

Describe the nature of your inquiry. Tell me a little about the context and your general concerns. The more you tell me the more detailed is my respond, but you don't have to reveal anything that you don't wish.*:

I am making a big change at work. My boss approached me to buy the plastering business. I have been with the business from apprenticeship. I have gone into partnership with one of the other employees who is older than me. We have 4 employees and use contractors on bigger jobs. I am asking about myself, the partnership and the business itself.

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1 - Happy (Feel you are being yourself)*:

Self - 3R Group- 6C Organisation- 8H

2 - Able (your skills and abilities)*:

Self - 5C Group- 5R Organisation- 5C

2a - Able (allowed to express those skills and abilities)*:

Self - 8H Group- 7C Organisation- 8C

3 - Receptive (Being aware and sensitive to the situation and feelings)*:

Self - 5C Group- 4R Organisation- 5C

4 - Mindful (to manage the situation in a non-judgemental way)*:

Self - 3R Group- 5C Organisation- 7H

5 - Open (letting your feelings and thoughts out to be known)*:

Self - 4C Group- 4H Organisation- 5C

6 - Nascent
(that something
good will come
from this
situation)*:

Self -	4C	Group-	4C	Organisation-	8H
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7 - Yes (That
the physical and
emotional
environment
makes you feel
open and
creative)*:

Self -	4C	Group-	8H	Organisation-	8H
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Contact Details:

Name: Peter

Email*: pbest@gmail.com

Is there any
other
information that
you would like
to add before
submitting?:

I feel like things are going well, but I still feel uneasy about what will
happen each day.

HARMONY Scale Assessment
for PETER

Dear Peter,

Thank you for sending me your Harmony Scale. The following is my personal assessment. There is no rigid formula and I use a certain amount of intuition. This is a guide for us both. I hope it helps you to reflect on your situation more effectively.

At the end I will make a series of suggestion that can improve your situation or take your situation to a new level. I look forward to discussing this with you further once you have had a little time to consider. If something excites you straight away please don't hesitate to contact me and we can organise a meeting.

General Assessment:

Overall, the least comfortable part of this situation is your self. I can see that you are not as experienced and may not have expected to own the business. I would guess that you have not been a full tradesman all that long, maybe just a few years. Mostly you feel a bit chaotic and that indicates that you are out of your comfort zone. This just means you need to learn a few business skills.

You seem to feel that your partnership is doing better, although not a lot. The scores you are giving probably shows an average between the two of you. This indicates that your partner may have reasonably high HARMONY scores. It is important to see that you have harmony in the partnership Openness and Yes areas. This is very good even though Openness is only at 4. This just means that there is further to go – it should get better.

What is most important is that the business itself seems to be in a strong position despite both your fears and the partnership's lack of development. This is probably just a lack of experience together. These things take time. This gives the clear indication that the way we are going to improve your situation is to utilise the strength of the business and the positive aspects of the partnership to try and get you into a more confident and assured state of mind.

The Nascent 8 for the business is very good. That you believe the company has a lot of potential and moving forward, despite your personal fears and worries, is very encouraging. It sounds like the business had a good momentum when you bought it and this is carrying you through. The business having three 8's and a 7 is good. The Receptive 4 is an area of concern. There is a rigidity here that shows the business is quite fixed in its direction and perhaps fixed in the eyes of the consumer, too. This can be worked on.

The biggest concern is the Mindful 3 for yourself which is in a rigid state. You are revealing your fear of making mistakes that are based on judgement and criticism. I would like to discuss this further to see whether these judgements are coming from within you or from people outside or perhaps both. It may be that you are not being supported, although your partner is obviously good for you because your Mindful score lifts to 5 in the partnership and 7 in the business. You would do well to amplify that.

Recommendations:

Yours is not a big company so I appreciate that your finances may be limited. I don't believe you have major problems and large changes can be made with an affordable program.

A) The biggest problem here is your personal self-confidence and your personal sense of comfort in this new venture. There are good conditions around you, so I recommend some personal development. It would also be good to do some team consolidation with your partner.

1. **The Mindscience Self Development Program.** This works on balancing the HARMONY elements. 3 personal sessions plus 1 partnership session. The purpose will be to build self-confidence, shift doubts and fears and focus on the great opportunity that has been made.

B) The business shows rigidity in its expression. Expanding the scope and expression of the company is needed to ensure longevity.

2. **Company Development Workshop.** Everyone involved in the company gathers for a 2-3 hour workshop based on Appreciative Inquiry principles. Everything from company logo, motto, quoting practices to office procedures and staff involvement is open for discussion.

I will contact you shortly to discuss what actions you wish to take. If you want to contact me immediately please feel free to do so.

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