



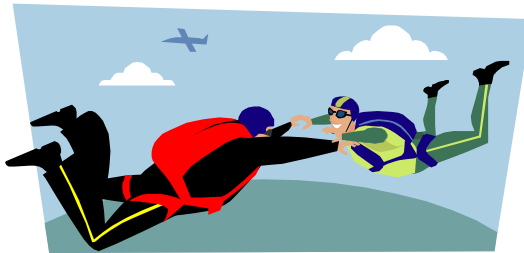
Loving Your Job and getting others to do likewise!

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I love my job because...

- Think of someone in your office you don't know well.
- What would you tell them regarding one aspect of your job that contributes to...
- Recognition
- Accomplishment
- Growth
- Future/Promise
- Gifted Peers

Understanding Herzberg and *The Motivators*



What Would *The Perfect Job* Have to Offer?

- Recognition?
- Accomplishment?
- Growth?
- Future/Promise?
- Gifted Peers?

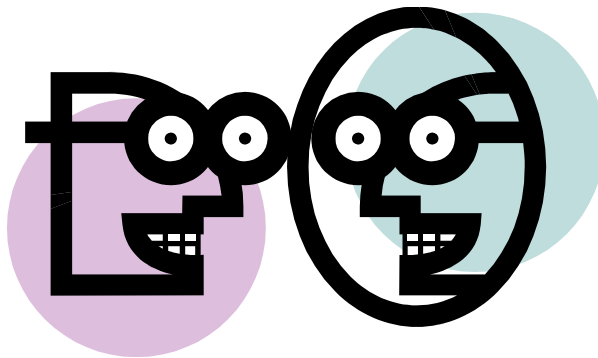


Recognition



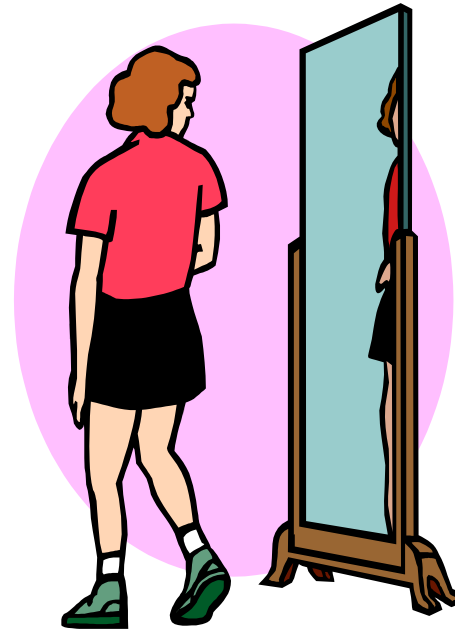
How Can You...

- Recognize?
 - Meetings
 - Awards
 - Publications
- *BE* recognized?
 - *Publications*
 - *Awards*
 - *Sharing*



Tricks on Recognition

- Articles and Blogs
 - Did you write about it?
 - Did you “Tweet” it out?
 - Did you mention it on LinkedIn®?
 - Did you research the possibility of real, honest-to-gosh paper publication?



Accomplishment

- The list
 - 20- to 60-minute
 - 15 is a triumph
 - Forward progress
 - Daily hassles
- SMART
 - Specific
 - Measurable
 - Agreed-upon
 - Realistic
 - Time-limited
- *The RE-Opened work package???*

Growth

- Keynote Speakers.com
- The risk game
- Edison
- AXA
- URS



Growth

- Is it outside your “box?”
- Do you have some skills that support it?
- Can you survive a failure?



Future Promise

- Tomorrow is...when?
 - ...a week
 - ...a month
 - ...a year
 - ...a decade
 - ...65
 - ...100?
- How do you get there?
 - Meet her
 - Write it
 - Try one
 - Stumble

*And as a boss,
be Charlie Smith!*

Gifted Peers

- Charlie Smith – valued zeal
- John Bodnar – the adult in the room
- Sherri Bernardi – camaraderie
- Deborah Brissman – staggering intellect
- LeRoy Ward – captain credible
- Bruce Falk – Diogenes' last honest man

Now we need to do it for others...

- Recognition
- Accomplishment
- Growth
- Future/Promise
- Gifted Peers



Always with a Future

- Affirm the successes
- Close with the positives
- Create/enable the connections

PDU Reporting:

Just use the title, OR the
code (not both!)

Code: LOVJOBP1

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