



# The Evolving Woman

**Achieving True Success in Business and Beyond**

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## THE MENTEE-MENTOR RELATIONSHIP

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### A Mentee's Perspective



**T**hroughout my career I have been fortunate to meet women who mentored me. I have also been proud to mentor young women myself. When I changed careers and became a financial advisor after a 15-year career in the energy trading industry, I did not realize how much I would need a mentor to help me transition into this new phase of my life.

Being a woman in this industry can be lonely at times. I was searching for a way to connect with other women advisors, and I was fortunate to discover the Women's Leadership Alliance and with that, Pamela Grey, who became my mentor. I had not been mentored in many years, so I was naturally nervous to be partnered with someone who had clearly been so successful in our industry. I knew I would have to be vulnerable and prepared to hear things that maybe I suspected but hadn't yet accepted.

What I got was an experience that helped shape me into a better advisor and a better person. I was willing to open myself up to new ideas, share my weaknesses and strengths, and really listen to this woman who had so much knowledge to share with me. With Pamela's help, I saw myself in a different light and realized I had all the qualities to offer as a female advisor to this industry. I didn't need to feel lonely as a woman advisor. Pamela taught me that I had the "secret sauce" and should feel empowered to use the skills that came so naturally to me. Now with greater confidence, I can accomplish my goal of helping people gain peace of mind with their finances. I am so grateful for Pamela and our relationship, and I hope someday I can impart the same confidence in another young woman advisor.

**-Nicole Louvar, Financial Advisor**  
*Houston, Texas*  
WLA Class of 2023 Mentees

## THE MENTEE-MENTOR RELATIONSHIP

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### A Mentor's Perspective



**M**y highest priority as a mentor is always to keep my mentee from using her energy, talents, or resources unwisely. With the right guidance, anyone can get back on track and inside the guardrails after a slip or fall. In subtle and not so subtle ways, mentorship helps the mentee evolve into a whole person by growing her confidence. Though you may not discuss it, she is often more beautiful than she thinks and even more talented than she knows. These are just some of the reasons she is worth mentoring.

The following articles come directly from my own life and career experiences. Each mentor I have had gave me a new way to think about myself. Often, these special mentors paved the way for me to transform before my circumstances did. Though I did not always appreciate the frankness of my mentor's words, they made such a big difference in my whole evolution! That is why mentors turn everything around. They relate to your stories, they show you a better way to use your talents, and they offer wise and sage guidance no amount of money can buy, often at poignant moments when you need them most.

I trust you find a story you can relate to and take away all the encouragement offered in these articles. Adopt a few ideas or concepts and personalize them for your situation. All I want for you is to be a well-rounded, more fully evolved person. Because if you are, you are prepared for almost anything in life. Over time, the growth you feel will also move the whole profession of financial advising forward. That is why we are all in this together, to create the kind of success we all can share in.

**-Dr. Pamela D. Grey, Educator,  
Financial Advisor, and Author**  
[www.poweryourdecisions.com](http://www.poweryourdecisions.com)

## THE KEY TO MARVELOUS CHANGE

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**D**id you know all doors of opportunity swing on the hinges of your emotional competence? The influence of your emotions on your behaviors can determine when and if that next door opens. Emotional competence is found to be twice as effective as your native intelligence when it comes to your success, meaning a high IQ or excellent test scores may not take you to the next level. Evaluate your emotional competence in these five areas:

- **Do you adapt to change and build trust?**
- **Do you exhibit empathy?**
- **Do you take initiative as a confident team player?**
- **Do you influence others positively?**
- **Do you foster your drive for achievement?**

Make a plan to review your answers with your mentor to determine if you need improvement in one or more areas. Her perspective will usually reveal valuable insights. Dr. Denise Federer, a behavioral psychologist and coach, explains there are five reasons why we do not change our behavior:

- **Unclear motivation**
- **Conflicting or competing values**
- **Self-limiting thoughts and beliefs**
- **Fear of the unknown**
- **Desire to avoid pain and discomfort**

Opening your eyes to your emotional competence is a great first step, but there are a few more actions you can take. Appreciate the competencies and strengths you already rely upon. They have supported you this far. Next, review your current goals to see if they are still valid. Do you need to revise them? Do not hesitate when moving in the direction you want to go. When you do not make a decision, **you have already made a decision to fail**. Talk things over with your mentor to gain further clarity. Also, simple things like cleaning your personal work space or getting your office organized can also be energizing for you. Don't let a lack of order or good systems put your practice in jeopardy.

Dr. Federer explains that when we take on new behaviors, refresh our goals, and become more organized, we not only take our practice to a new level, we also get twice the emotional lift. Being praised gives you more of a benefit than you think! **So, once you do your part, which door of opportunity could you open next?**

### **A POSITIVE AFFIRMATION:**

**I AM WILLING to be flexible, organized, and aware of what changes I need to make. I prepare myself daily for stimulating new ideas I can act on. I am open to marvelous changes that reward my time, gifts, and talents exceptionally well over time.**

\*Add this on a daily reminder notice or attach to your computer, car dashboard, fridge, or mirror.



## ARE YOU PURSUING A DREAM OR A VISION?

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**W**hile in Orlando, Florida, I saw *The American Adventure*, a special exhibit on how America was formed. What struck me during the performance was a dialogue between poet and author Mark Twain and Dr. Benjamin Franklin, one of the Founding Fathers of our country and a prolific inventor. During this drama about America's struggles, victories, and challenges in forming its alliances and the foundation of the Constitution, Twain remarks to Franklin, "You had quite a dream for the country." Franklin quickly replied, **"It was no dream. WE HAD A VISION!"**

I was struck by the contrast between the words dream and vision. In the marvelous book *Creative Mind and Success*, Dr. Ernest Holmes, a true visionary of New Thought, stated **"Our word has the exact amount of power that we put into it."** The word "vision" in Franklin's mind must have held a lot of weight. He was committed to a vision for all new Americans. He wanted them to secure a stronger grip on their newfound freedom.

A vision requires thinking wisely, planning intelligently, and using your imagination to strive for successful outcomes. Dreams are more like ambitions, hopes, or wishes. In contrast to a vision, dreams offer an emotional component different from a vision's broader swath of ideals. We can imagine a vision, but we feel our dreams. At the end of the day, we need both, but a **vision** must always come first.

### **A daydream is no substitute for real action**

Remember what Dr. Ernest Holmes said in *Creative Mind and Success*? "Our word has the exact amount of power that we put into it." Is your vision using words that hold real value for you? Do your dreams excite and motivate you? Are you preparing for the future? **Daydreams come and go, but a true vision is really a call to action!**

As your vision becomes realized over time, remember it does not have to turn out exactly like you first imagined. But you do need to see progress to keep thriving. To support all worthwhile journeys, connect with your cheering squad. Search out those wise and thoughtful mentors and visionaries you most admire. **It will be their words, like yours, that you hold onto, so choose them wisely to keep both eyes on the prize!**

## EVERYTHING HAS HAPPENED FOR YOU

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**M**y past is not happening to me but for me. **Everything in life has happened for me.** I sat for a long time with the words from Benjamin Hardy Ph.D. from his book *Personality Isn't Permanent*. I repeated them over and over until they sunk in. I came to the profound realization that I can choose to repeat what brings me great success and discard what does not. All my experience in life is part of who I am and also what makes me unique.

“There are no final problems,” says Dr. Raymond Charles Barker, author of the book *The Power of Decision*. To allow ourselves to take on new challenges or more demanding situations, there is a price to pay, he explains. We must pay a cost by giving up our hurts, errors, negative assertions, and self-righteousness to become a better version of ourselves. “We have wept too long over the past and what it might have been had we been wiser,” he says. “This is not only useless contemplation; it is a negative one.”

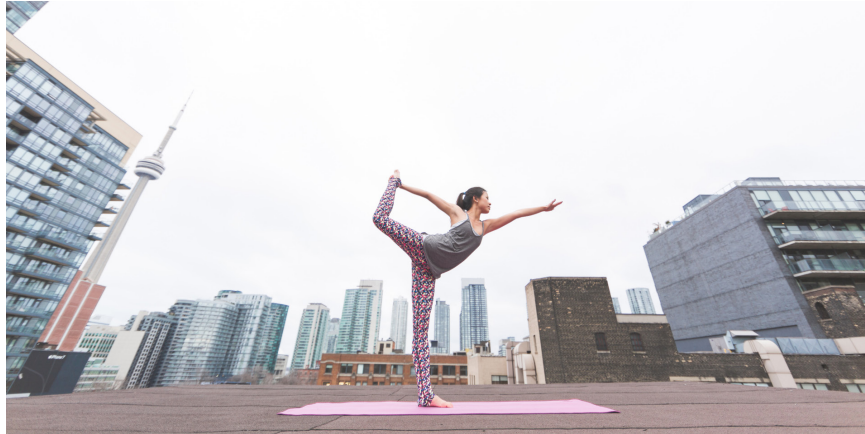
How do we move beyond a business relationship that ended badly, a financial loss, or the consequences of a poor decision? Regret isn't productive, but reviewing the circumstances that led to negative outcomes can help you understand why things fell apart. There is value in what has happened **not to you, but for you. Repeat those words until they really sink in.** As both authors explain, our future is secure when we gain understanding from our experiences.

When I made the big decision to pursue a second career, I chose to become a financial advisor. After about six months, I sought out the advice of a former college president and colleague because of his business experience. I shared with him some of my worst fears, including not making enough money to support myself. Worse yet, I had begun to second guess my decision to become an advisor. Self-doubt pervaded my days and weighed heavily on me. But as mentors do, and often in the nick of time, he imparted such great wisdom that I use still to this day. In a reassuring tone, he said, “God did not bring you this far to drop you, Pamela!” Wow, this pronouncement really jolted me. Once I digested his words, my whole world stopped spinning. I really appreciated what he had said to me! Because I had a successful first career, why should things be any different in my second career? What a profound realization. **Everything had happened for me!**

Before you get caught up in feelings of remorse, regret, or a belief you have just made a disastrous decision, remember the past has happened for you. God did not bring you this far to drop you! **Instead, say to yourself often, “Look how far I have come!”**



## ARE YOU SPIRITUALLY FLEXIBLE?



**W**e think of yoga and stretching as good for our bodies, and we keep our minds nimble with younger friends, crossword puzzles, sudoku, and online courses. But are you increasing your **spiritual flexibility**? Are you exercising the gifts and talents God gave you after you experience a nudge to use them? In their book *365 Days of Richer Living*, Drs. Holmes and Barker explain that our whole universe [now called a multiverse] is made up of ever-expanding systems. They are naturally pliable and flexible to achieve their greatest potential. While change occurs naturally across the cosmos, we can all take our cue to morph naturally into something much greater ourselves. Natural laws apply to all of us too, such as the law of gravity. By virtue of these facts, are you willing to expand your own horizons into something greater? Could the answer lie in becoming more spiritually flexible?

**Did you know** God or Spirit is a universal life force embodied in all of us? I like to call God my own Creative Intelligence because it is always conceiving of new ideas that give me a fuller life experience. Flexibility means I must be open to receiving those new ideas and finding new ways to act on them. Believing we are all born with above-average curiosity to stimulate our imagination, I use my imagination for new ideas I can apply in beneficial ways. My whole evolution occurs right before everyone's eyes. As I evolve, I believe the whole of humanity evolves too.

**Did you know** God is never trapped in its own creation? Knowing I am one of God's creations, I am never trapped in my own circumstances. Flexibility means I do not restrict my future opportunities or shut down more creative thinking. If I see some part of myself closing down, diminishing, or worse yet, being neglected, I take action to help myself.

**Did you know** the Creative Intelligence that runs the whole cosmos is given to every individual? *That is the promise.* True spiritual flexibility means using my gifts and talents to go outside of my own comfort zone. I do not need to fear more challenging situations that will ultimately improve my situation. Every nudge I get from Spirit is taking me closer to some good I desire.

Life requires more flexibility than we think. We all want the grace of a ballerina who can change directions in the blink of an eye. Becoming more spiritually flexible means we **balance our lives and our obligations more effectively**. Any reluctance on our part NOT to become more flexible or balanced might just come from being inflexible or worse yet, closed-minded, thinking all the laws of nature do not apply to us. However, if you are willing to glean one or two lessons from a dynamic and versatile multiverse, you might have good reason to keep expanding your own personal universe. We all have a natural ability to do this. **If you keep finding yourself less than spiritually flexible, could the cosmos be telling you something?**



## HAVE YOU LEFT YOUR PAPER TIGERS BEHIND?

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**I**f a loss in your personal life or career has caused you to feel your good was taken from you, you are not alone. Feeling you have lost control can be difficult. The worst comes when all your paper tigers show up and taunt you. At first glance they seem threatening, even terrifying, but they lack any real power to take away your happiness or destabilize your life. When paper tigers show up in your life baring their teeth and sharp claws, stand back from your immediate situation and look for a deeper truth about **who you are**.

Sometimes we question a choice we have made or a direction we pursued. For example, you may find yourself having a conflict with a promising new employee, an anticipated job promotion may not materialize, or an unfavorable evaluation may set you back on your heels. Years ago, when I was in the throes of a career setback, I shared with my mentor all my pain and loss. After seeing all my wailing and tears, she sat back and in a matter-of-fact voice said to me, “Pamela, your good is NOT being withheld from you.” What a shock to be told this. How could she be so certain? I had given her all the facts. Was this true? After all, I was now without a job!

Not long after this first wake-up call, I found myself eager to share my setback with another mentor. He too said to me without a moment of hesitation, “Pamela, God did not bring you this far to drop you!” Boy, it was another brisk wake-up call! But this time my whining spree came to a sudden halt! Yes, of course, I had come this far and I could go even further! Yes, my good was not being withheld. Somehow, I had let all my paper tigers come out and join me all at once. They had convinced me everything was being taken away when, in fact, this was not true. Thankfully, these teachable moments came from trusted relationships. My mentors, each in their own way, had given me a very good reason to see how inferior thinking was taking charge of my affairs. Today, when a paper tiger jumps out from the bushes to scare me to death, I do everything I can not to let it back me into a corner. But if it should, I know who to call!

When I am faced with a challenge today, I hold my head up high to loudly speak the truth of who I am. I say without any hesitation, “MY GOOD IS NOT BEING WITHHELD FROM ME NOW OR AT ANY TIME IN THE FUTURE!” When I do this, I stay in the present moment and feel an inner peace come over me. When I complete all the necessary mental preparation to convince my own mind that a paper tiger is not my truth, I stay emotionally intact and confident to face another day. Yes, the facts of my circumstances are scary at times, but they are not the truth of who I am. I am always a person of worth. And believe me, **it takes practice to remind yourself that your paper tigers are not real!**

**Next time a caring mentor steps forward to whisper in your ear, “Your good is not being withheld from you,” be sure to listen and move forward with confidence!**

## WHAT KIND OF SUCCESS IS WORTH HAVING?

**“We are always being successful. We are always achieving the goals we have set up for ourselves in thought. Some people may win themselves terrific success at always being a failure in business. Others may succeed in always experiencing ill-health. Still other always succeed in being friendless. We always succeed, so our immediate problem is not one of success, but what kind of success we are having.”**

-Dr. Ernest Holmes, *A New Design for Living*

I found this quote eye popping and thought provoking. Dr. Holmes begs us to periodically review our circumstances and ask ourselves, “What kind of success am I having in my life today?” Upon reflection, could a deeper issue be lurking or has some matter gotten out of hand? Whatever your actions reveal, now is a great time to look at *what kind of success is worth having in the long run!*

I have always enjoyed working in business, so it was natural for me to pay a lot of attention to client relationships, employee development, and a vision for my financial practice. Thankfully I came upon a very simple formula for continuous improvement that kept me from veering off a cliff or straying too far from my goals. I would ask myself at the end of each day, **“What could I have done better?”** Once a problem or issue was identified, I was able to get back on track. I would repeat what worked and discard what did not! I never lost sight of the kind of success I wanted to have. Perhaps this simple formula for continuous improvement can work for you too.

Do you have a satisfying lifestyle? Are you happy in your present circumstances? Is your business on track with a vision worth keeping? Or do you have room for at least one new improvement? What could shift your attention away from circumstances that no longer serve you? What needs to be changed to make your life or business more rewarding? I always try to be proactive and not let things get out of hand, even when I need to change first. Over the long haul, I have discovered change can be much less frightening to my employees, my family, or even my clients when they are onboard. **At the end of the day, don't we all want the kind of success worth having?**

## IN CONCLUSION

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**W**e can all benefit from sage advice our mentors give us. They have our backs when we need their support most. Once you realize you belong to a class of women you have aspired to become a part of, you are halfway to your next major milestone.

Sometimes all it takes is one word or phrase to change your whole mindset. I should know; I have been on both sides of the looking glass. There is real value when you help someone with a good idea, but it is also worthwhile to be on the receiving end. The real bonus comes when you evolve into a better person. Miraculously the experience of real humility has made you teachable again. This may just be the secret sauce to all success in our lives: true humility.

In each piece I trust you have found at least one lasting truth you can share with someone you care about. With a little luck and the wind at your back throughout your amazing journey, may you win more friends than you can count and experience more joy than you could ever imagine, because in the end, these are the only kinds of success worth having.

All the best,

**Dr. Pamela D. Grey**

Author of *Power Your Decisions Self-Study Workbook* and *The Evolving Woman*

Pamela Grey reached her first major milestone acquiring her doctorate by age 30. Her first career was in higher education, allowing her to become both a director and a dean of long-range planning, research, and technology, followed by a statewide distance learning project where she served as an Assistant Scholar For Higher Education at The University of Florida. After 17 years, and not having achieved a presidency, she turned to career counseling to prepare for a whole new role in the private sector.

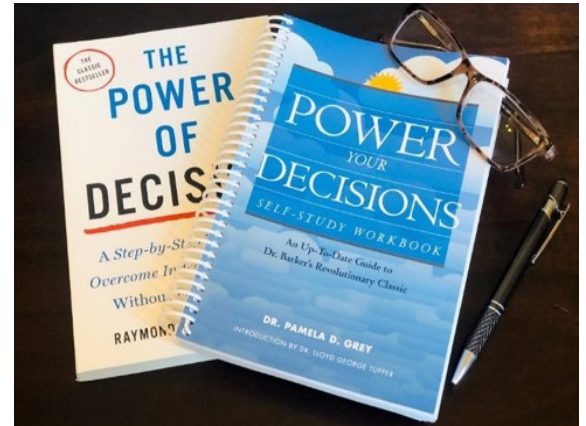
At the age of 42, she became a financial advisor with Edward Jones. By her 7th year with the firm, she had earned a limited partnership but returned it to the firm to accept a succession opportunity with a local Raymond James office. In year 9, she reached another milestone of becoming President of Grey Investment Group, Inc. in Jacksonville, Florida, an independent, Raymond James office, a goal she had set for herself years earlier. In 2021, she successfully completed her own succession plan with another Raymond James independent advisor. Pamela is a founding member of WLA and current Board Member, having also been a WLA mentor to four financial advisors around the country. In her newest chapter of professional life, she writes, publishes, and speaks on the power of decision making while mentoring women in business and higher education. Learn more at <https://poweryourdecisions.com>.



## POWER YOUR DECISIONS

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**D**on't make another major choice without *Power Your Decisions Self-Study Workbook*. Through the simple, guided instructions in this self-study workbook, you'll learn to use your innate power to make positive choices. By giving you the tools to build your confidence, knowledge and mastery, this guide to spiritual thinking will change and enhance your life journey. The workbook has been prepared exclusively to accompany Dr. Raymond Charles Barker's classic book *The Power of Decision*. Both are available as a bundle for purchase, and for those who already own *The Power of Decision*, the workbook can be ordered separately.



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