



with Donna Messer

## SPICE

### Where is the spice in my life?

Wake up! It's time to re-evaluate. Who are you? What is happening in your life?

This is a book about changes and the challenges we face. It's about the fears we have of change and the reasons why we don't prepare for it. **Where is the Spice in my life?** takes a hard look at reality through the eyes of three little "chefs" who recognize that change happens. They've cooked up some exciting recipes to add the zip you need to succeed when change enters your life.

The three chefs are little people, called **Ollie**, **Rollie** and, **Gollie**. They add zest to your life when you need it. You will recognize yourself occasionally in our little chefs, because these three characters are very much like all of us. While some of us are open to change, many of us fear the challenges that will occur. **Ollie**, **Rollie** and, **Gollie** will show the way to spice up your life and be ready to handle the challenges of change.

The workshop.....

**Having a little spice in your life can make you happy.**

**The Challenges of Change.....**

- What are your needs?
- The job? The relationship?
- The security of being employed?

### What do you need to Spice Up Your Life a little?

**Change happens, how can you adapt and find a recipe for success that's right for you?**

- Learn to evaluate the important issues in your life.
- Ask yourself –
- Who am I? What do I need to be happy?

# The Challenges of Change.

## How do I handle the challenges?

If you are experiencing the challenges of change and you want to focus on a journey of self discovery, that will take to get to your next destination - do your W 3 and fill out a Mind Map - you will be amazed at what you learn about yourself.

On your journey, learn to think laterally - there is more than one way to get to your destination. For those who find it difficult to determine just what lateral thinking is all about - imagine that you have locked yourself out of your house - what do you do? Ask your friends and neighbours what they would do in a similar situation - you will be amazed at the number of answers that differ from what you would do... That, my friends, is a simple definition of lateral thinking - there is always more than one way to get in the door! If you are experiencing the challenges of change and you want to focus on the journey of self discovery, that will take to get to your next destination - do your W 3 and fill out a Mind Map.

## Develop a plan

Whatever your needs, they are best satisfied by developing a strategy. Your plan should include what you want to accomplish and what organizations or associations would best satisfy the plan's execution. Remember your W3 - what are you willing to share!

**W1 - Who are you?**

**W2 - What do you need?**

**W3 - What are you willing to share?**

By giving some thought to your W 3 - your perception will change and all of a sudden you not only have a need, you have a gift that can be incredibly valuable to someone in your network.. The challenge you have is to become excited about the changes, and not to become fixated on your own needs. The challenges of change can be the most exciting and exhilarating time in your life - it gives you the chance to sit back, examine and reflect on what is important to you, and to draft a plan that will lead you to your ultimate destination.

The journey is one you need not take alone. There are many coaches, trainers and facilitators who can help you determine your needs and act as a guide as you move forward. But first you must determine that you are ready to take that first step - the one that says - I am inspired, stimulated and I look forward to the challenging journey before me. The tools we use include mind mapping and determining your communication style. We uncover the skills and talents that many of you take for granted.

### The questions on the AHA Mind Map include:

- What do I like to do?
- What am I good at?
- What are my strengths?
- What are my weaknesses?
- What are my hobbies/interests?
- What associations do I belong to?
- Who do I know – who are my friends, associates and neighbours?
- What special skills do I have?
- Am I a volunteer, do I have a charity of choice?
- Do I have an incredible dream? What if money, time and talent had no bearing on my dream? What would it be?

### Research the people you hope to contact

Who do you know? Who do they know? What do you have in common? People like people, who are like themselves. Remember your W3!

### Learn to listen

Don't dominate the conversation. Find out the needs of others. Don't try to sell - find out what people want to buy. It's easier to fill a need, than to create one. Share your resources.

### Learn to network effectively

Determine your communication style. Use that knowledge wisely, team up with others who have the strengths you lack, it makes networking more effective. Remember your W3!

### Follow up

Find out the best way to communicate with those you meet and follow up promptly. Try and find your common denominator with everyone, use caution when following up, make sure you have a gift of someone or something that will be valuable to the receiver. Make sure your meeting is memorable and that your follow up solidifies that meeting.

### Be accountable

Make sure you get a return on your investment. Follow the plan; keep in touch with your guide, report on your progress and record your successes.

Success in the challenges of change is when preparedness meets opportunity. Being prepared is the single most important part of your challenge. Where you go and whom you work with is up to you. Don't try and do everything yourself. Join a support group, take a refresher course, ask for help - trade talents. It's okay to sell your strengths and buy your weaknesses.

## LINK AND THINK™ - A Recipe for Success!

**Ollie, Gollie and Rollie** - are the three little chefs who are going to share their new recipe for the technology of connecting

Imagine that everyone in the world is part of an endless chain of connections. The best way to be achieve your goals is to be part of that chain. It might be easy to connect, but does that connection actually link you into where you want to go?

Ollie, Rollie and Gollie, have a recipe they happily share with you, they call it “Link and Think”™ Their recipe shows everyone how to be aware of the missing links and to use their recipe to create your own chain of connections.

Our little chefs are firm believers in the power their recipe has, they claim it’s magic! Their recipe is based on several hard and fast rules. According to the chefs you need to get to know yourself a little better!

**How comfortable are you with the process below? Answer the following questions:**

Do you enjoy being part of a large crowd and is it fun to work the room?

Do you feel more comfortable one on one, and would really prefer not to “work the room”.

Do you do your homework and make sure that you know whom you want to meet?

Do you make a direct contact whenever you network?

**What is my comfort level when it comes to meeting others that I don’t know?  
Where am I in the chain of connections?**

The fact is that each of us have a personal “communication style”. One that is most comfortable for us. If we can recognize that style, we can then “link” with others and form a complimentary chain that will maximize our personal potential. Does that sound difficult? Not at all, according to our chefs, **Ollie, Rollie and Gollie!**

- If you feel comfortable in a crowd, can work a room without hesitation, can carry on a conversation with strangers, can jump from one topic to another. Chances are you are like **Ollie** and should consider yourself an **OrangeLink**.
- If you feel comfortable talking to people one on one, and like to hear all the details about someone before moving to the next person. Chances are you are like **Rollie** and are a **RedLink**.
- If you do your homework, know what you expect from the event and make a beeline for your target. Chances are you are like **Gollie** and are **GreenLink**

Using our little chef’s recipe, it makes sense to “Sell your Strength and Buy your Weakness”. Ollie, Rollie and Gollie urge you to partner up with others who have the strengths you lack.

If you are an **OrangeLink** like Ollie, you need the follow through of a **RedLink** like Rollie and the bottom line results produced through a **GreenLink** like Gollie. By forming this type of chain, each person gets to maximize their own personal comfort level while adding value to the others who are part of that chain of connections.

Working a room as a team using our chefs recipe for 'Link and Think™' theory is simple.

The **OrangeLink** is the ice breaker, the person who is most comfortable making first impressions. The **RedLink** pays attention to details and will make sure there is follow up. The **GreenLink** is sequential, and will summarize the results.

The Link and Think™ recipe works for everything – events and relationships. It helps you recognize how to communicate with anyone you meet anywhere.

Imagine you are speaking to someone like Rollie who is a **RedLink**, and you are like Gollie who is a **GreenLink**, - you will be very brief in your dialogue and won't give enough detail to satisfy the **RedLink**. You know they need plenty of details! The result? – lack of communication, because the recipe wasn't followed.

Here is another scenario you are an **OrangeLink**, like Ollie, and you are communicating with a **GreenLink**, like Gollie, - you talk in pods, covering many topics at once, he needs sequence. The result? You lose him, because the recipe wasn't followed.

#### **A few more ingredients in the recipe for Link and Think™**

**Ollie – He is the OrangeLink** - He is a big picture thinker. He is a starter. He doesn't like criticism. He bores easily. Works best under pressure. He learns by hearing his own voice. Ollie and his other Orange friends are usually auditory – and use words like “I **hear** what you say.”

**Rollie is a the RedLink** – He likes to know the full story, he wants all the details. He pays attention to everything and can be counted on to remember all the details. He likes Status Quo, change upsets him. He doesn't work well under pressure. He is usually empathetic and will use phrases like “I **understand** how you feel.”

**Gollie is a GreenLink** – He is a sequential thinker, a list maker, he likes to summarize bottom line facts. He has a quick wit. He doesn't like wasting time and is usually visual and uses words like “I **see** what you mean.”

#### **Quick Tip:**

**RedLink** talks slowly  
**OrangeLink** somewhere in between  
**GreenLink** talks fast

### **OrangeLink - Auditory Words - that Rings a Bell! Ollie likes the sound of his own voice!**

Tune in to the auditory words and phrases you hear all around you as people express themselves to one another. Call to mind and amplify all those harmonious discussions within your hearing range until you are well informed about how they sound. Listen to how these auditory words will just click into place! Use the list of musical words that resonate with auditory people and open your ears to those who see and feel the world through their hearing. Begin to, purposefully, include these words in your vocabulary. To connect to an auditory person, you need to speak their language, by using some of the examples below - you are making the connection that will help to strengthen that link in your chain.

Clear as a bell; In a manner of speaking; Hold your tongue; Harmonize; Rings a bell; Crashing bore; Speechless; Silence; Talk (with you soon); Call (me); Tune in/out

### **RedLink - Kinesthetic Words that Feel Good! Rollie is always anxious to please!**

Get a firm grip on kinaesthetic words and phrases as they float through the air. Tap into the emotions around you until you get a handle on how they flow. Overcome any and all stumbling blocks. Build a firm foundation on which you can base your own contact with other people. Use those concrete, touching, words that move kinaesthetic people, thanks to their sensitivity to feelings. Begin to, purposefully, include these words in your vocabulary. To connect with a Kinaesthetic person you need to understand how they feel, by talking their language you will form another set of links in your chain of connections.

Bearable; Boils down to; Catch on; Come to grips; Hang in there; Make contact; Pull strings; Sort through; Throw out; Emotion

### **GreenLink - Visual Words Provide a Clear Picture! Gollie sees what others miss!**

For an entire day, from dawn to dusk, focus on the visual words and phrases that you hear in other people's vocabulary. Picturesque language, notice the words until they appear as clear as the three extremely visual words just used in the first sentence. Use the list of words to give you some perspective and focus as you further examine this dazzling subject - people who scrutinize the world with their eyes! (I think you see what I mean!) Begin purposefully, include these words in your vocabulary. To become a link in the visual persons chain of connections you need to speak his/her language and see the big picture!

Appear; Blind; Brilliant; Clarity; Colourful; Dark; Enlighten; Looks Great; Highlight; Mental Picture; Mind's Eye; Perspective

**Develop your knack for making connections - use the recipe, modify it to fit your needs. People like people who are like themselves. Learn from Ollie, Rollie and Gollie.**

## **Processing information:**

**OrangeLink** - Make decisions a little more slowly, and will often take a “leap of faith”

**RedLink** - Make decisions slowly, they pay more attention to detail but will also take a “leap of faith”

**GreenLink** - Make quick decisions, but need to see evidence. Don't leap often.

## **Using the Link and Think recipe and find the perfect blend –**

### **Ollie, Rollie and Gollie employ specific vocabularies:**

**Ollie OrangeLink** – Uses sound words

**Rollie RedLink** – Uses feeling words, touching, feeling, physical words.

**Gollie GreenLink** – Uses picture words

**Ollie OrangeLink** - Tunes into the conversation with phrases like *“Sounds terrific, it gets me buzzing, tell me more - does that ring a bell?”*

**Rollie RedLink** - Dives into a wonderful vocabulary with words like *“We have a few stumbling blocks, but we'll get over them as we sort things out, and get a handle on the situation, if we can just hang in there until we feel better - if you catch my drift?”*

**Gollie GreenLink** - Paints his word pictures saying things like *“From my point of view, it's time we get some perspective because it's not clear, so let's get focused - do you see what I'm saying?”*

### **Gestures**

**Ollie OrangeLink** - Has a smooth, fluid voice and gesture somewhat less. He will frequently look from side to side when he speaks. ( he is looking for what he has heard)

**Rollie RedLink** - Has a slower, easy-going voice with smooth gestures. He frequently looks down when he speaks.( he is looking for how he feels)

**Gollie GreenLink** - Waves his hands around frequently when talking, and often has a fast paced, monotonous voice. He frequently looks up when he speaks - ( he is looking for his picture memory).

### **Dress**

**Ollie OrangeLink** – He is more flamboyant – he likes to makes a statement..

**Rollie RedLink** - Likes textured clothing with quiet tones, less tailored, more comfortable.

**Gollie GreenLink** – Is a snappy, impeccable dresser – he is well tailored.

### **Priorities**

**Ollie OrangeLink** What's important? The quality of sound and a longing for peace.

**Rollie RedLink** What's important? The way things feel.

**Gollie GreenLink** What's important? The way things look with proof and evidence

## Your recipe for success “Link and Think” - The New Technology of Connections.

### Building Business or Personal Relationships, and adapting to change -

Donna Messer is a “Master Chef” when it comes to “cooking up” ways to succeed. As Canada’s first spice girl, she happily shares her secret recipe. Donna founded “The Orange Crate” a company that specialized in gourmet herbs, spices and potpourri in 1979. Using her recipe, she took the company from an idea to a million in sales in just over a year!

### Join her and create your own personal “Recipe for Success”

#### A Spice Girl’s Recipe for Success

We all take for granted the skills, talents and hobbies we enjoy. If we combine business skills with social skills, add our interests, hobbies and a corporate profile, we have a recipe for successful business relationships. Using networking to bring those skills to the attention of potential clients adds value to every business opportunity.

### Recipe:

- Take 1 new idea and nurture carefully.
- Add a handful of experienced colleagues and supporters for lateral thoughts.
- Blend in expertise from law, accounting and banking to insure success.
- Stir gently, break up lumps, texture should be smooth – everyone needs to communicate together.
- Set temperature. Not too hot or too cool – find a common degree that works for everyone.
- Use a new baking sheet, it’s better to start with a clean sheet.
- Place new mixture carefully on baking sheet. New ideas can be fragile in the beginning.
- Bake until the colour is perfect. Check with colleagues for their opinion on readiness.
- Remove from oven, and cool.
- Serve with the enthusiasm and support of the entire team.



## Evaluation -

### Look in the Mirror - what do we see?

Sometimes we don't see what others see. When I looked into my mirror all I saw was my education and my past careers.

My friends said – you make things taste good, look pretty; you're a good speaker and a good listener. What did it tell me about myself that I didn't know?

It made me realize that sometimes we take for granted those special skills and talents that are easy for us.

**What do your friends and colleagues see when you ask them where your strengths and weaknesses are?**

### Recognize the experts - how do you find what you're looking for?

In the past we used yellow pages – today it's computers – who do we know that can help us move forward? Seniors, people who have already been there! A mentor!

I went to Horton's Spice Mills and met "old Tom". I told him that I owned a company that manufactured gourmet herbs and spices.....and that I wanted to learn everything I could about the spice industry. He shared his expertise with me.....we never bought from anyone else!

**Learn to keep in touch, sometimes it's someone from our past that can be most helpful in our future.**

### How to find the team.....wherever you are!

I lived in the country; my neighbours were farmers, men and women who made their living farming. I called them, invited them to join me, and to see what I had to offer. They came, they looked, they tasted and they stayed! Why – because they were willing to share their strengths.....remember sell your strengths and buy your weaknesses!

**Teams come from everywhere, the church, associations you belong, even your neighbours and they all have something you might need.**

### Who do you know and whom do they know?

My neighbours shared their contacts with me – one connection was a retailer who could buy my products.....by building the relationship first, finding the common denominator – I tapped into a market that would last for a decade! People like people who are like themselves.....and they buy from them!

**Try asking your friends to list the people they know, often they have the perfect connection for you, they just don't know it!**

**Network - Build Alliances - by helping others we help ourselves.**

I found complimentary companies that would add value to my market and my business. As the company grew, I used products and services of the people who were like me.....small but willing to work with me.

**Co-opetition is the secret to success, don't look at others as competition, look at strategic alliances that by working together you create a stronger more valuable, product or service.**

**Dreams do come true - Believe and you can achieve!**

With Orange Crate.....my journey of discovery was much easier with the help of my team, they were a support group that was with me regardless of the situation. We were a small company, we were in the right place, at the right time, with the right product! We went from a loan of \$3,000.00 to sales of over a million dollars in just over a year.....and we did it by tapping into the power of the people who were part of our network!

**Recognize that creative visualization is a powerful tool. See yourself as successful, imagine where you are next week, next month and next year - evoke powerful, positive images that create your own personal recipe for success.**

**Put a Little Spice in Your Life!**



**What's always been, will always be - right?**

**Having No Changes in Your Life Makes You Happy** - Sometimes you point with pride at your what makes you happy, sometimes you share it, sometimes you don't. It could be your job, your relationship, your family situation. You feel you deserve what you have and you take it for granted. It's here, it will always be here. Attitude is important - sometimes you take things for granted and don't see the little things that are changing the way things were.

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**The More Important Your Status Quo Is To You The More You Want To Hold On To It** - When change occurs, sometimes you just expect it to reverse itself – perhaps if you wait patiently it will come back. Sometimes you get angry and sometimes you just ignore what isn't there and become like the Emperor and his new clothes.....you just think you see it!

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**If You Don't Change, You Can Become Extinct.** - Change is inevitable, keep updated, aware and ready to move forward. What are your transferable skills? Don't be afraid of change, move with it.

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**What Would You Do If You Weren't Afraid?** - We all have dreams, wishes and ideas that could/would/should be possible – sometimes it just takes a little push to make that dream a reality!

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**Recognize the signs, nothing ever stays the same. Change is Inevitable.** - We all feel more comfortable with what we know – take the time to recognize when technology is changing, mergers and acquisitions are occurring or the folks you work with are slowly being encouraged to take early retirement. We all feel better if we keep moving – staying in one place gets too familiar and leads to stagnation.

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**Movement In A New Direction Helps You Find New Recipes for Success.**

- Sometimes we are more frightened of the unknown, than what is actually ahead of us. Trust your instincts, let go of the old beliefs and embrace new ideas.

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**When You Move Beyond Your Fear You Feel Free.** - Often we are held captive by our own fears. Learn to experience new concepts, welcome new ideas and change your attitude. Change is good!

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**Imagining Myself Enjoying a Little Spice in My Life Even Before I Find It.** - Creative visualization is something that will help you find your new lifestyle, career opportunity or relationship – if you can conceive it, you can believe it, and with a little help you can achieve it.....goals are just dreams with a destination.

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**The Quicker You Let Go of The Old, The Sooner You Find The New-** You are happier when you aren't running in fear – recognize the changes and adapt to them. If you aren't out looking, you won't find what you seek.

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**It Is Safer To Adapt to the Challenges of Change, Than Remain In An Unhappy or Uncomfortable Situation.** - What you are afraid of is never as bad as you imagine. The fear you let build up in your mind is worse than the situation that actually exists.

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**Old Beliefs Do Not Lead To New Beliefs.** - If you change what you believe, you change what you do. Believe it! Achieve it!

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**When You See That You Can Find And Enjoy New Recipes for Success You Change Course.** - Creative Visualization can help you find and enjoy a new way of life –

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**Noticing Small Changes Early Helps You Adapt To The Bigger Changes That Are To Come.** - You may not recognize your new opportunities at first, they may look different – find the common denominators and welcome the changes.

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**Change Happens** - They Keep Moving The Kitchen and Changing the Recipes.

**Anticipate Change** - Get Ready For New Flavours.

**Monitor Change** - Keep testing the recipes.

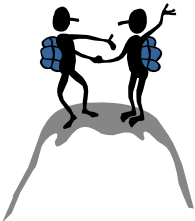
**Adapt To Change Quickly** - The Quicker You Let Go Of Old Favourites, The Sooner You Can Enjoy the New Tastes.

**Change** - Move With The Times - .

**Enjoy Change** - Savour The Adventure put a little Spice in your Life!

**Be Ready To Change Quickly And Enjoy The Challenges Again And Again!**

**They keep changing the recipes and adding more spices!**



**I Can Handle the Challenges of Change.**

**I Can Achieve My Goals**

**I Can Spice Up My Life!**

**"Spice up Your Life" Success kit -**

**A rubber band – for the left wrist – to be snapped whenever negative thoughts are spoken.**

**A Personal Commitment - "I hereby decide to become a success so that I can eliminate my money pressures and enjoy a life of complete happiness. I promise to share my recipe for success with others."  
Change offers opportunity and I do not fear the challenge.**

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**dated:**

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**signed:**

**Personal Assets vs Liabilities – Strengths and Weaknesses**

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The recipe for success in handling the challenges we face with change is simple, it is not a solo project - it needs to be shared.

Handling change and becoming successful is not a competition. There is plenty of success to go around. You have to work with the team that will share your dreams and your objectives. Incredible power is released when people work together.

With the right dream.....and the right team.....we can achieve miracles!  
Anyone who achieves great success has the “Spice Up Your Life” recipe  
**TEAMS - Together Everyone Achieves More Success!**

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