



Creating Engaged & Inspired Workplaces

Insights and Inspiration ~ *Passion*

A supervisor once said to me, “Today I had the opportunity to see you in action, and what I noticed was the tremendous amount of passion you bring to every program. Thanks for being a valued member of our team!” This email obviously resonated with me, as I can recall it almost word-for-word from years ago.

I believe that if you feel passionate about what you do, most of the time, you are truly living your dream because you don't feel like you are working. Instead, you feel jazzed about going to work to make a difference. How do you feel as you prepare to go to work? What thoughts go through your mind? If you aren't really sure what you love to do and where your passions lie, I encourage you to take a simple assessment to help provide some direction. Go to this website to learn more about this tool and how it can be used to help you find your passion!

<http://www.hoganassessments.com/hogan-personality-inventory>

Monday's Motivational Message

Every Monday, start your day with a splash of motivation! Simply go to:

<http://www.thinkimpactsolutions.com/mondaysmotivation.html>

Forget Perfect ~

First and foremost, accept the fact that there's simply not enough time in our lives to floss our teeth daily, pick every weed, change our car air filter as advised, cut out the carbs, work all the major muscle groups 4-5 times per week, plan a secure financial future, and liberally apply sunscreen to every uncovered area. At least, I find it quite difficult if I insist on sleeping more than 4 hours per night...which I do. Stop trying to be perfect. No one is and no one should expect you to be.

Inspirational Quote

“Choose a job you love and you will never have to work a day in your life.” ~ Confucius

Featured Book

How We Decide, by Jonah Lehrer

This insightful book focuses on what is happening in our brain as we make decisions. It illustrates how our thoughts and feelings influence our choices.

Butz's Blog

Every week I will share with you insights, concepts and stories designed to increase performance by enhancing employee engagement. I invite you to read and participate in my blog by sharing your experiences, asking questions and exploring ideas together. I value your insight and input, and look forward to learning from you. <http://tracybutz.blog.com/>.

August Entries: <http://tracybutz.blog.com/2010/08/>

September Entries: <http://tracybutz.blog.com/2010/09/>

Opportunities to Connect

10/14/10 – Las Vegas, NV

Candid Conversations

American Staffing's World Conference

11/05/10 – Green Bay, WI

Keynote: The Power of Personal Choice & Achieve More in Less Time

Volunteer Center of Brown County

11/16/10 – Appleton, WI

Keynote: The Power of Personal Choice

Fox Cities Chamber of Commerce

One Key Concept – *Why Do Employees Stay?*

When was the last time you were asked why you choose to stay with your employer? I realize we are in an economic downturn, but do you stay because your job is the best one you can get? Often times, the answer is no...especially for the top talent in an organization. Finding out why employees stay is critical to retaining top tier talent and keeping them both motivated and engaged.

When a supervisor takes the time to ask an employee why he/she stays with the organization, it demonstrates a caring nature, a sense of the employees' value and importance, and also a commitment to continued job satisfaction. Whether employees are asked related questions during a developmental or career discussion, over lunch, or even during a weekly/monthly update meeting, it is important you allow ample preparation time so that thoughtful consideration can be given to how they are answered. You can begin the conversation by saying something like, "Let's get together and discuss some things that are important to both you and me." Some of the key questions to target include:

- What is most energizing to you about your work?
- Are we fully utilizing your talents?
- If there was one task that you would pass off to someone, what would it be and why?
- How can I best help you be even more successful?
- As your supervisor, is there anything you wish I would stop doing and also anything you wish I would do or do more of?
- What keeps you interested in working here?
- What might tempt you to look for employment elsewhere?

But what if you are **not** the supervisor, rather, you are the employee, and you have never been asked this question. Can you bring it up to your supervisor? The answer is yes. Here is how I would go about this process, starting with number one:

1. **Comment on what you like about your job** (i.e. "I really do enjoy working here, as I feel "XXX" really brings out my creativity and challenges me.")
2. **State the top three part of your job you really like and why** (i.e. "If I were to pinpoint the top three aspects of my job that I enjoy most and why, those areas would be...")
3. **Inform one assignment that you would love to do, if you have the chance and the time...** meaning if another task was potentially taken away (i.e. "If there was ever an opportunity to do 'X' I would definitely love to do that if we could figure out a way to balance it with my current workload.")

If you are interested in learning more about how you can further engage your workplace and hang on to talented people, contact Tracy to discuss the process. 920.450.2118 or tracy@tracybutz.com