

## *Talent Verses Engagement*

Having a satisfying work experience is important to the growth of your business. When an employee loves what they do and feels challenged by their job, they will perform with more enthusiasm. While talent can be an important criteria in a successful company, having employees that are excited to work for the company can be a big tool as well. To lead your team in a successful business endeavor, these are some areas that can bring life back into your unengaged workforce.

**Instill Confidence:** Often times, individuals who are talented and capable of doing a task are not confident enough in themselves to perform at a high level. In that case, as a leader it is important for you to identify the lack of confidence and encourage them to do more. Giving them a task that is outside of their comfort zone and allowing them to use their best judgment will go a long way in instilling confidence.

**Invite Participation:**

*Continued on page two – [Engagement](#)*



Are You Focused on Talent or Engagement?

## *More States Ban Social Media Snooping*

One of the first things many of us tend to do when trying to find out more about someone is to find them on a social media outlet. Many people do not use the highest privacy settings, and their information is there for all the world to see. It is slowly becoming a way for others to get to know you, without actually getting to know you. What about employers and their employees? How do these roles intertwine with one another in the professional field?

### **Can Employers View Public Social Media Accounts?**

An employer has every right to view public social media posts that are made by potential and current employees. While many companies and hiring managers do not use this information as a means for hiring a candidate, social media often does play a role in the interviewing process.

### **Why Do Some Employers Ask For Login and Passwords to Private Accounts?**

Many employers have gotten into the habit of asking for a potential employee's passwords and login information for email and social media accounts. Since many people use these social media accounts to convey vital information to others, an employer can see whether they are part of criminal activities or other reasons that would keep them from desiring to hire the individual. This is especially expected in law enforcement positions and other jobs where individuals need to be highly investigated.

### **What Does the Law Have to Say About This?**

*Continued on page two – [Snooping](#)*

## INSIDE THIS ISSUE

1. *Talent Vs. Engagement*
2. *More States Ban Social Media Snooping*
3. *EQ & You*
4. *One Minute Ideas*
5. *Exceptional Leaders Express Appreciation*

Continued from page one – **Engagement**

In many companies, inviting the employees to give feedback and suggestions about daily functions within their work capacity can truly boost engagement.

If they can establish some amount of ownership over their task and area of expertise, they will most certainly work harder. Whenever an individual has the ability to make decisions, they will feel more a part of the team.



**Stimulate Growth:** Encourage your employees to grow, learn, and be better in doing their job. It is important to provide training & development opportunities for all employees. This is a great way to get someone excited about their job as well as learn better, more efficient ways to accomplish the tasks at hand. When you are in a learning environment, it stimulates growth and overall creativity.

**Give Praise:** Show those that are part of your team that you value their participation and involvement in the company. Even though these individuals are paid to be there and do the job, everyone likes to be thanked for a job well done. Do not underestimate the power that praise gives to your employees. At the end of the day, you may find that you have employees that have become highly engaged with their job and they will produce better quality work. On the other hand, it may still not be enough if the team lacks the talent it needs to excel. Finding the right balance of talented and engaged workers is no easy task. Continue to seek out talented employees and create an exciting work environment to give yourself the best odds at success. ♦



*If you have any questions about this article, or about how we can help you with your current team building, performance, leadership, strategy, and / or hiring needs, contact us today!*

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Continued from page one – **Snooping**

Asking for the passwords and login information to an employee's personal account is being ruled as an invasion of privacy. As more and more states are passing laws that keep employers from being allowed to access this information, what is the next step for employers?

It is important that all business owners and senior management give their employees clear expectations about social media posting.



While you can't demand that an employee refrain from saying negative things about your company, you can encourage them to use good judgment when posting. If they do not want their boss to see negative thoughts about their workplace, posting that as a status is not a good idea. You can't take away a person's freedom of speech, but you can give wisdom and guidance about word choices.

While laws are being passed that keep employers from being allowed to access an individual's private accounts, you do have the right to look at their public profiles.

If you have any questions about this article, contact us today! ♦

## *Awareness Calendar* deserving causes for november

### American Diabetes Awareness Month

Diabetes is a disease in which the body does not produce or properly use insulin.



There are 20.8 million people in the United States, or 7% of the population, who have diabetes. While an estimated 14.6 million have been diagnosed with diabetes, unfortunately, 6.2 million people (or nearly one-third) are unaware that they have the disease. ♦

For more info, visit [The American Diabetes Association](http://The American Diabetes Association)

*"The only limits are, as always, those of vision."  
~ James Broughton*

## EQ & You!

In order to achieve higher levels of productivity, performance and leadership, a person must develop high levels of emotional intelligence.

### Self-Awareness

If we are not aware of our emotions and how they impact others, the other emotional intelligence skills become more difficult to demonstrate. If we are unaware of our emotions, it's virtually impossible to regulate them. Being Self-aware is the first step towards Self-regulation.

### Self-Regulation

Once we are aware of our emotions, then we can begin to regulate them. If we fail to regulate our emotions, it becomes difficult to stay focused and on task. Self-regulation also comes into play when changes occur in our personal and professional lives. If we allow our emotions to run amok, we become demotivated. Self-regulating leads to improved Motivation.

### Motivation

Staying motivated despite your emotional temperature relies heavily on being self-aware and regulating your emotions. Part of emotional intelligence is channeling both positive and negative emotions into focused and productive energy. Motivation is essential for Empathy.

### Empathy

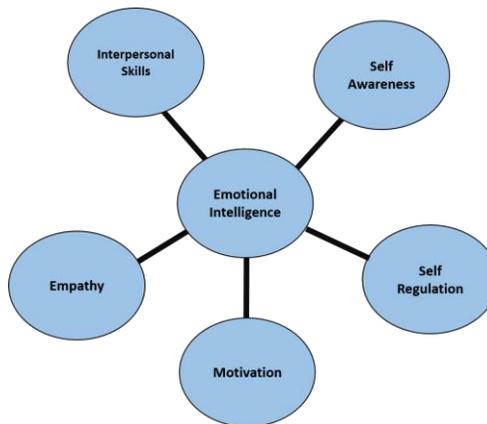
It is important to understand and consider the feelings of others when trying to make a good decision. While others' feelings are not the only deciding factor in a decision, they are important and should be considered. Furthermore, those that lack Empathy may have difficulty with Social Skills.

### Social Skills

The ability to effectively manage relationships is the amalgam of all the other emotional intelligence skills. If you effectively self-manage and are empathetic towards others, good social skills follow suit. Social skills are more than friendliness. Those that demonstrate superior social skills are persuasive, easily build rapport, and are adept at building strategic alliances. ♦

*If you have any questions about how we can help you with EQ, contact us today!*

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Research has shown that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment. (TTI International)



## One Minute Ideas

### The Silent Side of Communicating

Whether negotiating the biggest deal of your career, coaching your team, or describing a project, keep your ears open. Otherwise, you may talk yourself right out of the room.

#### To be a better listener:

- **Try not to judge.** Even if you disagree with what's being said or the way it's presented, resist planning a rebuttal. Focus on understanding the message, not critiquing the messenger.

- **Commit your full attention** as soon as the other person starts to speak, not just when you hear a word or phrase that interests you.

- **Do whatever it takes to limit distractions.** Examples: Suspend incoming phone calls, remove unnecessary papers from your desktop, or meet in a neutral area, such as a conference room.

**Tip:** If you're entering a room, ask the speaker to wait until you're both comfortable to start the conversation. ♦

Source: *Negotiate Like the Pros*, by John Patrick Dolan, Berkley Publishing Group, 200 Madison Ave., New York, NY 10016.



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## *Exceptional Leaders Express Appreciation*

Research has consistently shown that employees choose lack of appreciation from organizational leadership as one of the key dis-satisfiers at work. This also consistently shows up when leaders use multi-rater feedback instruments to measure others' perceptions of their leadership capabilities.

Exceptional Leaders take the time to express and show appreciation a lot. They do this with groups and one-on-one.

The adage that says "You can get more bees with honey than with vinegar" still holds true in the business world.



### *Thought Provoker*

- ✓ When did you last get a sincere expression of appreciation from your boss? If you remember, how did it feel and to what degree did it motivate you?
- ✓ Identify three key people in your work life, perhaps peers or subordinates. Think about their gifts. What strengths do they bring to the job?
- ✓ In what ways could you express appreciation for who they are and the work that they do?

Decide to show appreciation. Think about the words you will use. Even write them down. Decide whether to communicate in writing or orally.

### *Make the time to do it. ♦*

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## *Schedule of Public Courses*

The following courses are being offered to the public by Harmony Coaching & Consulting. Click on the associated link for more information on the program or to register.

Course Title	Date(s)	Time	For More Information/Registration
<b>SHRM Learning System®</b> is the preparation course for the HR Certification Exam <i>(Every other Saturday)</i>	Every Other Saturday Spring 2015 TBD	8:30AM – 4:30PM	<a href="http://www.cbu.edu/shrm">www.cbu.edu/shrm</a>
<b>The Coaching Clinic®</b> is a two-day workshop for executives, managers and leaders to experience and learn coaching skills and competencies.	<b>TBD</b>	8:30AM – 5:00PM	<a href="http://www.harmonycc.net/coaching-clinic.php">www.harmonycc.net/coaching-clinic.php</a>

