

How To Boost Staff Morale

When you run a business, there are a lot of challenges that you will face. Bringing on great employees is definitely a difficult thing to achieve. What might be even more difficult is keeping those individuals happy in their job.

It is very important that you invest in the staff and do things that will boost their morale. If you have people that are unhappy in their job, they will find other places to work.

Here are some great ways that you can boost staff morale.

Find Ways to Thank the Staff

Everyone needs to be thanked for their contribution to the team. Come up with ways that your staff will feel appreciated. This could come in the form of a bonus, party, retreat, or something simpler like a thank you note.

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How Are You Boosting Staff Morale?

How To Go From Failure To Success

Failure is often the best teacher in life. Painful at times? Absolutely, because no one likes to fail. We have the desire to succeed but an occasional *failure* helps us to learn new things along the way.

Failing at something teaches a lesson and helps you to change, grow and ultimately succeed. The things we are working toward are not always easy but as the old saying goes, “practice makes perfect.” Success takes time and there is often a learning curve.

The business environment is ever changing and an occasional failure is bound to happen. Consider these steps to turn a failure into success:

1. Seek advice from others.

Ask your trusted family members, friends and coworkers to give you feedback on your failure. They will give you a different angle and perspective to consider. If you want to succeed, you need to be willing to hear the truth from others.

What they share may make a huge difference in how you handle your business and clients going forward. We don't always see our situation as clearly as others.

2. Switch your course of action.

After you listen to the feedback of others, be willing to adjust your habits, style and course of action. *Continued on page two – Failure to Success*

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However you chose to thank your staff, do it with sincerity. If it were not for these valuable people, your business would not be successful. If you are not sincere, the sentiment will be picked up on, and your efforts will not be received well.

Offer Continued Education

To help your staff feel more confident in their job, offer them continued learning opportunities. They will know they are valued if you invest in their education.

Providing training for your staff is beneficial to them and to you. The more trained they are, the better they will be able to do their job. Also, the more they know, the more valuable they will feel.



Provide Opportunities For Promotion

Great employees want a chance to grow in their jobs. Make sure that the more motivated employees have a place to move up to. Otherwise, they will become dissatisfied with your company and find another opportunity to pursue.

When you have staff members that are in a positive environment and in a job they enjoy, they will stay with you longer. If the moral of your employees drops, it makes production go down and your chances of high turnover increase. It is very important to invest in boosting your staff's morale.

Need help boosting your staff's morale? Give us a call today! ♦

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MORALE AND ATTITUDE ARE THE FUNDAMENTAL INGREDIENTS TO SUCCESS.

~ Bud Wilkinson, American Football Coach

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In other words, get yourself on track with a new plan to ensure success.

Albert Einstein once said that “The definition of insanity is doing the same thing over and over again, but expecting different results.” Don't let that be your story; rather, remember that change is helpful and essential for success.



3. Change is good.

If at first you don't succeed, try and try again. Change is a good thing. Once you see that it's necessary, act quickly to bring about the success you hope for. We can learn a lot from failure. (Changing just to change is not recommended. Change when necessary)

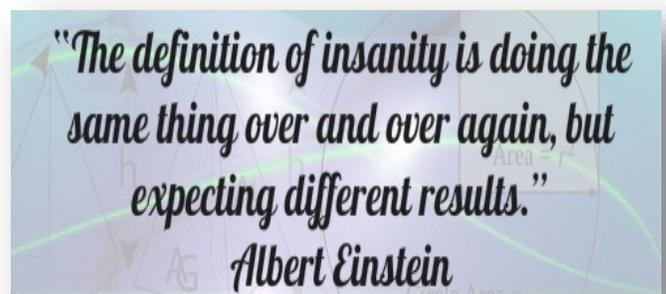
The goal is to grow and be different because of what we've experienced. Don't wallow in pity, self-doubt or the failure. Remember that change is progress.

Business has a variety of facets that keep everyone on their toes. Even though failure is inevitable from time to time, we can learn from those mishaps and grow in the process.

Success is usually not immediate. I encourage you to value each “mishap” on your journey because they are learning opportunities that will help you succeed over time.

We would love to hear your comments. Please contact us today! ♦

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7 Things That Mentally Strong People Avoid

Mentally strong individuals have common characteristics such as Optimism, persistence and a drive that help them to succeed. They are a force to be reckoned with and often avoid things that will draw them away from productivity and their overall goal for success.

Mentally strong people avoid these 7 things and find greater achievement and fulfillment as a result.



1. Entertaining the fear of change

Those that are strong mentally do not fear change. Rather, they embrace it and feel more inspired because they do. These individuals won't shy away from change but instead they welcome new opportunities.

2. Wasting time feeling sorry for themselves

Mentally strong people don't sit around and feel sorry for themselves. They know how to handle a variety of circumstances and grow from the hand their dealt rather than "cry over spilled milk." In fact, they tend to rise up with a shrug of the shoulders and press on.

3. Worry over things outside their control

Mentally strong individuals are not complainers. They don't worry over things beyond their control. When times get tough, they choose a positive outlook and work toward the things they can control rather than spending time on things they cannot.

4. People pleasing

A person that is mentally strong will not try and please others but just be themselves. They are able to extend goodwill toward others but not worry over pleasing everyone around them. If someone gets upset, then they accept that as a possibility and do the best they can to be pleasant while not changing their course of action to please others.

5. Habitual, similar mistakes

One that is mentally strong will not continue to make the same mistakes over and over again. They learn from their mistakes, struggles and tough situations. Mentally strong people take responsibility for their errors and bad calls. Moving forward, they make different choices and grow from their past experiences.

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One Minute Ideas

Do You Have Leadership Traits?

Find out if you're a true leader by seeing if you possess these qualities:

- **Leaders start** projects by asking "What has to be done?" instead of "What do I need?"
- **Leaders next** ask "What do I have to do to make a real contribution?" The answer best suits the leader's strengths and the needs of the project.
- **Leaders continually** ask "What are my organization's purposes and objectives?" and "What qualifies as acceptable performance and adds to the bottom line?"
- **Leaders don't** want clones of themselves as employees. They never ask "Do I like or dislike this employee?" But they won't tolerate poor performance.
- **Leaders aren't** threatened by others who have strengths they lack. ♦

Source: Peter Drucker, cited in *Forbes* ASAP, 60 5th Ave., New York, NY 10011

"True leaders don't create followers... they create more leaders"

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6. Focusing on the past

Dwelling on the past can bring you down. Mentally strong people are able to look to the future rather than focus on the past. Moving forward and learning from their experiences is important and they will work hard to grow in all situations.

7. Begrudge other's success

The mentally strong can celebrate other's success. They don't feel threatened because someone else has abilities or shows potential. In fact, they may even take note of the decisions that helped someone else succeed so they can do the same.

Mentally strong people rise up rather than shy away from opportunities for growth and success. ♦

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Personal Development

To develop professionally, one must also develop personally. When people enroll in a training program, most of them ask, *what's in it for me?* If you are their boss, that question may seem selfish, but actually, it's a fair one. Often, "personal gain" isn't monetary in nature -- it can mean recognition, trust and respect -- basic aspects of human dignity that we all crave. If there isn't anything to gain personally from a training program, people lose interest in it, attending only to satisfy someone else's wishes. The result: they don't retain what they learned, so no improvement is realized and your organization's training dollars are wasted.

Most training programs are intended to achieve professional improvement. At best, they pay lip service to personal improvement. Yet, in many areas of professional improvement, addressing personal improvement is essential to achieving the objective. For example, to develop into a terrific people leader, one first has to develop great self-leadership skills.

Training entails practicing new skills and learning new knowledge. Personal Development entails making positive behavioral change, by changing attitudes and instilling a permanent commitment to

goal-achievement. Of course, new habits of thought - - that is, new attitudes -- and new lifelong goal-setting and achievement habits, aren't accomplished over a few days! (This explains why most traditional training & development programs aren't successful.)

It may take time, but personal development is absolutely essential to generating the internal motivational forces required to achieve personal and professional success.

Combining training with personal development is a powerful way to capture and maintain the interest of trainees, which in turn results in higher levels of trainee commitment to improvement and better retention of skills and knowledge. Equally

important, when goal-achievement and attitude development methods are properly understood and facilitated, training and development programs will result in positive behavioral change, leading to improved job performance. When the constructive behavioral talents of well-developed employees are funneled into alignment with organizational goals, your company will operate in the "high performance zone!" ♦

~ Written for Sorrell Associates by Peter LaChance, President, The Quintessence Corporation. © All rights reserved worldwide.

