



DECEMBER 2015

ISSUE 37

DO YOU HAVE GREAT EXPECTATIONS?



It's Nearly 2016...



I would like to wish you the very best that life has to offer as we enter a new year. It could be a year of infinite possibilities, immense growth, great satisfaction, peace, prosperity, and happiness. Or not. Each of us plays a role in what kind of year it is going to be for ourselves and those we influence, lead, and care about.

While there are many things we cannot control, we can control how we think, act, talk, and live. We control our choices and our responses to what happens every day. **So much of what goes right or wrong at work and in life begins with our EXPECTATIONS - of ourselves, and of others.**

This is also true in our work teams, at home teams (families), and our organizations as a whole. Every step of the way, we have great or not so great expectations.

As we bring 2015 to a close and launch ourselves into 2016, there are some questions you might want to consider. Here's a head start: What ARE your expectations...

For Yourself:

- Do you have any personal expectations that will *grow* you in some way?
- Are these expectations inspiring to you? Do you feel passionate about them?
- Are they a healthy stretch out of your comfort zone but not unrealistic?
- Do you have too many or too few expectations - goals - plans - resolutions?
- Do you have a plan to accomplish - meet - achieve your expectations of yourself?
- How are you going to benchmark, milestone, hold yourself accountable to yourself?

For Your Teams (at work):

- Do you have expectations that will grow your team stronger? Do you have a just hopes or also know how you will create a plan to achieve your expectations?
- Are your expectations inspiring to you and your team?
- Are they too big or too small or just right?
- Do you know what your team expects of you to support them?
- Do team members know what you expect of them to support you?
- Do team members know what they expect of each other?
- How are you going to benchmark, milestone, hold yourself and your team accountable to meeting those expectations?

You get the point, right? Now what about your organization, your boss, your community, your family, your government representatives...? What expectations do you have of each entity and why? All the same questions above can be asked again.

Having expectations is the first step but not the last in creating positive work and life relationships. If you are the only person who knows what YOU expect of a friend, partner, child, team member, co-worker, boss, government representative...then you need to be prepared to be disappointed and frustrated time and time again. If you aren't sure what others expect, you can be blindsided, unhappily surprised, and kept out in the cold. There IS a solution!

EXPLICITLY COMMUNICATING your EXPECTATIONS and ASKING OTHERS about their EXPECTATIONS of YOU is AS important as having them in the first place.

Let's begin 2016 with a **POWERFUL INTENTION**

- 1. EXPECT GREAT THINGS OF YOURSELF AND OTHERS**
- 2. COMMUNICATE YOUR GREAT EXPECTATIONS**
- 3. DISCOVER EXACTLY WHAT IS EXPECTED OF YOU**

HAPPY NEW YEAR EVERYONE - SEE YOU IN 2016!!

SAVE THE DATE!
OCTOBER 19-21
Autumn In
ASHEVILLE!!

"HIRING RIGHT FIRING RIGHT" 3-Day Leadership Intensive

Limited to 30 Participants
Created and Taught
by Roxi Bahar
Hewertson



**This might be the
most important thing
you do for your career and your organization in 2016**

\$2,495 Includes:

- Gaining the confidence and **SKILLS** you need to hire more of the right people, and not be fooled...and still, if you do have to fire someone, you will gain the **SKILLS** to keep your cool, keep out of trouble, and stay out of court! **AND...**
- Full Course materials including a personal MBTI Step II Interpretive Report
- A signed copy of Roxi's book - [Lead Like it Matters...Because it Does.](#)
- Evening Reception and Registration October 18th from 5-7pm.
- 3 Yummy Lunches, 1 Yummy Dinner, Tours of Asheville, NC and the fabulous Sierra Nevada Brewery.
- Free Hotel Limo from Asheville Airport.
- Untouchable **PEAK** season room rates if you book by September 1, 2016 that are good for 3 days before and after our course! Book Early to get our group rate and..bring your loved ones. Asheville has much to see and do!
- You must be registered with Roxi to get the link to our low hotel rate.
- Receive 2 CEUs and a Certificate of Completion.
- A TON of learning and **FUN!!**

The **ROI** on this course is **immediate**. It will pay off the minute you get ready to hire your next employee or gracefully say farewell to one who needs to go!

EARLY BIRDS...BOOK WITH ROXI BY APRIL 30TH and receive ONE FREE HOTEL NIGHT! Yes, Credit Cards, Checks, Money Orders and Purchase Orders accepted. *Non-Refundable deposit of \$500 to hold your spot. Full payment Due by September 1, 2016.*

Those of you who know me well, know I'm a planner...I've booked this beautiful hotel, I've designed the course, and now I'm putting together your materials - so - let's get going! If you can't come, send one of your colleagues who will then bring back all the goodies to your organization, company, college or university.

My GREAT expectation for 2016, is we're going to ROCK IT!



Contact Roxi directly to Sign Up - More Info in Future Newsletters

Take a look at our great Hotel, Amenities, and Location!
This is a LEED Silver Certified - 4 Diamond Hotel

Hilton Asheville Biltmore Park

You'll notice the new Newsletter format - hoping to be more mobile device friendly. The Question of the Month is gone - so let me know if you miss it and I'll bring it back.

We've also updated the AskRoxi website to make it easier to navigate, to more easily sign up for Roxi's LEADING WITH IMPACT course on-line, and get cool free stuff (i.e. Leadership Wheel, 3 free course Chapters, and NEW...Couples Communication Survey). I hope you'll visit and share all these resources with your network! As always, your feedback is greatly appreciated - I read every single email you send - so keep them coming :0)

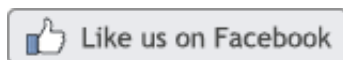
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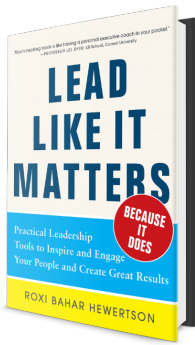
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