

CAREER HEALTH

The Lesson of the Red Horse

By Jon Reh

At a recent family gathering, my nine-year old niece used her new colored pens to draw animals on scraps of paper she found. The first horse she drew was a very nice blending of blues and yellows and greens and was kneeling in a field of tall grass. What does this have to do with Management? ...a lot really, keep reading.

Interest and Motivation

She made several more horse drawings, in assorted artistic shades, and gave them to her grandparents and an uncle. I was impressed by the sense of color and balance she demonstrated, as well as her skill level in drawing a horse that actually looked like a horse.

Late in the day she handed one to my sister. I jokingly asked her where mine was. She turned, matter-of-factly, and asked me what color I wanted it. I picked red. Just a few minutes later she returned and presented me a mono-chromatic red drawing of a stationary horse.

It's a wonderful drawing that my wife has already hung on the refrigerator door, but it is not the artistic, multi-hue drawing of a horse in motion that she had done in all her others.

Be Careful What You Ask for

Have you ever done that at work? Have you ever been impressed with the way an employee completed a project so you assigned them another one like it and it got done, but wasn't exactly what you wanted? Why do you suppose that was? What can we learn from my request of my niece that can help us as managers?

What Not to Do

Granted, it was a joking request without significant consequences, but here is what I did wrong as I asked her to do something:

- Didn't clearly tell her the desired end product
- Didn't tell her what it was that I liked about the relevant previous efforts
- Didn't involve her in the planning
- Didn't monitor her progress
- Didn't establish a timeline
- Didn't effectively motivate her to produce her best

It is the same way with the people that work for you. If you want to get the best out of them, you have to give them all the information they need to succeed. Let them know what you expect. Let them know what will be used to evaluate it as a success. Get them involved in the planning. Then, and most importantly, motivate them to do their best.

Motivation and Enjoyment

We all do best the things that we most enjoy doing. I got into management because I could do the planning and directing that it requires. I got good at managing because I spent time doing it. I spent time managing because I enjoyed doing it.

If you have an out-going people person, don't stick them in a back room and have them spend all day adding numbers. They will soon get bored, start making mistakes, and either quit or get fired. Don't put a shy, introverted person into sales and have them make cold calls. They will hate it and won't make many sales. Don't put a dreamer in charge of your accounting and don't put a detail-oriented person in charge of strategic planning.

What I Did Right

While my niece's drawing wasn't exactly what I wanted, it was a nice drawing. Here are the things I did right in making the request:

- Did tell her I wanted her to do something
- Did tell her I liked her previous drawings
- Did avoid micro-managing her
- Did thank her for making the drawing

Try This Yourself

After you have assigned a task, and had the work come back less than what you wanted, look first at what you did wrong - as I did above. Then you can look at what the employee may have done wrong. Be sure to tell them what they did right and that you appreciate them making the effort. Finally, make sure you take a moment to look at what you did right. If you don't do positive reinforcement for yourself, you may lose some of the desirable actions.

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Turning an Addictive Snack into a Complete Meal

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regain control over what makes them move.

Attempts have been made, especially in the last decade, to provide Americans with this tangible solution. Nutritional energy bars now line the counter shelves of many convenience stores, and instead of energy infusion via a chocolate bar, more people are opting for these seemingly healthier snacks. This is a positive step but it is not enough.

Products such as these mentioned above, while somewhat better than candy bars, are not rich in essential proteins or fortified by essential vitamins. So while snackers are better off after eating one of these nutritional bars than they would be if they consumed a bag of potato chips, they are not as well off as they think they are or that the nutritional bar packaging implies that they will be. These snackers still face a shortage of protein and essential vitamins; a shortage that is not going to be filled unless additional nutrition is provided.

It is within this paradigm - the search for a complete tangible nutrition source that is rich in protein and essential vitamins - that forward-thinking companies are engineering smarter products. These nutritionally advanced solutions are carbohydrate-free, fat-free, and low calorie complete meal sources for snackers of all types, including those that are dieting.

There are, admittedly, only a very small number of companies and products that are delivering nutritionally intelligent products into the hands of snackers. However, the fact that these progressive companies - and their innovative products - exist is a positive sign, and one that just may eventually be the turning point in America's war against poor eating habits.

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**“Unless you
walk out into
the unknown,
the odds
of making
a profound
difference are
pretty low.”**

-Tom Peters

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Over the years, we have found that there are elements of your life that are more important than money.

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We hope that you find these articles to be of value in improving the quality of your life.

PHYSICAL HEALTH

Turning an Addictive Snack into a Complete Meal

By Protica, Inc.

The proliferation of fast food restaurants, convenience stores, and vending machines in virtually every corner of residential areas has created a serious nutritional problem. Snacking - a harmless-sounding verb that deceptively implies something unobjectionable - has reached addictive proportions.

The manifestation of this addiction goes beyond mere obesity, something that is widely considered to be a severe public health crisis. Even among non-obese people, researchers are identifying a wave of general malnutrition that is sweeping across the world due to addictive snacking habits.

This addiction to snacking is enhanced, ironically, by the rather confusing range of so-called diet-friendly foods on the market. Some foods that are dubbed lo-carb, diet-foods are actually causing weight gain among some dieters. In fact, some lo-carb labeled foods are comprised of little more than unhealthy saturated fats and even worse, they have an incredibly high calorie count.

Furthermore, many self-professed lo-carb foods are dangerously devoid of essential proteins and vitamins. The resulting nutritional shortage often compels dieters - even subconsciously -- to crave stimulating foods of all kinds. These cravings often include what is closest at hand: snacks and other nutritionally bankrupt junk foods.

Snacking is indeed a problem that most must be-

gin resolving within the first few years of this 21st century. A real, practical, tangible solution is required now more than ever before, because education and awareness are not enough.

This does not imply that education and awareness aren't vital allies in the fight against snacking and unhealthy eating. Education and awareness have played an important role thus far, and have helped create a number of healthier eating options. Indeed, the lighter fare choices in restaurants, and the occasional granola bar in a vending machine that is otherwise loaded with chocolate bars, are worthy gains that education and awareness have inspired. Yet, education and awareness are, in and of themselves, evidently not halting this epidemic addiction to snacking quickly enough.

Adding to the problem is that so many of these junk food products are packaged in a way that implies some semblance of nutritional value. Terms like on the go or instant meal or for busy lifestyles adorn many packages for foods that are virtually nothing more than glorified snack foods that are absolutely not providing the vitamins and proteins that a healthy diet requires.

Therefore, a new approach to solving this problem is required; one that stems from the momentum gained by awareness and education, but delivers a real, tangible product in the hands of Americans who want to

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RELATIONSHIP HEALTH

How to Handle Conflict in a Relationship

By Article Street

Relationships are great as long as everything is going well. Unless you have some kind of unique partnership however, you will almost certainly find that at some point you will be in a conflict situation with your partner. Often this conflict is over something that's trivial in the **big picture** of life, but because it is usually unexpected, it's a big enough issue to threaten the stability of the relationship.

Consequently, one of the relationship skills that all couples should learn is how to handle any conflict before it arises. Once the problem occurs, it's going to be diffused much quicker and without loss of respect if you have a problem-solving mechanism already in place.

Conflict is created when both you and your partner hold a different opinion. It could be something as small as where you should go for your date night or as important as whether or not you want to start a family. The mechanism that you create for handling conflict, however, should work for any scenario.

The first thing that you both need to do is to realize that there is a conflict! It's not just one person being awkward or wanting their own way. It's not about control. It's about one person thinking in an entirely different way than the other. So stop arguing your case for a moment and think about what the other person is saying.

If you are both passionate people, it could be that conflict can't be handled verbally because neither of you can respect the

other's right to voice their opinion without interrupting! If this is the case, instead of talking through the next step - write it down instead!

Choose who goes first and one of you speak quietly and without anger or resentment about why you believe your choice is right for both of you. Once you have given your reasons, it's time for your partner to speak. Give them the same respect, and listen to what they

"All the art of living lies in a fine mingeling of letting go and holding on."

-Henry Ellis

have to say.

Next decide whether this really is a thing that needs both of you to agree on; there are many things within a relationship where complete agreement is not required, such as voting in an election, all that's needed is a mutual respect in the other's right to hold an opinion different to your own. If this is the case with your conflict, then just agree to disagree and then kiss and make up!

If, however, this is a more major issue, such as starting a family, then both of you need to come to an agreement that both of you are happy to live with. Take one list at a time and talk through the objections. Cross off any that are not really important, or can be negotiated,

so that you are left with two opposing views on an issue that's important to your relationship.

Next ask yourselves, is this an issue that is worth risking the relationship over? Is it more important than being with your partner? If it's not, then you both need to seriously think about your situation and where you can reach a compromise that you can live with. If it is, then you need to consider whether or not you are ready to dissolve the relationship on this issue at this time, or whether you want to shelve it for now, and see what the future holds. Stalling the issue isn't going to make it disappear, but when it next appears you may both be in a different place emotionally and might find it easier to make a joint decision.

Conflict can turn the happiest of relationships into a war zone. What you must remember is that respect is one of the foundation stones in a relationship. You shouldn't sacrifice your own integrity to please your partner by agreeing with them, nor should they do that with you; but you should both respect that each of you holds a valid opinion that you believe in, and to successfully combat the conflict, you must both listen to what the other says and see where the joint area lies. It's this shared opinion on the issue that with a little flexibility on both sides will help you build up to a mutually acceptable solution.

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INNER HEALTH

The Key to More of the Life You Desire

By Harold Lowe

As you read this article and as you extract the very important information from it that deals with you alone, you will discover:

-How to make of your life anything you want it to be...

-How to free your days of the deadly monsters of boredom and monotony and how to fill your days with things of interest to you: pleasure, health, and love...

-How to banish irrational fears and to make happiness a habit for you...

-How to use every hour of the day to add years and years to your life...

-How to claim or re-claim control of your mind power...

Hardly a person of adult age has not said to himself or herself something like: If only I could change myself, I could do better! It is not only older persons who look back over their lives and sigh with disgust when they see the wasted years. Many young people also look back and realize they, too, are not using their full capabilities, and they think: If only I could change myself!

Well the good news is you can change yourself - if you really want to, and if you are ready and willing to focus your attention on mastering your mind power! You are the owner of this power and when you become more aware as to how to consciously use it, you can

open the way to a road that will carry you to the happiness, health, wealth, and long life that you want.

Your creator placed this power into your hands through your mind at your birth and fixed the Universal Laws around you in such a way that you cannot help using this power. What is missing in your life is not the power but your conscious awareness and conscious use of this power to obtain more of what you desire from life. Your mind controls all of the physical mat-

"If you don't like something, change it. If you can't change it, change your attitude."

-Maya Angelou

ter of your body, and you have the capacity to have complete control over your mind. The implications are awesome!

You can learn the secret of living more prosperously so that you can attain the fullest enjoyment of the remainder of your days on this earth. Natural laws are yours to use, and their natural products are yours to create. The power of miracles lies within you. Yet, despite the fact that you have stupendous power of mind within you, you are probably not presently, consciously utilizing it. You have the mind power within you to be, to do and to

have anything you desire.

This is no abracadabra. There is no mumbo jumbo. It is proven knowledge that humankind has had available for generations, but more often than not, has failed to consciously use. You are the most miraculous of all living beings on earth. You are the owner of mind power that is so stupendous, that when you truly begin mastering your mind power and consciously using it, there is no dream that you can dream that you can not achieve.

Author Resource:- Harold L Lowe retired at age 62 when his six-figure income position was eliminated. He now wishes to share some of what he has learned since then and some of his experiences as well through articles. He is now studying The New Think And Grow Rich with the author, Ted Ciuba, a founding member of the World Internet Summit. To Claim A FREE Copy Of The Book That Inspired The Movie/DVD/Book, The Secret, Go To: <http://www.MasteringYourMindPower.com> Article From Article Health And Fitness