



NOVEMBER 2015

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ARE YOU A "GRINCH"?



Tony Robbins Inspires

(note...this is an older video...it contains some swearing...I share it because it is still informative and has a powerful message)

Dear Roxi,

"Nobody cares how much you know until they know how much you care."

Teddy Roosevelt (said it first)

"Brains are like hearts...they go where they're appreciated."

Robert McNamara

I hope this month's newsletter finds you healthy, happy, and productive and that you had a wonderful Thanksgiving. As we roll through this year's holiday season, it's a good time to check on the tone of our leadership both now and the rest of the year - at home and at work.

Often at year end, there is a lot to do, there is pressure, maybe stress and tension. For those on a different fiscal year at work, perhaps it's realizing that the year is slipping away quickly. In any case, it can be a prime time for the "Grinch" to leak out of any of us without our noticing the impact.

Ask Roxi NOVEMBER Question

QUESTION:

"I am feeling overwhelmed at work, and with recent horrible events in the world. I feel helpless to change anything...any advice?"

ANSWER:

It's not hard to feel helpless and out of control when most of what happens in the world is out of reach and often creates a sense of fear or worry.

My advice is fairly simple, but I believe powerful:

First, ask yourself - "Why"? Look for root causes. Then...OWN

We know that leaders set the tone in their "responsibility pond" and that tone can run the gamut from very healthy to very toxic. A good question to ask yourself is, "what does our culture say about me?" and is it what I really want it to be?

Few people are on the top of their game every day. Still...when we are leading other people, responsible for their workplace atmosphere, their jobs and their well-being, we need to check our bad moods at the door. We can be authentic and still keep the tone of the workplace positive even in the toughest of times - IF we care and if we pay attention.

10 "Grinch-like" indicators:

1. Short tempered with people __
2. Less accessible __
3. Stopped walking around to talk with people informally __
4. Not listening deeply to or reflecting accurately what people are saying __
5. Impatient __
6. Distracted __
7. Defensive __
8. Withholding __
9. Making decisions too quickly or not quickly enough __
10. Blaming and/or judging others __

Check anything on this list that may be a trap for you. If you find yourself with even one of these popping up regularly, it helps to take a deep breath and ask yourself what's driving your "Grinchiness" and proactively deal with that thing or person in a productive way. Taking control of your own feelings and reactions can help you shift what needs to be shifted.

If you're not happy...it's likely no one around you is happy.

Let's say you have none of the above indicators. GREAT! However, others around you might. Both positive and not so positive emotions tend to run higher at this time of year. In fact, it can be personally very stressful for some people and others may feel more vulnerable.

Emotions are highly contagious, and particularly now, smart leaders are keeping their ear to the ground and picking up on clues from their colleagues. They are listening to those people who are known to be "tuned in", and they are keeping track of the tonal quality of their "responsibility pond".

It matters...and it's worth paying attention.

[Click Here for a timely reminder about ATTITUDE](#)

what is yours to own - your feelings, your work, behaviors, choices, decisions, attitudes, and actions. And just as importantly, DO NOT OWN what isn't yours. Those are all things you have a lot of control over if you choose.

In every moment at work and in life, you have a choice to take back your personal power or give it away. I advise that you choose to take your responsibility for your personal power in the areas you do have control over what happens and how.

Some people over compensate by trying to control everything and everyone around them. They can fall into the trap of micro-mangaging their lives and and everyone around them.

This is not a good plan. This will cause you and others a lot more stress, anxiety, and tension.

Instead, consider what

I used to give my staff a paid day off between Thanksgiving and New Year because I couldn't put more money in their pockets, and I knew time off was precious to them. Some people used it to stay home, wind down and do nothing for 24 hours, some baked cookies and brought them into work, or shopped, or volunteered at their favorite charity. In our case, the gift of time was deeply appreciated no matter how they spent it. With or without a gift of time, though, consider how you can be more flexible, more accommodating, have more fun at work, and be more tolerant of each other. We can do all this while still being fair, expecting great results, and not becoming a country club. It's about balance and mindfulness, and remembering we are humans not machines.

I wish you blessings and peace during this season and all year long!



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and who **REALLY** matter to you and give those people and things your best self, your best skills, your focused energy and talent.

By giving, you receive - over and over again. So when you are feeling overwhelmed, stop, think, feel, and choose what really matters. Have the conversations you need to have about your work, about your fears, about what makes you feel overwhelmed.

You have far more control over your life than you may realize. Every choice has trade offs - and as long as you are aware and mindful of those trade offs, you'll be far more likely to make better choices.

Whenever you are slipping into a "victim" mode - remember that the fastest way out of that spot is to take control over your attitude and choices.

I think you will be amazed at the subtle and not so subtle

have fantastic guests on the show talking about LEADERSHIP challenges, experiences, and tips and traps. On many shows, I am teaching PRACTICAL leadership skills - with ideas and suggestions about how to Lead Like it Matters!

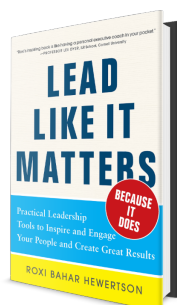
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With Gratitude,

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