

Train Your Team to Have **NO COMPLAINTS,**
NO EXCUSES, and **NO REGRETS**

STOP WORKPLACE DRAMA



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“Stop Workplace Drama does more than reveal excuses for the inclination to drama in the workplace; it offers a wealth of ideas to improve communication, trust, and leadership that will help eliminate the energy, time, and talent drain that drama creates.”

*--Stephen M. R. Covey, author of the **New York Times** and **#1 Wall Street Journal** bestseller **The Speed of Trust***

Stop Workplace Drama

Train Your Team to Have No Excuses, No Complaints, No Regrets

by Marlene Chism

Where would you be without your drama? In her book, Stop Workplace Drama, author Marlene Chism offers a new definition for drama: Drama is any obstacle to peace or prosperity. Drama reveals itself in the workplace as negativity, power struggles and gossip. Since all drama contains a relationship component, drama always impacts teamwork as well as client and labor relations, resulting in absenteeism, lost customers, and turnover. To that end, drama hampers productivity and reduces profits.

Drama always offers a chance to recognize choice and change, or to resist. The conscious leader courageously faces the truth and initiates positive change, while the unconscious leader resists the leadership role and takes the path called denial.

Denial only works for so long before all paths eventually lead to Rome. The mind may dismiss drama but the body knows a different reality: the headaches, the insomnia, and the heartburn are signs that something needs to change—and soon.

Chism, a communications consultant and speaker Marlene Chism breaks through illusions that keep us stuck in the fog and drained from negative thinking. This book offers a solid methodology grounded in universal principles to help leaders gain clarity, break down relationship barriers, and release resistance so they can navigate through change.

Through case studies, lively examples, and personal anecdotes from her own life of reinvention, Chism inspires us to recognize drama, step into a new truth, and break unproductive habits and communication patterns. The result is groundbreaking and lasting change through personal responsibility.

Which leads us to the real question that will determine your success in implementing the Stop Your Drama Methodology: *Are you willing?* Are you willing to be courageous? Are you willing to speak up? Are you willing to wait in uncertainty, to see things differently, and to look inside yourself? Are you willing to make internal changes? Are you willing to risk becoming angry as you discover what needs to change? Are you willing to be responsible—to become a creator?

Stop Workplace Drama will deliver the clarity and change that your organization needs today... if you are willing.

Additional Praise for Marlene Chism's *STOP WORKPLACE DRAMA*

"This easy-to-read book is a must have for anyone who leads others and wants to improve the workplace dynamics so your people can enthusiastically say "Thank God It's Monday!"

--Roxanne Emmerich, author of *Thank God It's Monday!: How to Create a Workplace You and Your Customers Love*

Stop Workplace Drama offers practical ideas to improve communication in the workplace to eliminate power struggles, backstabbing, and office drama.

--Michael Linenberger, author of *Master Your Workday Now!*

Marlene Chism's no-drama approach is down-to-earth and effective, plus it's communicated with good humor and a very big heart.

--Rick Hanson, Ph.D., author of *Buddha's Brain: The Practical Neuroscience of Happiness, Love, and Wisdom*

Stop Workplace Drama is filled with fresh strategies to help leaders navigate change, reach their objectives and create a positive work climate — all at the same time!

--Jill Konrath, Author of *SNAP Selling and Selling to Big Companies*

Chism's 8-part "Stop Your Drama" methodology integrates universal spiritual principles with sound business practices to help us live our lives more abundantly and create workplaces with no complaints, no excuses and no regrets." I highly recommend adding this to your business library! --

Charlotte Shelton, EdD

President & CEO Unity World Headquarters, Unity Village, MO



marlenechism

Marlene Chism is a dynamic business and motivational speaker and communications consultant who has the unique ability to reach across the boundaries of many types of audiences: from Fortune 500 executives, entrepreneurs and business leaders; to employees on the front lines. Marlene challenges and engages her audiences, inspiring them to "be more of who they really are, have more peace and prosperity, and do more of what really matters." She is a philosopher and a dynamic story-teller with the ability to take complex subjects and universal principles and make them immediately applicable.

Marlene is also the founder of the Stop Your Drama Methodology, an 8-part process that engages managers and employees with the tools to clear the fog, recognize their choices, change communication dynamics, and navigate towards change.

Marlene combines universal principles with sound business practices to bridge the inner and outer game of success. She also knows firsthand what it means to reinvent. For more than twenty years, Marlene worked on the lines of the factory floor before quitting her blue collar job to build a business as a consultant, trainer and professional speaker.

Marlene is also a seasoned and dynamic radio guest or host, columnist, and expert consultant. She is known for her thought-provoking yet down to earth practicality, her sharp wit and fun-loving humor.

To reach Marlene directly call toll free 1.888.434.9085 or the local Springfield Missouri number at 1.417.831.1799.

To request more press information contact Jocelyn Godfrey at 919.732.5549.

Website Resources

www.stopworkplacedrama.com

www.marlenechism.com



Suggested Interview Questions for Marlene Chism

Stop Workplace Drama

Train Your Team to Have No Complaints, No Excuses, No Regrets

1. Your signature process is called The “Stop Your Drama” Methodology. Your premise is that drama keeps you from success. So I have three questions around the whole DRAMA idea:

a. Where did you come up with that term?

b. What is DRAMA as you define it?

c. How does a person identify drama?

d. Marlene, you say there are always three components present in any type of drama, what are they?

2. You say that clarity can change any situation. How so?

3. In your methodology you talk about the Integrity Gap...what is that?

4. You say that relationships always play a role in drama. What do you mean by that?

5. One of your key concepts is releasing resistance. Let’s talk about what is resistance, and how do you know if you are in a state of resistance?

Other possible questions

- a) Can you go through all 8 principles of the Stop Your Drama Methodology?
(See the 8 principles on the next page.)
- b) Why is there always a certain amount of drama with any change?
- c) You say, “Honor the person and discount the story...” what does that mean?
- d) You talk about living in the Zone...would you share that with us?

No Complaints, No Excuses and No Regrets

The Stop Your Drama Methodology

Change, whether it is wanted or unwanted brings out our best and worst. The Stop Your Drama Methodology incorporates 8 universal principles and multiple tools for navigating change or reinventing any part of your business and will transform your personal life. Whether you are a manager, a leader, or a business owner, applying these 8 principles will help you align your team, and run your business with no complaints, not excuses and no regrets.

1. Clear the Fog

Where drama is, clarity is not. If you feel like you are shoveling coal in the boiler room instead of navigating the ship, then you have a clarity issue. When you are clear, your decisions are easy and emotions are steady. Clarity helps you handle the winds of change and life flows. First get clear about your values and vision. Everything flows from there.

2. Identify the Gap

The distance between where you are and where you want to be is the gap. The bigger the gap, the more potential for drama. If you can identify those times when you are moving faster than your resources allow, or when what you want seems too far out of reach, find a way to shorten the gap, by taking only the next right step. When you learn how to identify the gap, you can shorten it instead of suffering.

3. Tell Yourself the Truth

Drama is often the result of undisciplined thinking, manifesting as over-reaction to some imagined problem, regret about the past, worry about the future, or denial about the present challenges. To stop your drama, learn how to separate fact from feeling. Knowing your feelings won't change the facts, but knowing the facts can change your feelings. Consciously changing your thoughts and feelings is the beginning of stepping into a new truth.

4. Reinvent and Realign

When your actions do not align with your values and beliefs you will experience an integrity gap. The integrity gap is when your desires are in conflict. You have the power to reinvent a new you that aligns with your values so that your life is congruent and you are not pulled in opposing directions.

5. Stop Relationship Drama

Where you struggle, you will find a relationship problem. Besides the relationship you have with yourself, there is the relationship you have with others. Then there is the relationship you have to the situation, to your past, your imagined future, to time, money, food and everything else in your life. If you want immediate change, change your relationship to the area where you struggle.

6. Master Your Energy

Down to the smallest unit, everything in the universe is energy. The five types of energy are physical, environmental, emotional, spiritual, and mental. Since even thoughts are energy, remember that negative thoughts drain your energy and can contribute to illness. Slow down and make decisions from inspiration rather than from desperation. Take charge of your energy by mastering your environment, your physical health, your emotions, spirituality and thinking.

7. Release Resistance

Resistance is an energetic state in the form of non-acceptance to what is. Before you can make any change you must quit fighting the current by blaming, excusing, and judging. Accept where you are, then be willing to do what is required to make the shift.

8. Become a Creator

Instead of waiting for things to happen to you, initiate change. Become fully responsible for the contents of your life. Entertain the possibility of what you want by asking, "What if." Until you consider another reality you cannot create a new one.

Marlene Chism is the author of Stop Workplace Drama (Wiley 2011) and the founder of The Stop Your Drama Methodology. Marlene speaks professionally around the country and can be reached at 417.831.1799. For resources go to www.stopworkplacedrama.com or to www.marlenechism.com

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