.

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By **Dr. Anne Dolly Kuzhimadathil**. Anne is a Past President of APAC. She is also the Founder & CEO of SALT, a People & Organization Development Consultancy, based in India.



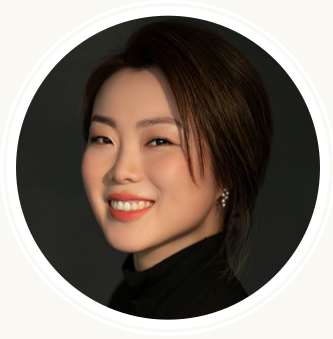
# APAC XPRESSIONS

**Meet our new EXCO members!**

“Alone we can do so little;  
together we can do so much.”

- Helen Keller





**Vivian Xu Liang**  
*Special Projects Chair*

### WHAT ATTRACTED YOU TO COACHING?

My journey of coaching began when I found myself stuck in a puzzling period of life, yearning to uncover the deeper meaning behind my existence and daily activities. At that time, I was a busy business consultant, consumed by decks and projects for about 16 hours a day. The lack of a personal life prompted a fundamental question: What is the meaning of life and work, and why am I doing what I am doing?

This inquiry, initially triggered by my lifestyle, soon became a moment of awakening. I delved into understanding the true essence of myself—my life aspirations, vision, relationships with myself, others, and the universe. As I shared my thoughts and explored common topics with friends, I discovered the immense value of mutual support on the journey of self-exploration.

Motivated by this realization, I decided to transition into a professional coaching role. Now, with over three years of experience as an executive and leadership coach, ICF PCC, I have guided business leaders on various topics. However, beneath these surface-level issues, the core themes invariably revolve around the individuals: their authentic selves, genuine life aspirations, life visions, and their relationships with themselves, others, and the universe.

### HOW HAS IT AFFECTED YOU PERSONALLY?

Bringing a coaching philosophy to daily life is a game-changer. Coaching has encouraged me to deepen self-reflection, greatly aiding my understanding of my values, beliefs, strengths, and areas for growth within my daily activities. I have become my greatest resource for personal development.

### DESCRIBE A PIVOTAL MOMENT IN YOUR COACHING JOURNEY.

Supporting my first 'real client' was an experience that I will never forget. I tried my best to apply coaching skills acquired from coaching school, but I lost her as my client after three sessions. It was a precious learning opportunity that has taught me about the nuances and complexity of coaching. Coaching core competencies and skills are the foundations, and an artful application of which is essential for successful coaching relationships. It involves adapting and fine-tuning those skills to the unique needs and dynamics of each individual. As I continue to grow in my coaching practice, I carry the lessons from this early experience with me, recognizing that each client interaction is an opportunity for growth and refinement in the art of coaching.



# APAC BITS & BYTES

“Learning is not attained by chance;  
it must be sought for  
with ardor and diligence.”

- Abigail Adams



# APAC Programmes at a Glance

Embrace the opportunities of virtual learning! We invite you to be a part of our upcoming engaging and enriching online programmes: Monthly Talks and Peer Coaching Circle, both hosted on Zoom. Read ahead to explore the exciting schedule of our upcoming events.



# Monthly Talks

Monthly Talks provide members with lively webinars led by expert speakers from around the world. Learn about trends in coaching, new coaching frameworks, best practices, neuroscience, mindfulness, team coaching, coaching assessment tools, and much more.

**Sign up at:**

<https://apacoaches.org/monthly-talks/>



## POWER HOUR

A learning webinar to build coaching competencies through knowledge-exchange and experience-sharing where you can earn CCEU credits. Minimum attendance applies.

## BUSINESS BOOST

A collaborative platform to support business growth for coaches

## COACH CONNECT

A more informal networking session to get to know fellow coaches

## POWER HOUR



**Topic:** Coaching Business Leaders: A Flying Wheel Perspective

**Speaker:** Linda Zhang, Ph.D., MCC

In this session, Linda Zhang, Ph.D., MCC will share a flying wheel perspective in coaching business leaders: Identify burning challenges and explore solutions, empower the team to step out of their comfort zone, leading mindset and behavior shifts, and build internal and external support systems. She will also introduce the 3A leadership framework: purposeful accountability, courageous authenticity, and futuristic adaptability through a few case studies.

**When:** Wednesday, 15 May 2024,  
7PM – 8:30PM SG/HK time

[Learn more and register here >>](#)



**Topic:** Coaching Supervision: A luxury or professional imperative?

**Speakers:** Jo Birch and Kelly Ke, MCC

Join Jo Birch and Kelly Ke as they introduce Coaching Supervision and explore how it relates to enhanced professionalism; ethical maturity; and a continually refreshed and vitalized coaching practice. Throughout the webinar, participants are invited to share experiences of supervision. Jo and Kelly will move between multiple facets of this exceptional profession practice. Kelly will also consider Chinese culture in the present day, and in the past, drawing parallels in the quest for insights.

**When:** Wednesday, 17 July 2024,  
7PM – 8:30PM SG/HK time

[Learn more and register here >>](#)

# Peer Coaching Circle

Experience the enriching opportunity of our bi-monthly Peer Coaching Circle, a free practice session exclusively for APAC members to enhance your coaching skills. Connect with your fellow APAC members in this supportive environment, where you can focus on developing your coaching abilities.

**Sign up at:**

<https://apacoaches.org/peer-coaching-circle/>



**Topic:** Peer Coaching Circle – Group Coaching

**Coach Supervisor:** Suman Balani, PCC

Join fellow APAC members to practice your coaching skills. Bring along a thought, issue or area that you would like to be coached in and be prepared to coach.

**When:** Wednesday, 26 June 2024,  
7PM – 8:30PM SG/HK time

**[Learn more and register here >>](#)**





# Flashback on Programmes

## E-Coffee Chat: Reflect and Connect

on 21 February 2024

Thank you to everyone who joined us for our "E-Coffee Chat: Reflect and Connect" event! Together, we celebrated accomplishments of the past year, set goals for the year ahead, and deepened connections with other APAC members.

Here's what some members had to say:

*"Excellent session... facilitates good connection at a deeper level."*

*"It was a great opportunity to meet and get to know new coach colleagues in APAC!"*

*"Thanks to everyone who shared openly."*

*"Good opportunity to get to know other APAC members better."*

*"More of this kind of session, enabling APAC members to keep in touch and get to know other members."*





## Coaching the Dark Side

with Krista Pederson and Ginny Wong on 27 March 2024

In this month's session, Ms. Krista Pederson, Managing Director of Asia Pacific for Hogan Assessment Systems and Ms. Ginny Wong, Principal Consultant for Optimal shared how coaches could help the coachees to become self-aware of their potential pitfalls: the "Dark Side" to achieve greater success.

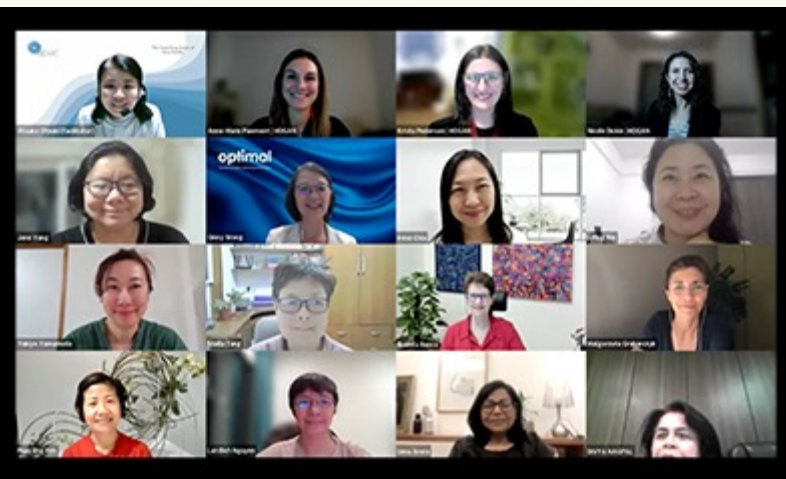
While many assessment tools focus on strengths, it is equally important for coaches/leaders to become self-aware of their potential pitfalls: the Dark Side.

Hogan Development Survey (HDS) provides us with data, serving as a great starting point for enhancing this self-awareness of negative behaviors. HDS gives us the information about the person's "reputation", rather than the "identity" which is what the coachees know about themselves. The negative behavior (causing the negative reputation) could be possibly stemmed from the overuse of strengths combined with specific situational contexts that trigger its manifestation.

Coaches play an important role in breaking this cycle by fostering greater self-awareness regarding the discomfort triggered by certain situational contexts and the factors leading to the overuse of their strengths.

Becoming self-aware of the behavior factors, addressing them in a safe space, and gathering the courage to change within a support system are essential for achieving greater success.

Thank you to all for attending the session. Special thanks to Jane Yang Gui Ying for her valuable contribution as the co-pilot throughout the program.



## Peer Coaching Circle – Mentor Coaching

with Christine Suvanto, MCC on 24 April 2024

In this month's session, we had a live coaching demo and live mentorship to hone our coaching skills. We focused on CC#3 on the PCC marker: Establishes and Maintains the Agreements. The session was brimming with valuable insights.

Here are some takeaways from the session:

### #1. Let the coachee do the driving.

As a coach, we could leave it up to the coachee to decide where they want to go. Coach's role is to ask what is making it so important for them to reach that destination. What is the importance of reaching that goal? What does it mean for you to reach that goal? What is that you want to have by reaching that goal?

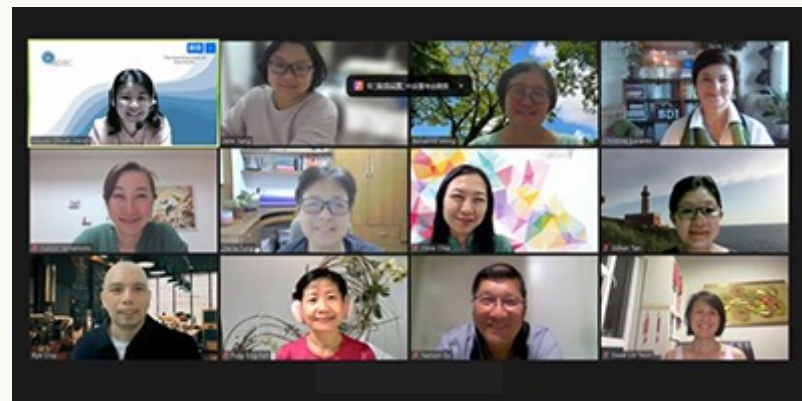
### #2. Confirm the measure of success.

It's critical to confirm what measure works for the coachee. The measure will make the action more motivating and could also make the coachee more accountable to take the action.

### #3. Don't be afraid of coachee's "I don't know"

If the coachee doesn't know, we could see it as an opportunity – what exactly does the coachee not know? What assumptions are they making? We can go step by step, turning every stone to find what is going on in the coachee's mind. Patience is key. Take your time.

A big thank you to Christine Suvanto MCC (ICF) for her generosity to give us her wonderful mentorship, Puay Eng Peh, PCC, Coach Rye Cruz, Nelson Dy, B.S. Chem.Eng., MBM for volunteering to be the coach/coachee, and to all whom participated in our session.





# Locating APAC Webinar Zoom Link and Recordings

Dear APAC members!

From time to time, members will miss the monthly webinars because they overlook the date, are unable to locate their event Zoom link, or did not know where to find the webinar recordings.

Fret not, here are 2 ways to resolve these issues.

## A. Locating your webinar Zoom link:

1. When you register and obtain a Zoom link, click on one of the following links provided in the Zoom confirmation email: **“Add to Calendar(.ics) | Add to Google Calendar | Add to Yahoo Calendar”**. By doing this, the event will be automatically marked in your calendar.
2. If you did not save the date in your e-calendar and need to find the Zoom link, you can easily locate it by searching for the sender's email address: **“Zoom <no-reply@zoom.us>”**.
3. Sometimes, your Zoom link may have been filtered into your "SPAM" or "Advertisement" folder by default. If this happens, retrieve the email from that folder and move it to your inbox so your email system will be able to recognize that these are not spam messages.

## B. Locating the webinar recording:

Recordings of our Monthly Talks are available on the APAC website as one of the exclusive benefits of APAC membership.

Simply log in to the APAC website using your member credentials and navigate to the recordings section under monthly talks:

<https://apacoaches.org/monthly-talks/>

We look forward to seeing you at the next webinar and peer coaching circle!

Yours faithfully,

APAC Programme Committee





# APAC Walk & Talk

We started our Walk & Talk events more than two years ago during the COVID period, and we are still walking the parks and nature reserves of Singapore. Come join us whenever you can.

This time, we are doing an evening walk to enjoy a different experience and we hope that more of you can join us. We will be meeting at Raffles Place and will start our walk along Singapore river upward to Kim Seng Promenade. The walk will take about an hour and you can walk at your own pace. We will gather at Great World City for drinks and dinner and further interaction after completing the walk.

This is an opportunity to connect with other members of APAC face-to-face, discover new places and get some fresh air and inspiration as we walk and talk. You are welcome to bring along a friend, too!

Any APAC member who is visiting Singapore on this date is also welcome to join us!

**Venue:** Raffles Place, Singapore

**When:** Wednesday, 8 May 2024, 6PM SG time

**Estimated Duration:** 2 hours

**Meeting Point:** Open area above Raffles Place MRT, in front of Clifford Centre

**Learn more and RSVP at:**

<https://apacoaches.org/walk-and-talk/>



# JGSG Roundtable

## [JGSG Roundtable] Telling Stories: Empowering Change – Imagining Sustainability for Future Generations

Thursday, 2 May 2024 at 12:00 to 13:15 BST via  
Zoom

Join us for an interactive session, where we invite the inspirational Denise Baden to join colleagues from APAC, APECS, and EMCC Global to explore the power of storytelling in creating energy to respond positively to the climate and sustainability challenge. This will be an enlightening and interactive session.

[Click here to register >>](#)

Professor Denise Baden is a Professor of Sustainable Practice within Southampton Business School at the University of Southampton. She writes green stories and is a proponent of the power of storytelling. She will be hosted by Uma Arora from APAC, Eve Turner from APECS, and Rita Symons from EMCC Global.

Join us to explore the power of storytelling in climate action!

### About the Joint Global Statement Group (JGSG)

APAC is part of the collaboration of JGSG. The JGSG is a collaboration of 11 coaching, supervision and coaching psychology organisations. In 2020, we published the Joint Statement on Climate Change which can be found on our website

<https://www.jgsg.one/joint-global-statement/>





# APAC Pro Bono Coaching

A Pilot Project for  
NExus Internship  
Program with North  
East Community  
Development Council



We invite APAC members to volunteer for a Coaching project for collaboration with NE CDC.

## Project Overview

### Coaching Objectives:

Coaching to support interns' learning journey.

### Target Group:

2nd and 3rd year students from ITE College East, Junior College, and Pre-University students interested in sports management and community service.



### Duration:

- First batch from July to November 2024
- Second batch from October 2024 to February 2025

### Coaching Sessions:

Each intern will receive between 3 to 6 sessions

### Coach Requirements:

1. APAC Membership
2. Minimum of 1 year's coaching experience and 60 hours of coaching.

If you are interested in joining this impactful project, please reach out to Jyoti Sapra, Chair - Community Services. We look forward to hearing from you.

### Contact Information:

Email: [jyoti@risan.biz](mailto:jyoti@risan.biz)

# FOOD 4 THOUGHT

“The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.”

- Albert Einstein

# Anger: A Buddhist Story

One day, the Buddha and a large following of monks and nuns were passing through a village. The Buddha chose a large shade tree to sit beneath so the group could rest awhile out of the heat. He often chose times like these to teach, and so he began to speak. Soon, villagers heard about the visiting teacher and many gathered around to hear him.

One surly young man stood to the side, watching, as the crowd grew larger and larger. To him, it seemed that there were too many people traveling from the city to his village, and each had something to sell or teach. Impatient with the bulging crowd of monks and villagers, he shouted at the Buddha, "Go away! You just want to take advantage of us! You teachers come here to say a few pretty words and then ask for food and money!"

But the Buddha was unruffled by these insults. He remained calm, exuding a feeling of loving-kindness. He politely requested that the man come forward. Then he asked, "Young sir, if you purchased a lovely gift for someone, but that person did not accept the gift, to whom does the gift then belong?"

The odd question took the young man by surprise. "I guess the gift would still be mine because I was the one who bought it."

"Exactly so," replied the Buddha. "Now, you have just cursed me and been angry with me. But if I do not accept your curses, if I do not get insulted and angry in return, these curses will fall back upon you—the same as the gift returning to its owner."



The young man clasped his hands together and slowly bowed to the Buddha. It was an acknowledgement that a valuable lesson had been learned. And so the Buddha concluded for all to hear, "As a mirror reflects an object, as a still lake reflects the sky: take care that what you speak or act is for good. For goodness will always cast back goodness and harm will always cast back harm."

*From Kindness: A Treasury of Buddhist Wisdom for Children and Parents (Condra Enterprises, 2005) by Sarah Conover.*

Source:

<https://www.uua.org/re/tapestry/children/loveguide/session12/anger>





# DELIGHT STOP

“When you have confidence, you can have a lot of fun. And when you have fun, you can do amazing things.”

- Joe Namath

# Riddles

1. I shave every day, but my beard stays the same. What am I?
2. A man dies of old age on his 25 birthday. How is this possible?
3. What can you keep after giving to someone?
4. I have branches, but no fruit, trunk or leaves. What am I?
5. The more of this there is, the less you see. What is it?
6. What invention lets you look right through a wall?

## ANSWERS:

1. A barber
2. He was born on February 29.
3. Your word
4. A bank
5. Darkness
6. A window

Source:

<https://parade.com/947956/parade/riddles/>



# APAC FAMILY

“The achievements of an organization are the results of the combined effort of each individual.”

- Vince Lombardi





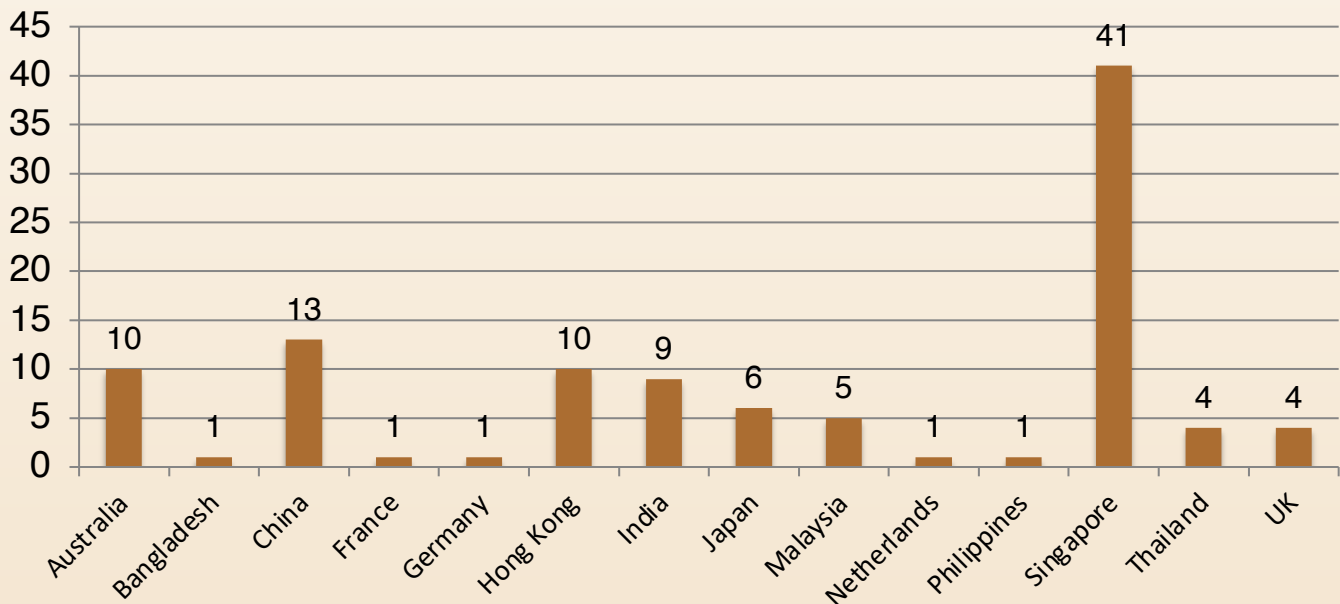
A **WARM WELCOME** to the (6) new members who joined us since the last APAC Voice in January to April 2024! We wish you a long and fruitful association with APAC!

Our **SINCERE THANKS** to the introducers as well! Thank you for supporting us in continuously growing this professional, diverse, learning, serving, and engaging community. Your help is highly appreciated!

Individual Membership (6):		
LOCATION	NAME	INTRODUCED BY
CHINA	Cathy (Wen) Xia	Guiying Yang
	Liping Wu	Guiying Yang
	Stella Tung	
HONG KONG	Bonnie Chan	Rosalind Wong
SINGAPORE	Chern Han Yeow	Irene Chia
	Patricia Sim	Rosalind Wong
As of 22 April 2024, APAC has 107 current members.		



## APAC MEMBERS BY COUNTRY



### TOTAL NO. OF CURRENT APAC MEMBERS

107 members (as of 22 April 2024)

### MEMBERSHIP RENEWAL

By renewing your APAC membership, you are supporting APAC in giving impact to society through Coaching.

### JOIN US AND HELP APAC GROW!

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### Facebook (Members Only Group):

Invitation will be sent upon joining APAC



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# The Final Say



Hello everyone! Wow, this year is flying by! We decided to focus this issue of the newsletter on the theme of Emotional Agility, and wow have I got a treat for you. So when I was researching deep into the

topic and looking for articles, I found that it reminded me very much of our coaching skills. Emotional Agility is really the ability to pivot to another state of mind when it's required, or when it's better for you. It comes in very helpful when we reframe problems or issues and helps with adding different perspectives to the one we currently hold.

It takes good self-awareness to be able to achieve emotional agility because in order to shift, one must first know what position you are holding. Once you have identified it, it becomes easier to be open to other viewpoints. That always helps in tackling problems or reversing out of negative mind states. At the end of the day, the main thing is to understand and accept these negative viewpoints and sit with them for a while instead of pushing them away. With time and acceptance, they will cease to be as “prickly” and you can then choose to shift into other modes that will be better for you.

Do enjoy the articles I have curated for your reading pleasure. Cheers and may the rest of 2024 be fulfilling and rewarding to you and your respective clients.

Warmest regards,

**MICHELLE WOO**

1<sup>st</sup> Vice President, APAC

