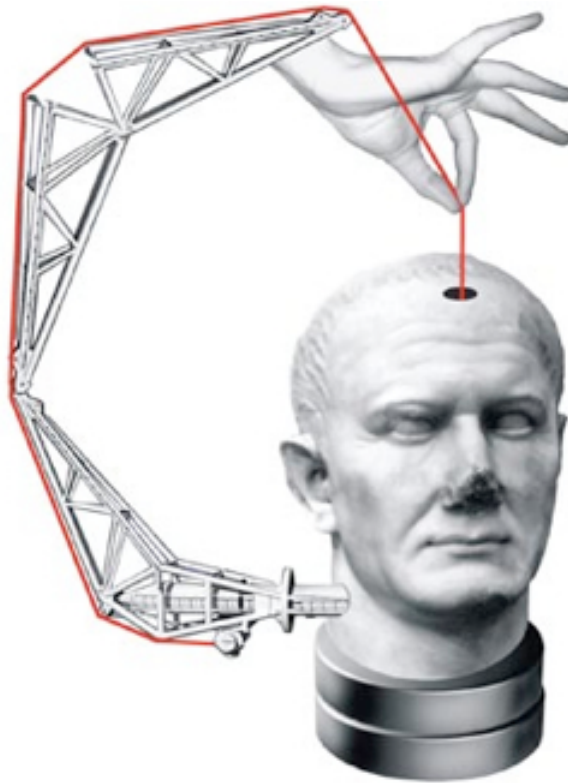


## PERSONAL REENGINEERING



When everything is wrong and try a thousand things and nothing fruitful is the time to return to the point zero, ie if you start with economic problems, employment, interpersonal, you feel uncomfortable in what you do so. These are symptoms that your mindset is not working and must take extreme measures to be reborn in a new project and way of life, for it is necessary first to analyze the sequence of past events and assess the failures, how long must you do with it and those who do not, in which events did you links you get and there are negative effects of what you did and just not let go, and if you're too negative all, it's time to take drastic measures, disarm and rearm again all around, seek help, new friendships, contacts, changing area, creating new routines and so on. Basically the system that has collapsed and were following you need to reinvent it, learning from mistakes and creating art of trial and error at first to level some stability and shape a new project and way of life.

Reengineering staff would, then, make a stop on our way to check sincere and deep our attitudes to life and, above all, our conduct in relating to other human beings. Here we encounter the first great difficulty: the ultimate believe us, think we act well and bad actors are the others. If you do not get around this barrier we can not staff reengineering. The major stumbling block will only be saved if we got up a good dose of humility, of great courage and support from someone in our trust.

Without humility we can not appreciate our perfectibility. Thinking ourselves perfect, we can never accept that some aspects of our behavior can be improved. Usually we live in a warm and comfortable bubble of complacency. Moreover, we develop a perception "extrasensory"

against the possibility of any criticism or situation which threatens the stability of our pedestal or our aura of "perfect." At the slightest danger, an effective alarm warns us and we get defensive, or simply attack the wrong, before he disqualify us. Most of us know or intuit that our perfection is just a mask to act charitably covering our flaws. And so we feel good, as well as the poor actor in the table plays a potentate.

So if we accept that there will always be aspects of our actions that are well be on track for time to time, review and propose new and better ways to behave, in search of higher levels of perfection. Always keeping in view that perfection will be a great challenge, but not a final goal.

Without courage not dare to incorporate the changes necessary to improve our lives. We saw that we have become accustomed to the warmth and security of our protective bubble. Get out of it means confession imperfect face the ugliness of an image that we kept hidden; bear the shame of nakedness, recognize our weakness disguised as arrogance. All this hurts a lot and it is reasonable to shun pain. However, sometimes the pain is the preamble to achieve satisfaction. Certain medical treatments confirm this: lancing the skin hurts, but it relieves the output of the poison.

Without the support of others will not have a complete view of our total reality and that, generally, others do not see us as we see ourselves. I can safely say that the others have much to say about those areas for improvement that we talked recently. Perhaps humans have looked for this add-on confession of sins before a priest and impartial person outside the self and at the same time, respect and confidence or to use a spiritual director (today, more likely, a psychologist). But we can also turn to relatives or friends, whenever we create the conditions for constructive interaction, caring and sincere. This is, in an environment in which communication can be really assertive, not omitting anything but mutual respect.

In operational terms, it is convenient to start writing on a single sheet of paper everything that we wanted to change or improve, considering our strengths and weaknesses. This can also be applied to those most involved with us and deserve our trust, in the sense that what you write (not they) can improve or change for better collaboration, better environment, better performance, etc.

Clearly this is as true in the workplace and at home. In fact, this exercise should be performed under conditions that ensure the security of giving their frank and honest opinion without being crushed by an "ego" that breaks down.


If we gracefully this test, we will be able to streamline the information obtained and to consider a plan to "re-engineering personnel." You may have much data, so it should apply the "Law of Pareto." Look that 20% of relevant situations that affect 80% of results in changes or improvements to our habits, attitudes, customs, etc., Which appear as recommended. Of these, choose the easiest to implement and will leave just one. Define it as a goal to achieve within a given period. For example: "For two weeks I will begin each day scheduling and prioritizing my schedule of activities, leaving open spaces for contingencies, to reflect, to meditate, and so on." To reinforce this goal, we participate as our secretary or another employee. If it is an independent work, we use our partner or a close friend. After the deadline, we will make an assessment and if we have created this habit, we set ourselves another goal in the points already selected. If we were not successful, we will insist.

As you see, is a cautious strategy of small steps, easy and safe to achieve consolidation. The most beautiful palaces were built brick by brick. Large projects are also available in small steps, without the risk of getting lost in a tangle of big ambitions.

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## REFERENCE OF THIS TEXT

 *Personal Reengineering*, Muñoz Serra, Victoria Andrea, website: Victoria Andrea Muñoz Serra ([http://www.victoria-andrea-munoz-serra.com/coaching\\_integral\\_ingles.html](http://www.victoria-andrea-munoz-serra.com/coaching_integral_ingles.html)), Concepción, Chile, March 2012.

## SOURCE

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