



HELPING PEOPLE AND ORGANIZATIONS LOVE WHAT THEY DO!

Is Your Business Ready For Change?

Change is inevitable. The question should never be *if* it will happen but rather *when* it will happen. Everything changes from the weather to the seasons to our opinions and preferences over the years. The world is evolving, transitioning, and changing around us faster than we even realize.

What does this mean for you and your business?

Questions to Consider

In your business, are you stuck in a rut or open to change? The fast-paced world around us waits for no one. Consider the following questions:

- Am I open to change for my business?
- Is it time to make some changes?
- How would change help my business stay competitive?
- Are you willing to take the plunge and make changes?

While there are lots of reasons people go into business, the main reason is to make a profit. As you brainstorm on how you'd like to change your business, you will want to answer these questions for yourself.

- What is the purpose of making a change?
- How long will any disruption to operations linger?
- Will the change be for the better?

Continued on page two – Change



Reasons To Hire An Employee With Grit

High turnover is expensive, time consuming, and frustrating. Companies world-wide seek to avoid this issue because it hurts employee morale, job performance, and employee engagement. Most managers notice a decrease in staff productivity which negatively impacts business.

Since we know that turnover is detrimental to our business, hiring managers should make thoughtful decisions about recruitment. Grit is the one distinguishing factor to be considered when selecting your next new hire.

Grit is an HR term that's best described as a candidate with the ability to channel their passion, energy and drive for the long haul in a sustainable way. During the recruitment phase, hiring managers must choose whether they want the brightest candidate or the one with the most enthusiasm.

Your best bet is to find a candidate that possesses both qualities. Employees with grit have real staying power with the ability to pull off outstanding results.

The following will explain why recruiters find gritty employees the best options for recruitment.

Failure Is Not an Option

Who doesn't want their business to succeed? Managers must recruit zealous candidates with the goal to push the limits in order to ensure success. These new hires will fear failure and not allow themselves to fall short of the goal. Their grit will make all the difference.

Get Staff Onboard

Gritty employees won't settle for second best. They set goals and then achieve them. You'll want to get them completely onboard with your mission and vision.



Continued on page two – Grit

SWITCH: HOW TO CHANGE THINGS WHEN CHANGE IS HARD

Authors Chip Heath and Dan Heath introduce a 3-part change framework appealing to our rational brain which directs us, our emotions which motivate us, and shaping our path which makes the journey achievable.

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One Minute Ideas

Great Managers Remove Obstacles

"Managing is the art of getting things done through and with people in formally organized groups. It is the art of creating an environment in which people can perform as individuals and yet cooperate towards the attainment of group goals. It is the art of removing blocks to such performance." ❖

~ Harold Koontz

Frustration & Venting

When people come to you and vent feelings and frustrations, they probably want to do just that — vent. Listen to them to really hear what they are saying. Don't try to solve the problem unless they ask. ❖

"If you can't explain it simply, you don't understand it well enough."

~ Albert Einstein



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 – Change

Really take some time and think through these questions. Get your thoughts down on paper and bounce your thoughts off of someone you trust. While change is good, you should make calculated decisions and work to stay a few seconds ahead of your competition.

Reasons to Make a Change

Continue to ask yourself how your business would improve by making changes. There is a difference in the words *improving* and *changing*. To improve something, you are making a change for the better. In order to change something, you are making it different.

If all is going smoothly for your business, then don't switch things up just to do it for the sake of change. However, you will want to make changes if you are:

- Not making the money that you want
- Are overly stressed
- Are handling more drama than real business issues

If any of this sounds like your situation, then change is necessary. You can take actionable steps to achieve your goals, but it needs to be intentional.

Daily Time to Reflect

As a business owner, you need to carve out time each day to focus on your company. Success doesn't just happen. Take some time to do the following each day and think about and make notes about your business.

- Find a quiet place without interruptions
- Don't accept calls, emails, or texts
- Write down any business goals and ideas as they come to mind

A time of daily reflection will enable you to think more clearly about your business. Don't get so busy that you don't make this a priority. Be open to change and watch your business both improve and thrive in the days to come. ❖

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Continued from page one – Grit

Most HR managers see the value of getting new staff to believe in the company's culture and goals. The first quarter is crucial to an employee building relationships and having buy-in to the company as a whole.

How to Identify Grit While Recruiting

During the recruitment process, you'll want to look for the signs of a gritty candidate.

Try the following:

- Provide scenarios and questions to reveal their style in the workplace
- Ask questions about how they would handle obstacles
- Probe a bit to figure out their goals for the future
- Request information on their past projects and experiences
- Ask them to take a personality assessment to learn more about them

While recruiting, you can do your "homework" on your candidate to gauge how gritty they will be for the company. An employee with passion and drive for the long haul is an outstanding find. ❖

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