



**Call Medical Match** for Colorado staffing and background checks. **303-980-1000**

## Personalizing Motivation

Dr. John Sullivan, a professor of management at San Francisco State, has taken on the challenge of providing managers with a tool to discover what motivates and frustrates new or recently transferred employees. Why? Employers want satisfied employees, cooperation, good production outputs, and long retention rates. With fewer employee turnovers, profits increase. He found Baptist Health Care pioneering this effort. With very little cost, their HR survey asked employees *how they would like to be rewarded and recognized*. From the survey an individual manager could see what kind of action would have the greatest impact on this particular employee.

If you design a simple questionnaire for new hires, consider including the following questions:

- On the job, what would you like more of? That is, what are the elements of any job that excite, challenge, and motivate you to be energized and productive?
- What would you like less of? What are the elements of any job that frustrate you or inhibit your productivity?
- How would you like to be managed? Help me understand the best approach to help you be most efficient.
- Why did you leave your last jobs? I want to avoid repeating the same mistakes your previous manager made.

Using the resulting information, even untrained managers can see positive results among their staff. *Workforce Mgmt.*

## April Showers Bring...

I perhaps owe having become a painter to flowers *Claude Monet*  
All the flowers of all the tomorrows are in the seeds of today *Indian Proverb*

The flower that follows the sun does so even on cloudy days *Robert Leighton (1611-1684)*  
On the hope of reaching the moon, men fail to see the flowers that bloom at their feet. *Albert Schweitzer*

The fragrance always remains on the hand that gives the rose *Heda Bejar*  
Flowers are the laughter of Spring *Anon*

## Seven Small Steps to Big Changes

So what happened to those New Years resolutions? Perhaps it's time to revisit the big goals and divide them into small, workable parts. For example, consider implementing any or all of these seven simple actions into your business life.

1. **Drink more water.** By swapping water for half of your coffee or sodas each day, you can improve your health. Dehydration can subtly dull your mental acuity. Water can be a key to staying alert.
2. **Handwrite two business notes per day.** Living in an E-mail world, a personal note to a customer or supplier can make a meaningful impact and will be remembered for a long time.
3. **Read 10 pages of non-fiction every day.** If you truly want to improve your life, choose to be more knowledgeable. 10 pages x 30 days = a 300 page book completed per month. 12 life-changing books/year.
4. **Outline a daily plan of action.** Before you leave work, write your top 4-7 tasks for the next day. You'll be amazed at how rapidly they are completed.
5. **Review and sharpen your skills.** Interview yourself for your own job. What skills would make you better? Challenge yourself. Learn that software, get up-to-date with trade magazines, attend related workshops.
6. **Create your story.** Build your professional image by recognizing your strengths. Make sure your customers understand the advantages of being associated with you.
7. **Pursue what matters most.** Vigorously spend your time on the priorities. Make a list and don't worry about the secondary tasks. They can often be delegated or will be waiting when you are ready to complete them.

Watch what happens when you decide to change.

Thanks to Rick Harman, Consumer Contact Company