

Working The Clay

Since **character** is the core of our true nature and **presence** is how we project our uniqueness to others, what impact does this have on our **client** relationships?

Think of it as Character >Presence> Impact.

- Character is like clay in the shape of our inner nature.
- Presence is a reflection of that shape in a mirror.
- Impact is the positive or negative experience clients have when exposed to the mirror's representation.

As **change practitioners**, if we want a more positive impact with the leaders we support, we must work the clay instead of reaching for the mirror.

“Working” our character's clay doesn't involve carving or molding in the way these terms are normally applied to sculpting. In fact, it is just the opposite.

- This isn't about imposing a design on our character, it is about liberating the inherent blueprint of who we are—uncovering what has been minimized or neutralized, and releasing the uniqueness that is already there.
- The task is to recognize, align with, and leverage the most positive impact possible from our character, not to try to develop one that suits our clients or us.

We can deny, avoid, cover up, or attempt to “modify” who we really are all we want, but ultimately, our essence will prevail. We will serve our clients and ourselves much better if, instead of trying to forbid or negate parts of our character, we come to terms with what we have to work with.

It is by accepting and cherishing *who we are* that we can best exploit our gifts and route our challenges in positive ways. It is only through embracing and positively leveraging the innate character we have to work with that our presence can mature enough to have the impact with clients we aspire to produce.