

LIVING FOR FRIDAYS

One recent Friday, I made a comment to the young lady waiting on me, that I hope she enjoys her day. She quickly responded, “*We live for Fridays around here.*”

I couldn't help but think how miserable “*living for Fridays*” can be. That means 80% of the week days are spent looking forward to 20% of the work week. Would you agree that doesn't sound like a lot of fun? Unfortunately, this young lady is not alone as research shows that 50 – 70% of the workforce are not engaged.

These numbers are telling us a couple things. As an individual, we should focus on enjoying every day. And organizational leaders need to accept their responsibility to create an enjoyable workplace.

Personal Enjoyment. Putting our bodies where our mind does not want to be is a terrible trap. Eventually our body is going to talk to us and we may not like the message. But we're not helpless, as there are a few things that can be done to improve this situation.

1. **Count blessings.** Start your morning counting your blessings—health, enough money to pay bills—you get the picture. You want the beginning of every day to start with a positive note.
2. **The University.** Your workplace is a university setting giving you an opportunity to continue learning both technical and interpersonal skills. You want to be the person that people enjoy working with so take advantage of this opportunity to “hone” those skill sets. Space prevents us from listing these behaviors so see chapter five in our book, **People-Smart Leaders: Maximize People, Performance & Profits.**

I can't tell you the number of times I've heard organizational leaders make the statement that they are going to start hiring employees with effective interpersonal skills and teach them the necessary technical skills. Seize the opportunity to continue developing your interpersonal skills—everyday.

3. **Look for the good.** There is good in everything. And you'll find it when you start looking for it, even at work. Emphasize the good. Doing so is much better for your body than emphasizing the negative characteristics.
4. **Too valuable to lose.** Take this opportunity to make yourself too valuable to lose. Learning to do that in a workplace environment that is not enjoyable will help you to do so when you find the “right employer.”

Workplace. The workplace should be a source of enjoyment. Smart leaders work people smart and these leaders realize the similarity between the railroad track and their organization. As the train obviously needs well-maintained rails to reach its destination, their organization needs two well maintained rails, i.e., technical and people, to achieve financial profitability. Of the two, the people will determine the success of their organization.

Knowing the importance of people, smart leaders create a work environment in which people want to work. These leaders integrate such important workplace values as trust, respect, open communication, teamwork and accountability throughout their workplace.

A common cry among employers today is “*good people are hard to find.*” Unfortunately, too many workers cite a similar complaint—“*it is hard to find an organization who values employees.*” People smart leaders make certain that criticism is not applied to their organization. Instead, they strive to be the phrase my friend the late Roger Herman made famous—“*be the employer of choice.*” When that happens, every day will be like Friday!

TWO WOLVES & MORE

One evening an old Cherokee told his grandson about a battle that goes on inside people. He said, "My son, the battle is between two "wolves" inside us all.

One is Evil. It is anger, envy, jealousy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

The other is Good. It is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith."

The grandson thought about it for a minute and then asked his grandfather: "Which wolf wins?"

The old Cherokee simply replied, "The one you feed."

- A Cherokee Legend

This legend is an excellent reminder of the statement made by Wayne Dyer in his book, **The Power of Intention** "*what you think about expands.*"

We periodically need to be reminded that we control the thoughts which control the quality of our lives. Whatever we think—we feel.

Creating emotional states through thought is a given. The question is...can thinking create an abundance in the physical world? As we begin this discussion, think about the fact that "abundance" is nature's way. Our bodies are constantly working to achieve abundant health. Non-thinking creations are living their lives as fully as genetics and the environment will allow.

I'm not one of those authors who believe that we can become anything we want to be, because each of us has our talents and limitations. I do believe though that within our talents we have the essential resources leading to abundance. The most important resource is exactly what we've been addressing—"the power of thought."

I included a quote in the December 2007 newsletter by Randy Pausch, Ph.D. who said, "*People run into brick walls for a reason. They let us prove how badly we want things.*" Several authors, Peter Dinklage (*The Winning Edge*, Psychology Today, 2005) and Lee Colan (**Sticking To It: The Art of Adherence**) believe that persistence is the key ingredient to success. And what is persistence? That too is a way of thinking fueled by the magnetic qualities of a desired goal.

In other words, abundance lives in our head, i.e., through our thoughts. Having abundance begins with believing we deserve it, followed by having a goal which is so magnetic that it literally consumes us with excitement. We've got to feed that wolf on a daily basis.

1. Start every morning thinking about the abundance (blessings) you enjoy.
2. Review the goals that will put more abundance in your life.
3. Throughout the day say affirmations and other daily reminders to keep you focused on what you believe will produce abundance.
4. Enjoy a visual a visual image of you "possessing" the abundance you desire.

Interesting things begin happening as you create your personal excitement for abundance. You begin to see opportunities for abundance that you did not see before and the excitement builds the passion that propels you to take the necessary action. And, like the battery commercial...the passion keep you going, going and going. Passion helps break through the brick walls that Pausch so aptly described.

Each of us has a choice. Which wolf are we going to feed? I know which one I want to live in my body, do you?

Announcements...

2008 is an exciting and positive year. Our theme is “*blow it out in 08.*”

I am proud to announce an affiliation with True Growth Associates founded by Byrd Baggett. Byrd is a best selling author with thirteen books and a nationally recognized speaker.

He founded True Growth Associates (TGA) to integrate the messages he speaks about from the platform into the organization’s culture. To do so, TGA offers leadership and organizational development. Byrd is one of the founders of the True Growth Academy which helps individuals to become more values-based. Visit www.growingwinners.com.

I credit Jerry Wilson for the next major initiative. He mentioned that I should write a book about the 7-Step Personal Change Process©. We’re doing just that. In concert with Byrd and Michael (my son) the leadership series shows you how to use the 7-Step Change Process© to improve your interpersonal performance, coach others to do the same, and to integrate values-based behaviors into the organization’s culture. The fourth book in the series focuses on the eleven leadership characteristics that underwrite your success to put the first three books to work.

Roger Cox asked Jerry Wilson and me to help launch ACTS Now. The company’s vision is to be the “*premier positive resource for effective damage prevention.*” Our mission is “*to help the damage prevention industry’s stakeholders implement creative, effective solutions so people live and work in a safer environment.*” We are obviously excited about the opportunities to provide a variety of services including; publishing a quarterly journal and providing training and consulting in the one-call industry.

Here is a great website to watch “Old Faithful.”

www.nps.gov/archive/yell/oldfaithfulcam.htm

Enjoy! ☺



RECOMMENDED BOOKS

Wayne Dyer’s **Power of Intention** is an excellent read. When you read it, review the last chapter first. Doing so will help you realize how the previous chapters fit into the scheme to maximize your power of intention. The essence of the book is that you can make good things happen in your life.

The Traveler’s Gift by Andy Andrews offers seven decisions that determine your personal success. These seven decisions emerged from his research of leaders in America history. You’ll enjoy the story format and the content of this book.

You Servant Leadership fans will enjoy **Lead Like Jesus** by Ken Blanchard and Phil Hodges.

I am currently re-reading **Monday Morning Leadership** (revised under the title, **Monday Morning Mentoring**) by David Cottrell. You will also enjoy this book.



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Thoughts To Think About...

“The purpose of life is a life with purpose.”
-Ralph Waldo Emerson

“The lens of fear magnifies the size of the uncertainty.”
-Charles Swindoll

“No person is wise enough by themselves.”
-Plautus

“Cultivate in yourself the qualities you admire most in others.”
- Arnold Glasow

“The individual activity of one person with a backbone will do more than a thousand men with a mere wishbone.”
- William Boetcker

“Throughout my career, the things I’ve done best are the things people told me couldn’t be done.”
-H. Ross Perot

“if you are going to treat every situation as a life-and-death matter, you’re going to die a lot of times.”
-Dean Smith



“He who asks a question is a fool for five minutes; he who does not ask the question remains a fool forever.”

-Chinese Proverb

“Wishing consumes just as much time and energy as planning does. Worrying consumes more.”

-Unknown

“You gain strength, courage and confidence by every experience in which you must really stop to look fear in the face. You must do the thing you cannot do.”

-Eleanor Roosevelt