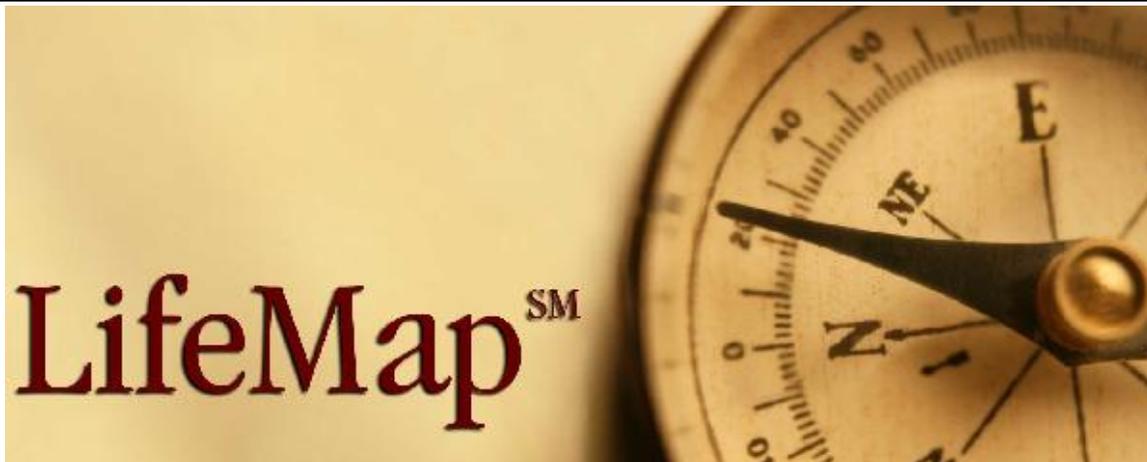


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*LifeMap is a navigational tool to help you on your path towards personal and professional success.*

*Our belief is that you can achieve a more rewarding career, a more productive organization and a more satisfying life.*

**November 2016**

**This Month's Message:**

**An Interesting Twist on Thanksgiving.**

**Paths Forward:**

**CAREER BEST SELLER**

**Tired of boring meetings??**

**Need Career Coaching?**

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**An Interesting Twist on Thanksgiving.**

This month's LifeMap is for team leaders, supervisors, managers, executives or anyone who aspires to control or direct the work life of others. Compare the following two surveys.

71% of workers feel unappreciated according to a Gallup Poll. Yet the Society for Human Resources Management reports that almost 80% of employers offer some kind of employee recognition program. It seems we have a major disconnect here between well-intentioned but ineffective H.R. programs and an understanding of the genuine human needs and motivators of the people who surround us at work. It has occurred to me that the Thanksgiving holiday might be a good time to take a look at how we might bridge this disconnect. Here are some ideas you might try at your

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disconnect. Here are some ideas you might try at your workplace.

## Paths Forward:

**1. It's Not HR's Job** Well, actually it *is* HR's job but only for the folks who work in HR. You - the person who most affects the work life of a specific employee - are responsible for making sure your subordinate feels appropriately thanked and appreciated.

**2. The Money Alone Doesn't Do The Job.** Many bosses just don't get it. Think back to that famous "Mad Men" scene when copywriter Peggy, after a stellar performance, complains to neurotic boss Don Draper that he never said thank you. He growls, " That's what the money is for." Yes, everybody should be paid fairly. But those who feel that's the end of it never learned or have forgotten their organizational behavior courses. Being paid reasonably only gets an employee up to "no dissatisfaction"; it is the human ("hygiene") factors that move an employee up to satisfaction (and higher productivity). A John Templeton Foundation survey indicated 81% of Americans said they would work harder if their boss said thank you.

**3. More Stuff Won't Do It.** The first time I flew first class I found the warm nuts a real treat. The next time I took them as a matter of course. Material incentives to keep people motivated lose their zing after we get used to them for a while. Remember how quickly you got used to your last raise.

**4. What works?** Words work. Appreciative comments that have the strongest positive effect are genuine, reference specific events, and are addressed to the specific individual involved. Direct personal communication is best but emails, texts or handwritten notes also work. Assistance or work support works. (i.e. assigning a colleague or temp to help w/ a demanding deadline). Compensatory time off for time-crunched workers is an effective thank you.. If you want to try "stuff " make sure it demonstrates that you actually know the person. (No top-shelf bourbon for the teetotaler, no sports tickets for the bookworm, no Barnes & Noble gift certificate for the marathoner.)

**5. How Often and Why.** As a leader you should be *always* looking for opportunities to say, "Thank you, I appreciate your work on \_\_\_\_\_". This is in your rational best interest because motivated employees make you look better and when push comes to shove and you really need supporters to be there pulling for you they will be there.

**6. And While You're At It.** How about the rest of your life? To whom do you owe a sincere thank you? Should you be any less appreciative to a friend, family member, teacher, professor, mentor who has helped you along your life's journey. I promise you that making the effort to express your appreciation will reward you in a most satisfying way.

**LifeMap** (sm) is about suggesting ideas to help you to both do better and feel better.

## CAREER BEST SELLER

For the past 30 years I've surveyed successful job hunters and captured their proven shortcuts, insider knowledge and time-saving / stress-reducing tips.

My new book [Don't Wear Flip-Flops to Your Interview](#) is packed with strategies and techniques that are practical, market-proven, and easy to use. Added to this powerful mix, are the hard-won lessons from the personal experiences of thousands of professionals who have succeeded in the job changing game. It is not necessary for you to struggle to rediscover and reinvent the job hunting process. Here you will find the keys to a more productive, shorter and less stressful job search.



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Have Dr. Paul speak at your next off-site meeting or conference. Fast-moving, practical, motivating presentations from an acknowledged leader in the field of career and personal success.

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**LifeMap** (sm) is about empowering you to bring the best ideas and practices to your workplace.

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Have an issue or question you'd like Dr. Paul to address in a future edition? Send an email to the email address listed below.

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Sincerely,

Dr. Paul

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