

Career Trac

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Tips for Value-adding Performance

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Insight:

"Top performers on the job know how to turn every day ideas into solutions that save or make money."

"Give your career a jumpstart in new growth by paying attention to learning something new or doing some professional review."

"A life that shines like gold is one where some mining has occurred which led to the discovery of calling, purpose and passion."

In short:

"You inspire the shift in me. Your work reads like a good book that's hard to put down."

- **Monica Pierre**
PierrePrinciple.com

Working Overtime

Solutions that Save or Make Money

Have you ever found yourself in the middle of a work activity when suddenly a thought occurs to you? Maybe you were talking with someone on a customer matter when suddenly a thought occurred to you on another subject. Well, this is just what happens when you're busy at work and a favorite snack pops in your mind.

Maybe you were wrapping up a problem and suddenly an idea for the perfect Christmas gift for a family member comes to mind. Weren't you just at the Mall yesterday but couldn't decide what to buy? If you've ever had this kind of experience then you might understand the statement, "some of my best work gets done when I'm not at work."



That was the response given recently during the question and answer portion of a keynote presentation. The speaker was asked a question about balancing work and family. After his initial response regarding spending time and making time, he went on to share how he uses downtime for relaxation and how downtime can also serve as invaluable overtime.

One example given was how some of his best ideas occur when he's in the garden. On other occasions it's when he's exercising at the gym. Maybe it's not the garden or gym for you but you might consider that while the workplace is where you go to work, some of your best work can occur when you're involved in non-work related activities. Top performers on the job are those who turn everyday life experiences into solutions that save or make money.

Manicuring Your Career

To Fill the Gaps and Generate New Growth

"It's time to take in your potted plants!" That was the advice given by 'Jane Green-Thumb' on her Thanksgiving TV show recently. Apparently she was speaking to the folks in the South. For those parts of the country, they were just beginning to experience their first deep frost this season. The folks in the North had already seen much colder temperatures.

In the next segment she spent time talking about getting the lawn ready for winter. This involves spreading fertilizer to build-up root development. Another tip included performing 'overseeding.' This is just a fancy term for seeding an already established lawn to help fill in any gaps. By the time Spring rolls around you would have given your lawn a jumpstart in new growth. This preparation for your lawn is applicable to your personal and professional life as

well. Effective career management involves a similar stepwise process.

At the end of each evaluation year you should take a step back to assess any newly developed or discovered skills and talents. Then, compare your career aspirations against your professional milestones. In addition, you want to evaluate whether your career field has taken a dip in value or is approaching a dead-end.

After you've done this review, you should perform some overseeding. This might mean developing or sharpening your abilities. It might mean raking over your job function to see if there's any dead weight. After all is said and done make sure that you take the initiative to fill in the gaps at a time when you're best suited to experience new growth.

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“Motivation with a Message”™

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Life in Overdrive

Shifting Goals and Shifting Gears

Drivers, start your engines! These are the words said just before the start of a Formula One race. As the engines are heard being started you can sense that the drivers begin to experience an adrenaline rush. As the flag is waved, there goes the mad dash as drivers jostle for improved poll position.

As the race wears on there are some incidents and accidents that might occur. Sometimes a car will lose traction and spin out as the driver loses control. Sometimes a car will go in for a pit stop which later ends up being a full stop. But there are those who will survive near misses and keep pace with the race.

Somewhere in the race you'll begin to see a separation between the lead pack and the rest of the pack.

By this time many of the automobiles are running up 200 miles an hour. It's almost as if the driver has found his groove and the car has entered into overdrive. While life is often-times described as a marathon and not a sprint, there are parallels that can be made between a car in overdrive and life in overdrive. It's almost as if you've found a groove because your life is running with the fullest expression of your:

Calling – Faith stretching your spirit and Spirit stretching your faith.

Purpose – making a dif-

ference by serving the human experience.

Passion – letting your love for what you do be seen, heard and felt.

There are times when the driver on the racetrack has to shift gears or shift strategy to keep or even advance his relative position. Otherwise he will slowly lose ground to those who are doing the shifting. Maybe, it is time for you to consider whether your calling, purpose and passion are being fully expressed. Moreover, it might be time for you to shift goals and shift gears if you want to enjoy life to the fullest.

