## **Defining Grace**

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Talented people keep showing up in my office on the dock, on their way to and through the big changes in their lives.

And word I find myself using with them as they deepen their character, leadership and goals is the word, Grace.

When I was a kid, Grace was used of an American princess (also what my brother would say if I tripped). Since then, I've heard Grace used to describe God's nature, human artistry and elegant behavior. It is almost always present in the finest coaching, leading and managing. True Grace seems to be big enough to be recognizable across the bio-psycho-social-spiritual spectrum.

This letter goes to hundreds of very wise men and women. And I'd love to hear your take on Grace—how you recognize, experience and cultivate it in your own work. If you have a quote, a conviction, a belief or a story please comment!