

Learning is Living!

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EMPOWERMENT TO FORECAST YOUR SUCCESS!

WEATHER TO SUCCEED, INC. 845-233-4759

Developing Confidence

Confidence is a critical ingredient to your growth and development. You develop self-confidence by creating success. Through your goals you can provide for frequent successes. Set short term goals in the beginning.

Experience often the satisfaction of moving a “Short Term Goal” to the “Goal Accomplished” area of your daily planner or other tracking device. People who have well-defined goals in life develop confidence through achieving those goals. Thus, they are always better prepared to confront new situations, and achieve higher goals. As you achieve goals, and feel the satisfaction of achievement, your confidence in your abilities is enhanced as is your potential to achieve more and higher goals.

Lack of confidence also stems from our inability to visualize successfully doing whatever it is we want to do. Careful planning, specific action steps, and affirmations help you to clearly plan exactly how and why you can achieve your goals. It focuses your imagination on the positive rather than the negative.

Confidence is the key ingredient to any plan. It is part of the solution to every obstacle you have identified in your goal. Fortunately, confidence is a limitless resource; the more you use of it, the more there is to use. However, there is a price to be paid. To “use” confidence requires involvement: only through involvement (and consequent testing and confrontation) are boundaries pushed back and fears overcome. To take goal setting seriously guarantees that you will need to increase your confidence. To take goal setting seriously also guarantees that you will increase your confidence.

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Why Do People Leave Their Job?

Experience-Based Retention

- Is it because of money?
- Benefits?
- The fact they believe there are no real opportunities for them at the company?

While many might argue about which of the above has more impact on whether or not a person decides to jump ship, attempting to identify the main overall culprit is probably the least productive approach to increasing retention. Why? Because while studies may show that one factor carries more weight than another, those same studies also show that **all** of the factors have the ability to influence people to some degree.

So that means by focusing solely on the main culprit—whatever it might be—your retention plan is only as good as the number of people in your company who are primarily affected by that factor. Which means that it’s nowhere close to being 100% effective.

People and situations

Are you going to retain every person you hire? Of course not. The key is to retain those people you *want* to retain, those employees who make a difference and contribute a tremendous amount to the company in numerous ways. And in order to retain those superstar employees, you have to consider what kind of **experience** you’re providing to them.

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ONE MINUTE IDEAS

Wonderful Words!

With 500,000 to 1,000,000 words in the English Language (depending on view and source), the average person's spoken vocabulary consists of only a few thousand words at best. Why? Comfort and habit!

Use a dictionary to select a new word once a week. Post the word, definition, and examples in prominent locations at home, work, in the auto, and elsewhere. Challenge yourself and others to use the word in normal conversation *at least* once per day for the week. Wow – that's 52 more words in your *active* speaking vocabulary per year!

Conscious spaced repetition over at least a weekly period is the key to creating new habits.

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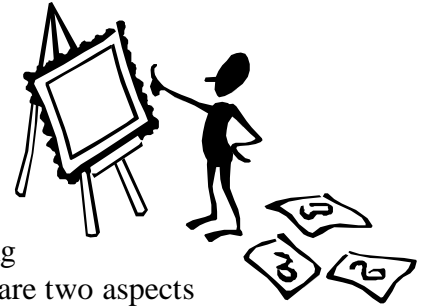
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Life is nothing more than a series of experiences, and people respond to them in a rather predictable fashion. They strive to avoid negative experiences, and they tend to gravitate toward positive ones. That rule certainly applies to people. After all, people provide an experience, don't they? I'm sure you could identify people in your life who provide negative experiences and people who provide positive ones.

Which ones do you try to avoid?

The same holds true for an employment situation. If people aren't receiving a positive experience in their job, they're going to try to find a new one. The challenge is to ensure that they're receiving that positive experience. However, there are two aspects of this challenge to keep in mind:



Experiences are very **person-specific**. In other words, what one person believes is a positive experience might not be the case for another person.

Employees are not apt to come right out and tell you what constitutes a positive experience for them. Unless you have a very outgoing and highly communicative person on your team, you'll have to gather that information yourself.

Productivity and profitability

As you might imagine, there are many different components to an experience, especially an employment experience. The good news is that there are ways to not only account for all of them, but also to ensure that you're addressing them in a way that will create positive experiences with your team and increase retention.

In future issues, we're going to identify and discuss these different components, how they affect the overall employment experience and why, and how your understanding of them can help you to maximize the productivity—not to mention the profitability—of your team.

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What's happening at Weather To Succeed?

Youth Leadership Academy (ages 12-14 and 15-19) August 2009
Informational Sessions on: 7/11, 7/18, and 7/20/09

Career / Business Book of the Month Webinars

Management Development starts July 31st 2009

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