



HELPING PEOPLE AND ORGANIZATIONS LOVE WHAT THEY DO!

Fueling Personal Accountability

Maximize Results through Motivated People

A major responsibility of leaders in organizations has always been to develop plans and lead their people in successful execution. Today’s business environment presents additional challenges to leaders in that change happens faster and more continuously than ever before! This means an increased need for effective and frequent planning, and a smaller margin of error for plans that fail to produce results. We all realize this is a given in today’s business environment.



In addition, have you noticed that the people who make your plans work have also changed? For example, their interpretation of “following the leader” has taken a new direction. In our workplace today, dictatorial leadership and micromanagement are being shunned by people who view multiple career moves as a normal part of working life. People now produce results for leaders who recognize and value their talents.

More and more people accomplish their jobs through networked teams, creative collaboration, flexible work arrangements, outsourcing contracts, and a “results only” focus – all of which emphasize the prized talent of personal accountability. Achieving success in our modern work environment now depends largely on your people being personally responsible for results.

Continued on page two – Personal Accountability

GRIT: THE POWER OF PASSION AND PERSEVERANCE

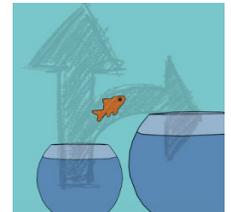
Author Angela Duckworth demonstrates how grit drives outstanding achievement and success.

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Give Yourself Another Chance

We can be our own worst critics. People often allow the pressures of life, their shortcomings, mistakes, and regrets keep them down. What if you switched gears and gave yourself another chance? How much more could you accomplish? Wouldn’t you feel better in general?

Consider the following and give yourself both a little grace and a fighting chance in the months to come:



Forgive Yourself

Let things go. We all have made mistakes and have a few past regrets. However, you don’t do yourself any good by holding onto them. It’s time to forgive yourself. Try to let down your guard and really change your mindset to one that is forgiving rather than condemning. You’ll literally free yourself from chains that hold you back.

Try again

The old saying goes, “if at first you don’t succeed then try again.” Let that be true of you this year. Set goals and don’t be fearful that you won’t hit them. Simply try again. You can overcome failure if you give yourself a chance and go at it with a different approach.

Just Believe

You need to believe in yourself. Again, if you are your worst critic, then you will hold yourself back. Don’t focus on the negative. Think through your strengths and put your best foot forward with anything that you try to do. Believe that you can succeed and you’ll have a greater chance of pulling off your goals.

Continued on page two – Another Chance



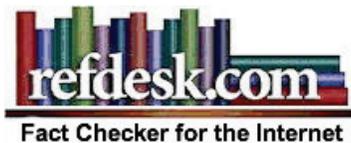
One Minute Ideas

Reference Desk

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Refdesk's database is on three levels: quick, studied and deep. For thumbnail snapshots: [Fast Facts](#), [Quick Reference / Research](#), and [Facts Subject Index](#). For a more studied approach: [Newspapers - USA & Worldwide](#), [Search Engine Resources](#), [Internet Help](#), and [Writing Web Documents](#). For an in-depth exploration: [Facts Encyclopedia](#) with over seventy volumes of indexed subjects and [Facts Subject Index](#) with twenty-four subject categories. ❖

Check it out at: www.RefDesk.com



Talent Trust

Our goal is to collaborate with you to understand where you and your company want to go and design the best way to get you there. We help our clients select and develop high performing talent.

Contact Talent Trust when you want to make sure you are hiring the right person, your team needs to communicate better or you need to develop leadership skills and clarify goals for the future. Talent Trust also helps individuals prepare for what's next for them. Talent Trust helps you love what you do!

For results you can count on contact Talent Trust at 513-675-2422, or KLoeffler@TalentTrust.net www.TalentTrust.net

Continued from page one – *Personal Accountability*

What can you do, as a leader, to fuel personal accountability in your organization? The answers may be easier than you anticipate.

- 1. Hire people to work for you who already have demonstrated a high level of personal accountability.** You can achieve this through a combination of effective talent assessments, reference checking, and behavioral interviewing.
- 2. Become aware of the additional, unique personal strengths and talents your key people bring to their work.** Get to know each of them and what they do well, which is the best indicator of what they will most naturally be personally accountable for achieving.
- 3. Regularly seek input, suggestions and commitment from each of your key people to create and support the success of your organization's plans.** People who play a role in formulating a plan are more committed to personal accountability in achieving the targeted results.
- 4. Give feedback, recognition and rewards** to people for demonstrating personal accountability in support of your organization's success. People who are duly recognized for their contributions feel increased motivation to achieve further success.

Make a concerted effort to maximize and reward the level of personal accountability in your organization starting today – and achieve increased success through people! ❖

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*“With the cloud, individuals and small businesses can snap their fingers and instantly set up enterprise-class services.”
~ Roy Stephan*

Continued from page one – *Another Chance*

Be Honest with Yourself

Don't be fake with yourself or others. Honesty is the best policy. Let go of the facades and stick to the truth. Give yourself a chance to be totally frank!

Feel Free to Flourish

Be who you want to be in the days ahead. Give yourself the freedom to flourish and grow. Don't allow your own expectations to inhibit you. Let yourself go a bit and enjoy life.

Give Credit

Give yourself some credit! A little pat on the back is good once in a while. Recognize the things you do well and be sure to appreciate it and even applaud your accomplishments.

This could be your day, week, month, and year! Give yourself some grace and the freedom of another chance. Practice these tips in order to experience hope, growth, rejuvenation, and joy in your life. Here's to you and a fresh outlook in the days ahead! ❖

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