

Working Attitudes
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STEP 1

Realize that 'it' doesn't get better ... You have to!

Intentionally direct the path of your career and life or else you simply go round in circles.

If you always do what you have always done, you will always get what you have always got.

Old familiar causes give you old familiar effects. Here's how it works:

- Your **success** comes from your **results**
- Your **results** come from your **actions**
- Your **actions** come from your **thoughts**

When you think more effectively, you take better actions, which leads to better results.

STEP 2

Accept that knowledge is not power.

- If you have the knowledge to do something and you choose not to do, the knowledge is worthless (E.g. Saving life)
- The value of knowledge comes when it is intelligently applied

Knowledge is only Power when it is acted upon!

- Attending a training or reading a book and finding them interesting alone will be of no value until you decide to USE the knowledge it holds
- You will gain rewards by using them

STEP 3

Understanding the nature of Motivation

- **Motivation** comes from a strong **motive** or compelling **reason**
- More powerful the reasons or motives are to do something, the more motivation there is to get the task done
- **De-motivated person goes to work to 'pay the bills' and does whatever they need to in order to "keep the boss off the back"**
- **Motivated person goes to work armed with powerful reasons to succeed**
- For someone's career to benefit from their immense wealth of motivation, energy, drive and persistence, they need to have one or more big, compelling reason to succeed

STEP 4

The Pleasure Pain Principle

Human behavior is driven by two motivating factors:

- The **need** to avoid pain
- The **desire** to feel pleasure

People often attach pain to things that are actually good for them and pleasure to things that are actually bad for them.

- Attach **pleasure** to smoking, drinking in excess, gossiping, wasting evening in front of TV
- Attach **pain** to learning, visiting doctor, getting up early, saving money, taking tough decisions

When we link pain to something that is good for us or pleasure to something that is harming us, we make bad decisions

How do we attach pleasure and pain in the following? Is it PLEASURE or PAIN

- To welcome additional responsibility?
- To go the extra mile?
- To take responsibility for how you feel – rather than blaming your workload, morale within the organization or the fact that your boss is not a great motivator?
- To learn new ways to do your job more effectively?
- To welcome new challenges?
- To take unnecessary days off from work?
- To blame someone else for your mistakes?

Think about how we are linking our pleasures and pains in our career. Are we linking them correctly?
What do we link pleasure to that is holding you back?
What do you link pleasure to that is actually going to make your career happier and more successful?

STEP 5

Leverage

Leverage – a tool we require if we want to remove a damaging pleasure or pain association. (Story – heart attack as a leverage for a compulsive smoker to quit smoking)

- Most people tap on the power of leverage following a life-changing event or health scare.
- Successful people in any profession have the ability to **switch-on** leverage whenever they need

Identify a behavior or attitude that you currently link pleasure or pain to incorrectly

Think what will happen ultimately if this wrong association continues

Decide this is never going to happen to you and do something right there and then to change into the person you know you can be.

Start behaving as though this new powerful attitude were already part of you.

STEP 6

How to get things done

- People of action or 'doers' are of immense commercial value. They are rare. Doers, regardless of the role they play in the organization, are the people who make things happen and are the kind of people organizations need.

STEP 7

How to become massively more Resourceful

- Each day, the average person has thousands of conversations with themselves (Inner dialogue)
- Large part of dialogue consists of asking yourself questions and supplying yourself with answers. Understand the importance of questions – the quality of your questions will determine the quality of your answers
- From the moment you wake up until you sleep, everything is guided by the answers you give to your questions. The better the questions are, the more successful, resourceful, happy and motivated you will be.
- **Question:** Why can't I get up early in the morning? (question presupposes part of the answer, and your answer will reflect that presupposition)
- **Question:** How can I become an early riser? (better question)

STEP 8

How to gain Visibility

Humans are creations of perception. It is not enough to be SEEN as being good at what you do (commercial visibility). To get ahead, it is necessary for us to be perceived as being more “promotable”.

Three tips for gaining visibility and tipping the balance back in your favour:

- **Become known as a highly resourceful “doer”**
- **Look the part** – success in career will be linked to the way people perceive you (If you are professional and look professional, you will become a star)
- **How do you think colleagues will describe you in your absence?** (Do they say you are cheerful, motivated, approachable and resourceful, or moody, de-motivated and pessimistic?)

STEP 9

How to encourage others to help you

Need cooperation and help of other people on regular basis

- Help of colleague to complete a task,
- Help of client for some information

Two techniques:

➤ The law of reciprocity

- People will be more likely to help you if you have done something for them
- People are socially designed to reciprocate

➤ The need for consistency

- People love being consistent

STEP 10

How to quickly develop rapport

Success throughout our career require that we are able to get along with a diverse array of people. (gain respect of colleagues, seniors, customers through good rapport)

Technique to develop rapport:

- Matching
- A nod is better than a wink
- That's a good point!
- Wait a minute

STEP 11

Acres of Diamonds

Common mistake people make which can destroy a career – **they jump from employer to employer each time they feel their career is stagnating.**

They look outside of themselves for an answer when the answer they seek is almost always within them.

There's acres of diamonds in one's own field

People go looking for better job, unaware of just how fulfilling and rewarding their career could be with their existing employer – if they were recognize and apply the steps needed for success.

STEP 12

Challenge – use this information !

- Remember – knowledge alone is not power; it is power when you act upon it
- Gaining knowledge about something is different from allowing that knowledge to “touch” you.
- **DO something RIGHT NOW.**

Thank you