



Creating Engaged & Inspired Workplaces

Insights and Inspiration ~ *Share the Load*

Even though we may sometimes feel we're the only ones capable of doing something, it's usually not the case. Sometimes it's easier for us to allow ourselves to feel overwhelmed rather than asking for help. However, taking care of the household, children, parents, errands, appointments, and pets should not be the responsibility of just one person.

Ask your partner/spouse or other family members to help you with the responsibilities. Take charge of your time by developing a list of things that need to get done. Once you develop the list, prioritize it and then ask your loved ones for help. Often times family members are willing to help, they just don't realize you need it and/or don't know how they can specifically assist you. "Sharing the load" doesn't only refer to laundry.

Inspirational Quote

"Turn off the radio station in your head that points out your failures."

~ Gerry Laybourne

Featured Book

The Inspiring Leader,
by John H. Zenger,
Joseph R. Folkman
and Scott K. Edinger

This insightful book reveals the principles and behaviors top leaders use to build an emotional connection between themselves and their teams.

Exciting News ~ **My First Book!**

Conscious Choices: 10 Powerful Strategies to Grab Control and Transform Your Life

Choices define who you are and who you will become. So consciously choose to align your decisions with what matters most to you and you will likely attain the life you desire. We can't change the circumstances of a situation; however, we can change our reaction to it. So grab control of your thoughts, because what you focus on becomes your reality. This amazing book will help you to transform your life through the choices you make. You will be engaged with numerous actionable strategies, captivating stories, and innovative ideas, designed to help you create the life you want to live.

To pre-order a copy of this **NEW BOOK** today for \$16.95, simply go to <http://store.thinkimpactsolutions.com/consciouschoices10powerfulstrategiestograbcontrolandtransformyourlife.aspx>

Available for shipment 12/1/10!

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/>.

September Entries: <http://tracybutz.blog.com/2010/09/>
October Entries: <http://tracybutz.blog.com/2010/10/>



One Key Concept

Trust & Respect: Can you have one without the other?

Would you say respect is an attitude? I would.

How do you show others respect? I try to be positive and to compliment others. I try to be fair by not rushing judgment and fair-mindedly listening to each perspective. I try to be polite by saying 'please' and 'thank you.' I try to be a good listener by actively paying attention, using non-verbal gestures appropriately and using my two ears more than my one mouth. I try to address behavior issues confidentially and one-on-one, rather than personally attacking someone.

How do you demonstrate trust? I try to protect confidentiality by not breaching confidences. I try to provide honest and candid feedback in a safe manner, even when it's not fun for the other person to hear. I try to be reliable by doing what I say I will and not giving excuses. I try to trust others by allowing people to make choices and then hold them accountable. I try to admit my mistakes and not blame others. I try to never hold grudges and give others a fair, second chance.

None of us are perfect, that is how we were made. But living life in a manner that encourages trust and respect is admirable.

Can you respect someone, but not trust him/her? I can't.

Can you trust someone, but not respect him/her? I can.

Monday's Motivational Message

Every Monday, start your day with a splash of motivation!

Simply go to:

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

October 4, 2010 ~ Every Moment Matters

Usually we don't stop to consider the impact of brief interactions. But numerous times throughout each given day, we are offered turning points that can dramatically impact our lives...if we realize it for what it is. Were you just gifted some meaningful praise that simply made your day? When you take a moment to compliment someone for the great experience you just felt, do you understand the enormous impact it may have just made on someone's life? Take time each and every day to celebrate small

moments. Whether it is enjoying a compliment sent your way or giving a gift of praise to someone for his/her efforts, these simple acts of kindness matter in our lives. These moments do matter to us and to others. It only takes a brief moment to appreciate or to make a difference.

Opportunities to Connect

11/05/10 – Green Bay, WI
The Power of Personal Choice
& Achieve More in Less Time
Volunteer Ctr of Brown Cty

December, 2010 – Appleton, WI
The Power of Personal Choice
Fox Cities Chamber of Comm