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## Y FREAK FACTOR EXPERIENCE

BY NELLIE FELIPE

I just finished the eBook “The Freak Factor” by David Rendall. As I was reading so many memories from the past came like a flood. My passions so often mistaken for impatience; my need for facts mistaken for being Ms. Know-It-All; my quiet confidence as arrogance.

One incident in particular, midway through my career, stands out. This experience tested my very core. Though the years have flown by, I still remember it as if it were yesterday. I was in my manager's office going over my annual review. I was so excited. My 360 feedback was excellent; on a scale of ‘1’ to ‘5’ it came back as a ‘4.7’. As a Senior Project Manager that was an awesome achievement. Project Managers assign people more work to their already full plate along with a tight deadline and then chase them for a status regularly. Nice. So naturally project managers are not the most popular peeps in the house.

My manager and I began walking through the annual review section by section. I was elated, that is until we got to the “Interpersonal Skills” section. What?!? I was in shock to see a ‘3’ out of ‘5’. I am “the” people person. Without looking up at me, my manager tactfully went on to ask me to stop smiling and acting enthusiastic. OUCH! My mind screamed “please pinch yourself

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and pray that you are having a nightmare.” This could not be happening for real. Job descriptions frequently read “Enthusiastic, result-oriented professional with...”

My manager finally explained that he thought I was “fantastic”, his “best, most productive and dependable” employee. Then I heard the “but...” Yes, I knew it was coming (too many nice things said), one of the senior executives, was annoyed by my natural enthusiasm. He asked if I would not smile at her when I passed her in the hallways. “You can acknowledge her. Just do not smile.” Wow! This just downright pierced my being. I was born enthusiastic, smiling and looking at the brighter side of everything. The worst thing of all... she was his manager! His quote from her was “If people want sunshine they could go outside.”

The fact that I had delivered 180% of my set goals and even established a new department, which resulted in a hefty bonus for her, went by the wayside. I believe my saving grace was that I knew immediately that I could not change this about me because it is deeply ingrained. I have a love and passion for life and people.

Fast forward – today I run a business and am a successful business consultant, change manager, and coach; all of which requires that a person be: enthusiastic, an encourager, and genuinely care about people. I am so glad that my enthusiasm was not easily turned off; otherwise this high-level executive, who I highly respected, would have killed the precise trait that propels me.

"The Freak Factor" eBook is so on point, real and enlightening. At the end I had a hearty laugh at how much we value "anyone's" opinion whether their opinion is valid or not. It is my heart's desire that as many people as possible read it, see themselves in it and embrace who they are. Someone else's success is depending on ours.

*"Freak Fallacy: I need to adapt to fit the situation.  
Freak Fact: You need to choose situations that fit your natural strengths."*

The Freak Factor eBook by David Rendall p. 16



Nellie Felipe is the founder of [ARIZE Coaching and Consulting](#). She is a respected coach and consultant. As a coach, she inspires people to take courage, exude excellence, and take on their purpose in life. No matter what you are attempting to achieve, she will evoke the leader in you. She will come along side you as an accountability partner, a seasoned professional, a caring friend. In addition to offering coaching services for individuals, Nellie also coaches small business owners on launching, growing, branding and defining themselves.

As a consultant, Nellie will equip you with repeatable processes, systems and organization. The consulting services offerings consists of process improvement, project management and change management utilizing proven Six Sigma, Lean Six Sigma and PMI PM methodologies.

Nellie is an excellent facilitator, coach, team builder, instructor, listener and observer. She has substantial experience helping leaders seeking to achieve greater goals. Attend one of Nellie's online workshops, take her on as a coach, bring her in as a consultant to help you with your business, or ask her to speak at one of your events. [Check out her services](#). Subscribe to the [free newsletters](#) and [follow her on Twitter!](#)

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