

**Roy Leighton, Emma Kilbey and Kristina Bill**

# 101 Days to Make a Change

**Daily strategies  
to move from  
knowing to being**

**“innovative ideas and perfect for dipping  
into for some daily inspiration”**

**Janey Lee Grace - author of *Imperfectly Natural Woman***

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Daily Strategies to Move  
from Knowing to Being

Roy Leighton, Emma Kilbey and Kristina Bill



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# Introduction

Thank you for picking up this book. We hope it will be of some use to you for the next 101 days and beyond. The minimum it will do is to give you food for thought, but if you apply yourself to the exercises suggested it might just change your life ...

Don't be put off by that outrageous claim. To suggest that a book may be life changing, particularly by the authors, may seem arrogant! But we know that our view is based on sound reasoning and empirical evidence. The years we have spent developing the exercises in this book and refining the thinking behind them, as well as seeing the tangible results of applying them, make us confident in our claim. It's important to understand that this book has been designed with the primary purpose of building confidence, resilience and happiness in the reader. It would negate much of what we are suggesting if we were unable to put it into practice ourselves.

The underlying system that supports the journey of personal growth used in our work as a consultancy is based on the work of Dr Clare W. Graves. His ideas and research around the development of the mature and happy adult are adhered to in the progression of the 101 days. Graves came up with a model that charts and identifies the development of adult maturity via different stages of being. These phases are identified by our values and drives, which then dictate the way we see the world and how we relate to others. As each stage moves onto the next, it transcends but includes the previous one. As Graves said:

[W]hat I am proposing is that the psychology of the mature human being is an unfolding, emergent, oscillating, spiralling process marked by progressive subordination of older, lower-order behaviour systems to newer, higher-order systems as man's existential problems change. These systems alternate between focus upon the external world, and attempts to change it, and focus upon the inner world, and attempts to come to peace with it. (1971)

One thing that we can definitely rely on in life is change – whether it’s an internal shift or an external event that demands we adapt. Graves emphasised that if a person’s world changes they must adjust their thinking or behaviour, and vice versa. Effectively managing this constant problem-based reality is what drives the development of children to become healthy, balanced adults, and assists us all in reflecting on our own evolution. When we desire to keep things as they are, and not engage with the dynamic and ever-changing reality of evolution, we jeopardise the effectiveness and happiness of individuals and organisations.

A summary of the Gravesian levels of human existence is set out in the table below. The table reads from bottom to top.

<b>World view</b>	<b>Level of human existence</b>	<b>Thinking/behaviour</b>
All things are dependent on each other for survival	Holistic	Global, holistic
The world is complex	Complexity	Systems thinking, analysis
We are all equal	Community	Empathy, collaboration
Full of opportunities	Enterprise	Working for personal reward in the medium and long term
The world is in chaos	Order	Hierarchy, rules, structure
Only the strong survive	Self	Impulsive, power, instant gain
Unsafe, mysterious, unknown forces around us	Tribal	Family, icons, rituals, safety
No world view at this level	Survival	Eat, sleep, sex

Source: Bowkett et al., 2008

When all levels are healthy and open, then individuals – and the organisations they may be part of – share not only a vision but have a model for dialogue and understanding, which leads to progress. When any individual, organisation or culture becomes fixed and closed at one level, conflict will inevitably be generated by this suppression of the natural process of evolution. The question is not so much ‘Where am I?’ but rather ‘Am I open or closed?’ to each level.

To return to Graves:

I am not saying in this conception of adult behaviour that one style of being, one form of human existence is inevitably and in all circumstances superior to or better than another form of human existence, another style of being. What I am saying is that when one form of being is more congruent with the realities of existence, then it is the better form of living for those realities. (1971)

We hope that through the clear stages of development shown in this book you will be inspired to give energy and life-force to those around you as you grow in determination, confidence, competence and compassion.

## How to approach this book

The book is broken down into eight sections which correspond to Graves’s levels of human existence. Within this structure each of the 101 days follows the same format: quote, text and exercise or question. There are two ways to approach it. The first is to follow the days in order. The second is just to dip into the book randomly whenever you get the urge. Both will be of use, but moving systematically through the levels, without skipping sections or running out of sequence, is the ideal option. The choice is yours.

The exercises vary in length; some are one-offs while others can be repeated – either for the remainder of the section or the

duration of the book (and beyond). ‘Today’s exercise’ is the one we suggest you do on that day. At the end of each day there is also a reminder of the exercises that we suggest you keep doing throughout the thirteen days of that particular section, as well as the ones we recommend you keep up throughout the entire 101-day process. There is also space for notes. Again, the choice is yours as to how many of these exercises you do.

We have enjoyed the challenge of writing this book and hope that you find it a practical resource to help you on your travels. Wherever you are on your particular and very personal path, it’s always important to take some time to check out not just your direction but your reason for heading that way in the first place.

May your journey be surprising and rewarding – and we sincerely hope that these words are fuel for it!



## Day 48

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# Structure: Laying the tracks

Truthfully, we don't have the faintest idea what to do.  
Yet this is not an admission of defeat,  
it is an invitation to experiment.

**Margaret Wheatley**

**I**t is easy to want to have all the answers – to know exactly what to do next, who to involve, when it should happen and so on. The danger is that if the focus is solely on the external structures or solutions we can miss seeing when these structures no longer serve us; there is a vested interest in this situation, opinion or relationship which can cloud underlying issues. So when we talk about 'laying the tracks' we are referring to a gentle ability to question our choices on a continuous basis to make sure they still serve us. Why not toy with the idea that we don't have all the answers, and do not need to, but we do have the ability to keep experimenting because we allow ourselves to do so? By building up our experience bank of questioning and re-evaluating we become more confident in our ability to experiment and discover clever new solutions.

Today's exercise

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## Question your certainty

Ponder how deep the need is in you to have certainty, to know all the answers. Think about how you could view life differently if you had confidence in your ability to experiment and come up with new solutions all the time. This way it becomes less about the answers and more about asking the right questions. What new structures would that need? Would a diary for recording

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your personal developments help? Or having trusted friends you could check in with regularly? Or joining a meditation course to help you stay open to possibility? What do you need for your inner structures to be solid and supporting of your outer needs?

Today's exercise: Question your certainty

Notes:

- Exercises throughout this section ◇ Exercises throughout the book
- Time diary
- Wake up with gratitude and vision
- Meditation
- Ask for help
- Tune into your body
- Review your goals
- Be actively more supportive

## Day 49

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# Personal pledge

Live to the point of tears.

**Albert Camus**

**T**he amount of time we spend on inconsequential things, such as watching television or going on social networking sites, is quite extraordinary. By the time we reach later life we may find that years could literally have been spent on the sofa – consider that! We might think there is nothing wrong with relaxing in front of the telly but let's unpick why we might need to unwind in the first place. What was it that wound us up so much that we need to be switched off to deal with it? How about if we didn't get so tense and stressed in the first place so that we wouldn't need unwinding? How about a more balanced approach to life and work so that downtime is spent more fruitfully?

Today's exercise

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## No-screen policy

Abandon all screens during the evening for the remainder of this week – no TV, no computer, no games. Get creative about how to fill your leisure time. Spend time out at a cultural or sporting event. Meet friends for dinner. Read a book. Do something creative. Meditate. Do nothing.

Notes:

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Exercises throughout this section ◇ Exercises throughout the book

Time diary  
No-screen policy

Wake up with gratitude  
and vision  
Meditation  
Ask for help  
Tune into your body  
Review your goals  
Be actively more supportive

# Visions and dreams

The most beautiful thing we can experience is the mysterious. It is the source of all true art and all science. He to whom this emotion is a stranger... is as good as dead: his eyes are closed.

**Albert Einstein**

**O**n Day 60 we looked at how dreaming and visioning could assist you to draw your success closer to you. Dreams are incredibly powerful and, to really embed deep thinking and profound belief systems, getting your subconscious involved is a dynamic way of cementing personal confidence.

How often have you gone to bed and tried to sleep only to be kept awake by the negative thoughts, imagined disagreements and overly anxious concerns about what you have or haven't done? When we harness our imagination we can not only improve our sleeping patterns but use our rest as a means of hard-wiring our dreams into beliefs so that our actions become that much more powerful.

The following exercise is about trusting your intuition. Most of us have been educated *not* to listen to our inner voice and regard intuition as a bit fluffy. However, when you begin to realise that gut reaction (and not ego-driven illusion) is a powerful and helpful tool, it will be something that you'll want to put time and effort into rediscovering and refining.

## Pillow talk

Take your journal to bed. In addition to any other end-of-day scribbling, write a question or concern that might otherwise keep you awake or that you just want to challenge and solve. For example, 'How do I keep reading this book and take action right until the last day?' Use one of the relaxation and/or positive visualisation techniques you have been shown and put yourself into a deep sleep.

On waking read the question and write down an answer. Whatever it is, just write it down. You might even wake up with a person on your mind. Write their name down. If you have a dream, write down as much as you can remember. Return to it and reflect on the images. Do this for the next ten days and then reflect on what you have dreamt about to see how you feel now and if you need to take some action. Act intuitively and see where this leads. Sound weird? Don't let that stop you!

Notes:

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Exercises throughout this section ◇ Exercises throughout the book

Linking the present to the future

Future focus

Live today as if it were your last

SMART thinking

Pillow talk

Wake up with gratitude  
and vision

Meditation

Ask for help

Tune into your body

Review your goals

Be actively more supportive

Happiness for no good reason

A little and often

Write it down

*101 Days To Make a Change* is a constructive and compassionate companion that will help get you back in the driving seat of your life. Its expansive ideology is grounded in an achievable process with a realistic timeframe to help chart progress and acknowledge results.

This programme will give you rigorous tools to enable you to truly understand what makes you who you are so that you can plan for your best possible future, both personally and professionally. You'll be led by clear and practical steps to uncover your drives and motivation and identify your attitude to learning and change. Armed with these valuable insights your confidence will increase and your stress levels will be reduced while you develop new skills and start achieving firm goals.

"This book will really help you to transform your life ... It is a tool for change at the deepest level."

**Terri Broughton, Master Practitioner and Trainer of NLP,  
Director of Teaching and Learning Development at King's Lynn Academy**

"I'd recommend this book if you want something different in your work or personal lives, but don't know where to start..."

**Dawn Caswell, Human Alchemy,  
specialist in Transformational Management Team Development**

"This is more than just a book - it's a personal MOT manual exploring every part of our lives."

**Lindsey Reed, FInstLM, LCH Dip; Master NLP Practitioner,  
licensed career coach and confidence coach**

"I struggle to find a book on personal development that inspires me to read it from cover to cover, never mind putting it into practice. Well, this did both!"

**Paul Barron, CBE, retired Chief Executive of National Air Traffic Services  
and now freelance business advisor and mentor**



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[www.wearecoral.com](http://www.wearecoral.com)

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