



The Navigator



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PERFORMANCE MATRIX, LLC

Providing Direction for Individual and Organizational Performance

How to Support an Employee Going Through Depression

If you have an employee who is suffering from a mild depressive disorder, there are a few things you can do as a manager to be supportive. Here are a few tips:

Help your employee set reasonable goals. In light of the depression, the employee may have an unrealistic view of what he or she needs to accomplish.

Assist the employee in breaking a large task into several small ones. This will help take the pressure off of the project. Encourage them to set priorities and accomplish what he or she can.

Provide information about any employee assistance program your company might have.

Try to get the employee involved in workplace activities to build self esteem.

Be patient.

— Adapted from the National Institute of Mental Health



How is your attitude?

Your Personal & Professional Growth

Research has shown that after all else, productivity can be dramatically affected by attitude, and success is certainly a function of productivity.

Your attitudes toward yourself and others are major factors in your success. They will either stimulate or stifle your creativity, your progress, and your success. Understanding how attitudes affect the behavior of others improves your ability to more effectively deal with them.

Attitudes

Attitudes are habits of thought. Most of your basic attitudes were developed very early in life. The earliest understandable conditioning – physical touch, plays a critical role in your attitudes about people, love, physical safety and how you feel about yourself and others. As you grow, the conditioning process becomes verbal and you begin hearing all the “truisms” that have a powerful impact on your present attitudes.

All too often, the majority of conditioning many people hear is negative. Adages like, “Children should be seen and not heard,” and “Don’t go where you’re not wanted,” are frequently meant to help us develop social graces. Others like “Don’t talk to strangers” are intended for safety and security. Still others like “Don’t bite off more than you can chew” are intended to keep us from failing or getting hurt.

Unfortunately, the results of repeated exposures to these adages are frequently negative attitudes about the worth of what we have to say and a propensity not to talk to people.

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The conditioning continues as we begin our educational process where we hear for years, “Don’t talk in class.” It’s no wonder that when we are asked to give an oral report in front of the entire class, it is a very frightening and frequently negative experience! It may also help explain why public speaking ranks among the top fears of adults. Our daily lives are impacted immensely by the attitudes we developed when we were young.

Your attitudes are a result of the events you have experienced thus far. These attitudes determine your concepts of everything. Among these experiences are those things you were taught as a child. All the rules, admonitions, values, and “acceptable” behaviors that you were taught have contributed to the development of your attitudes.



Many of these admonitions, meant for your benefit, hinder your progress in success.

Compounding the problem is the fact that most of the conditioning we are exposed to on a daily basis is negative. Just think about the front page of your local newspaper or your local news broadcast. Odds are that most of what you see and hear is negative. This is true for most of today’s society. As a result, most people think more often of what’s wrong, how they might fail, and why it won’t work, rather than what’s good, what’s right, and how it can work.

Building Attitudes For Positive Results

Your ability to build successful attitudes and winning habits is of primary importance in the achievement of your personal goals. By eliminating harmful unproductive attitudes and replacing them with constructive, positive ones, you will begin to assume the behavior required to meet your personal and professional goals.

Changing attitudes is not a simple process. It involves the formation of new habits which can take days, weeks, months, and even years before they become an integral part of your behavior. The task is not easy, but can be done.

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The process of attitude development can be broken into three parts:

1. Understand that attitudes are habits of thought. They are habits of thought that give you some degree of internal satisfaction.
2. Analyze the habit as honestly as possible to learn what kind of satisfaction it gives you.
3. Replace the old habit with a new, more effective habit, which offers you greater satisfaction. Remember that the mind does not work in a vacuum – you can’t simply erase a habit and leave an empty space.

In order to change your attitudes, you must be willing to do some introspection and take an “inside-out” look at yourself. As you become more specific about your goals and acquire a more knowledgeable view of yourself, your chances of success will greatly increase. You may discover that certain attitudes were a result of early conditioning and are no longer valid in light of your present knowledge and experience.

The process for developing successful attitudes is the same process that developed your existing attitudes: spaced repetition. Your existing attitudes are a result of hearing things over and over until it became your thinking. You can develop successful attitudes the same way.

Spend time each and every day “inputting” positive information and ideas. Create personal improvement time that you dedicate to improving your mind and body. Read exciting stories and positive articles. Listen to motivational speakers, lecturers, and trainers who can give you a lift. Look for every positive morsel you can find to feed your positive self-image.

You are what you think about!

Need help getting to the next level of success?

Call us today at 304-594-9190 or e-mail grant@performancematrixllc.com

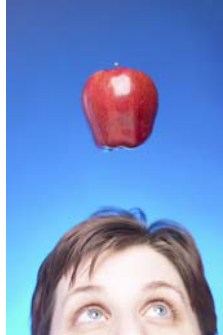
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Nurturing Creativity at Work

Good managers know that creativity is essential for the health and prosperity of the companies they work for. And therefore, good managers also know that their single most important job is to nurture creativity in those who report to them.

There are three keys to nurturing creativity:

1. Always acknowledge the importance of those who report to you and their contributions. All people crave recognition and approval, and it's a manager's job to make sure that workers get this. Leaders are responsible for the morale of their departments.
2. Solicit the opinions of everyone in your department. Include everyone in your meeting, from senior members of your team to the mail girl. Take their suggestions and input seriously. You might be surprised who comes up with the best ideas.
3. Allow for completely open communication. Don't prohibit discussion of certain topics and don't shoot down ideas that seem silly or inappropriate. And don't ignore input that you might view as a negative attitude. If an employee tells you that there is something going on that you didn't know about, don't ignore the problem and don't write the employee off as being a whiner. Oftentimes it's these kinds of conversations that plumb the well of creativity and can get everyone working toward the right goals. Even a bad idea can get people thinking and coming up with good ideas that ricochet off the original idea. Remember, good managers foster creativity, they don't squash it to feed their own egos. And they don't ignore input—no matter where it comes from.



— Adapted from The Leadership Institutes web site

Web Site Of The Month!

Leadership is different than management. It entails visualizing the goal and effectively communicating that goal. It is the art of getting people to move together toward a goal they don't yet see. About.com provides additional resources on leadership and management and includes the Top 3 books on leadership available at reasonable prices.

Check it out at:

<http://management.about.com/cs/leadership/tp/LeadershipBooks.htm>



ONE MINUTE IDEAS

The 10-Minute E-Mail Rule

If it takes longer than 10 minutes to compose your e-mail message, it is probably too long. Try to condense it and still get your message across. If you can't, you're wasting your time with the e-mail communication. Try calling, having a meeting, or writing a memo. You will save yourself and everyone else valuable time.

Look for Privacy Policies

If a web site asks you for personal information, like mailing address, E-mail address, etc. be sure to look for a privacy policy on the site that explains what they will or will not do with your information. Privacy concerns are somewhat over-hyped in the media, but it's a good idea to know who you're giving your information to, and what will be done with it.

Complimentary Issue!



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What Performance Matrix is up to Now –



Performance Matrix goes West! The *University of California San Francisco* has selected Performance Matrix to provide a customized leadership development process for their *Information Technology Services* department. We're proud to have been chosen by *UCSF* to design and implement a development process for the *ITS* leadership team. *UCSF* is a *premier medical research institute* with a proven track record of excellence and that doesn't happen by accident. We recognize that playing a part in the future of *UCSF*, is a great opportunity for Performance Matrix.

We're also back at *Waller Companies* in Marietta, Ohio; a fast-paced, customer focused, entrepreneurial company of young and talented individuals. We've been asked to provide guidance and initiate *customized development* for their leadership team in helping them achieve future business and growth objectives.



Of course we continue to provide *development processes* for a variety of organizations and *executive coaching* to today's established leaders while bringing the proven youth development process – *America's Rising Stars* – to West Virginia's future leaders.



Providing Direction for Individual and Organizational Performance!
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