



Dear Friend,

Don't Close That Door...Yet!

Believe it or not, 2011 is almost behind us.

I don't know about you. However, for me, the years are zipping by! It seems as if it were just yesterday that we were ringing in the New Year, and I was trying to remember to write "2011" on documents.

One reason why my year has sped by is because it was filled with so much. And, the next couple of weeks probably won't get much better!

But, as we all begin to close the door on 2011, join me in carving out a little personal time. Calendar yourself in early one morning, before the rest of the world starts stirring; late night, after everyone else has collapsed; or set a mid-day appointment with *you* sometime before year's end.

Now, I know you need a break! (Trust me, I know you do. And, I'm going to lead by example here. That's why, this month, you only get a message and NO article.) And, so, having just some time to breathe is nice. However, try to be at least a little productive as well. Use a portion of your time to do a personal close-out of 2011 and to plan how you can make 2012 even better.

- What were you able to accomplish in 2011? How did you do it? What can you learn from the success(es) that you can carry into the future?
- What's been your biggest challenge this year? What is it costing you? (Don't just think dollars, although that's a good place to begin. But, are you losing opportunities, customers, staff, friends, sleep, etc.)? What are you doing currently to turn things around, and how's that working?
- What do you want to happen in your business, in your career, in your life in 2012? What do you need to do (perhaps differently than you did in 2011) to accomplish that? So, when will you start?

Stepping back, and taking stock, is important for us all. Don't blame. Don't explain. Just seek to understand, and commit to using what you've learned to move forward. (And, of course, if you need help with an unbiased self-assessment and/or with support as you map out and execute your individual or business plan of attack, don't hesitate to contact us at Executive Advantage).

Here's wishing you all the best in 2012!

June

June Melvin Mickens
Executive Advantage, LLC

"Biggest Workplace Challenge" Poll Results...

You voted. We'll follow up. Don't miss the January edition of **EA Insights**.

We'll tackle the issue our readers chose as the #1 workplace challenge - **bosses!**



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"Quotes"

"If you take responsibility for yourself, you will develop a hunger to accomplish your dreams."

~Les Brown

"[S]ome mistakes cost us. Hopefully, from now on we're moving forward."

~Jacques Martin

"The consequences of today are determined by the actions of the past. To change your future, alter your decisions today."

~Author Unknown

*"Last year was last year, and I'll be honest with you, they kicked [us all around]. This is a new year. Whatever I did last year, whatever [we] did last year is over. *** We're starting off fresh."*

~Bob Wickman

"Willingness is essential in any initiation or in making any dream come true. 'I can't' often means 'I won't.' You can change 'I won't' to 'I will' with willpower."

~Marcia Wieder

About Executive Advantage

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.

To learn more about **Executive Advantage**, contact us **online** or at **(301) 280-5950**.

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