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"Quotes"

"To change, that is the most difficult thing to accomplish."
~Isabelle Adjani

"Frustration, although quite painful at times, is a very positive and essential part of success."
~Bo Bennett

"Change is difficult but often essential to survival."
~Les Brown

"Oh, you hate your job? Why didn't you say so? There's a support group for that. It's called EVERYBODY."
~Drew Carey

"I enjoy what I am doing and hope to continue. As long as it is fun and interesting, I will keep doing it."
~Tucker Carlson

"I truly believe it is in both my and the company's best interest for me to resign at this time so both of us can get on with what we need to do to ensure a prosperous and fulfilling future."
~William Carpenter

"Don't fear change - embrace it."
~Anthony J. D'Angelo

"If your boss acts like Tarzan and your workplace is a zoo, it may be time to join these workers in moving on to a better job opportunity."
~Rosemary Haefner

"The ride for me has been good so far. I am blessed, because I enjoy doing what I am doing."
~John Legend

Dear Friend,

"I Can't Take This...Not Another Day!"

Sometimes marketers hit a homerun.

If you're like me, you can probably tick off a handful of commercials -- ones that immediately come to mind and leave you smiling, nodding in agreement, or shaking your head because you've been there and done that. But, whatever the product, the sentiment that was evoked in those precious 60 seconds hit the nail right on the head and left an indelible impression on you.

One such commercial comes to mind for me. It's an old spot that ran right before *The Washington Post* printed its huge annual employment edition.

Picture a dark apartment. A parrot in its cage is pacing back and forth and chattering on, *"Squawk, I can't take this...not another day, not another day. Squawk, I can't take this...not another day."* Then trudges through the door a middle-aged man in shirt sleeves, tie loosened, slumped shoulders, and briefcase dropping as soon as he's inside. And from his lips, in resigned disgust, come the now familiar words, *"I can't take this...not another day, not another day."*

I can see it, even now. It...made...an...impression.

Ever feel the way that man did? Ever get down in the mouth on Sunday night when you realize that Monday morning is just a few hours away? Ever wonder how you'll go into work and do *itanother* day? If so, I invite you to keep reading. This month's edition of **EA Insights** is dedicated to grasping what to do when work just isn't fun anymore.

Hang in there. There really is a way to turn *"Oh, no, not another day"* into *"Wow, I can't wait to see what's in store for me today!"*

All the best,

June

June Melvin Mickens
Executive Advantage, LLC

So, How's Work?

June Melvin Mickens
Executive Advantage, LLC

It's a surprise to many people but, by nature, I'm an introvert. (*I know. Go figure!*) As an introvert, though, but one whose business depends on me actually *talking* to people...often people I don't know, I've had to come up with ways to step outside of "self" and get a conversation going. My goal -- both for personal and for business reasons -- is to hit upon a topic that will engage the *other* person to such an extent that the interaction just takes off and *I* don't have to carry the conversation.

Now, there are a few questions that I know will ALWAYS get a reaction. *What* that reaction will be clearly varies by the person. Nonetheless, a reaction of some sort is sure.

"*How's work?*" is a perfect example of such a question and one that I frequently ask. Talk about a great conversation starter! It's akin to turning on the faucet; you can be pretty certain that *something's* going to come out...and often it's a gush rather than a trickle.

For folks who absolutely *love* what they get to do each day (and the people with whom they get to do it), this question gets them going with



news about what's new, where things are headed, and how good the fit has been. On the other hand, for folks who absolutely *loathe* what they have to do each day (and the people with whom they have to do it), this question gets them going on too...with news about what's wrong, where things are headed off track, and how miserable they are. And, of course, there are folks who fall somewhere between these two extremes and whose outpouring fluctuates based on the subject.

Sadly, for far too many, the topic of their current work experience isn't a joyful thought. But, in order to keep the conversation flowing in these situations, again I have a follow-up question at the ready. This one, like the last, is simple...even though the answer usually is not.

"So, what are you going to do about it?"

After the pregnant pause that often ensues, and perhaps a little stuttering, the response that is offered generally speaks volumes -- about how serious the situation is and about how serious the person is. Those responses typically boil down to one of three choices regarding change.

Change *nothing* about your situation.

Clearly, this isn't the best possible option; yet, it is an option that some people take.

It really doesn't matter whether a person's resignation about the current state of affairs stems from outward or inward reasons. Whatever it's basis, please realize that making *no* change is a decision to maintain the status quo. What this response often tells me is that the situation really hasn't gotten bad enough to force the person into the hard work of change. So, the displeasure and the grumbling will continue until something flips the switch. But, until then, the person will remain in the holding pattern of the disgruntled -- one that certainly affects attitude and enjoyment, if not also productivity, work quality, and workplace interactions -- for the foreseeable future.

Change your *approach* to the situation.

The tack taken by others is to do a little personal housekeeping and to determine if there are ways to tweak, or even overhaul, their own approach to the work and/or the people in order to improve the situation.

I won't lie to you. This takes guts! But, it is such a beneficial step...no matter what happens in the end. Taking the time to be honest with self, taking the time to examine how you're functioning, taking the time to consider alternate ways of performing or interacting, is so useful to professional development. When a person opts for this approach, he's saying that the goal is less about being *right* at work than it is about being *effective* at work. And, he recognizes that, in order to be effective, he can't be rigid; flexibility, and emotional intelligence, and continuous personal improvement are all required.

So, if what's happening now at work isn't working, look within to see how changing *you* could bring about meaningful change.

Change your *situation*.

There are times when a person acknowledges that change is necessary, but she recognizes that the best approach entails a change of *thesituation*. In other words, it becomes clear that the best move is to move; it's time to pull up stakes and search out a better-suited opportunity.

Notice that this option involves moving into an opportunity that's a *betterfit* than the last. If you take little or no time examining self AND you simply find another job that's basically the same as the last, don't be surprised if little about your situation actually changes...other than the signer of your paycheck that is.

It's important with a new opportunity to do more than jump ship. You want to look carefully at the aspects of the current situation that are working and those that are not. You want to consider yourself -- skills, abilities, temperament, interests, etc. -- so that, to the extent possible, you can make a strategic career move and not just find a new job. You want to explore job openings fully so that you're not losing sight of the things you've learned about yourself and optimal work environments and so that you can make informed decisions to avoid leaping from the frying pan into the fire.

If you want to move into a new role or environment in which you can be more successful, scrutinize yourself and your options thoroughly to improve the fit. Don't expect relief to follow...for long...simply because you've changed jobs.

So, how's work??? And, if it's not all that you'd hope it would be, what are you going to do about it???

Looking within, examining your workplace and its fit for you, considering how you relate to others, identifying your strengths and challenges, and setting goals can all be hard to do...honestly...on your own. The good news is that you don't have to go it alone. Reach out to **Executive Advantage** today for help. We're here to partner with you so that you can make the changes that will best position you to answer the "How's work?" question with a smile. [Contact us today.](#)



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At **Executive Advantage**, we are committed to providing results-based business and management consulting, leadership development, and coaching support. We partner with business leaders to build healthy, well-functioning organizations, where goals are met and people thrive. We also partner with individuals to create professional (and personal) lives with clearer direction, improved results, and greater balance.

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"I enjoy coming to the ballpark every day. It's a good life. Mentally I don't want to give it up."
~Greg Maddux

"I'm doing it because I choose it. And if it's not working, I can make a change."
~Alanis Morissette

"I enjoy the work, I enjoy every minute of my professional life."
~Jose Mourinho

"We are at our very best, and we are happiest, when we are fully engaged in work we enjoy on the journey toward the goal we've established for ourselves. It gives meaning to our time off and comfort to our sleep."
~Earl Nightingale

"To change and change for the better are two different things"
~Proverb

"If you do not change direction, you may end up where you are heading."
~Lao Tzu

"It is hardly possible to build anything if frustration, bitterness and a mood of helplessness prevail."
~Lech Walesa

"You should stick with what you enjoy[.]**** Rather than trying to find out what the latest trend is, you should draw what is personally interesting."
~Bill Watterson

"Monday is like the worst day of all time. You party all weekend and then reality hits. Gotta go back to work."
~Darrent Williams

"When you enjoy what you do, work becomes play."
~Martin Yan