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a MESSAGE from SYLVIA

SUCCESS NOT GUARANTEED

It's really true that one success doesn't guarantee another one. Teaching school back in the 70s didn't guarantee I'd succeed when I sold cars, worked in a hospital business office, started a nonprofit health related program, or managed a fourteen county organization over the next twenty-five years. For example, I quickly saw that, while I could transfer some skills from teaching to sales, I needed to acquire a new set of skills—and a new way of being. I made the same observation every time I moved to something else.

The point is that, just because people told me I was a superb teacher, didn't mean I would automatically be a star salesperson, a whipper snapper self-starter, or a legendary manager. The reality is that I never set the world on fire selling cars back in the late 70s. Why? I lacked self confidence, I struggled to ask for the sale, and I didn't have the relationship building ability I developed later in life. So shining in several schools meant almost nothing on the car lot. How painful.

With each professional leap I eagerly embraced the need to grow and broaden my skills. What I dragged my feet on, though, was assessing who I was as a person and figuring out what parts would serve me well in the new type of work and what parts I'd have to refine, shift, or change altogether. The "happy to stay in the background Sylvia" wasn't going to cut it sales or program start-up or management. These opportunities required me to step

up and step out into a larger world. While scary in the beginning, doing this showed me other parts of myself that were hidden. Doing this more and more opened many doors that wouldn't have opened otherwise, plus it allowed me to enjoy successes I couldn't have imagined.

So what's no longer working for you? Or what isn't going to work once you make that job move? What do you need to do to create fresh success where you are or where you're going? Read on....

Sylvia

FEATURE ARTICLE

HOW TO BOOST YOUR CHANCES TO SUCCEED

When people fail at work, it's often not about their technical skills but about their interpersonal behavior. How you interact with others counts far more than you may guess. What you say and how you say it matters. Your approach, foibles, and style all play a big role in whether or not you get a promotion, stay stagnant, or get fired.

Take a look at the following behaviors that definitely can contribute to your "job security". Which one(s) do you want to practice more often?

Change your bad habits instead of making excuses.

Rather than telling people this is who you are and they need to accept you for it, try to stop interrupting folks when they are talking.

Look for reasons why someone else's idea could work instead of shooting holes in it.

Think about the benefit to your office culture if you make positive contributions to a discussion rather than negative ones.

Use good manners.

In addition to habitually saying please, excuse me, and thank-you, be sure to express conscious gratitude for special considerations, gifts, and anything out of the ordinary.

Take responsibility for your mistakes and shortcomings.

Rather than blaming others for what goes wrong, own your part in the situation up front.

Praise other people's accomplishments.

Look for opportunities to praise and reward others for a job well done instead of viewing their success as a diminishment of your accomplishments.

Listen to people carefully.

Failing to listen to others is a sign of disrespect, even if you don't think so.

Use self control.

Entering into conversations when you're extremely angry instead of waiting until you've calmed down detracts from your credibility.

Share information freely.

Instead of withholding information to wield power over others, choose appropriate facts, ideas, and background that can benefit your team or department and share it in a timely fashion.

RESOURCES

What Got You Here Won't Get You There

If you want to learn more details around how to create greater professional success for yourself, check out Marshall Goldsmith's book, [*What Got You Here Won't Get You There*](#) (2007). It's a wonderful investment in yourself! Why not avoid serious traps that could badly blemish your career? Why not learn exactly what you OUGHT to do to expand your opportunities yet, at the same time, safeguard your current job?

TIP

Identify your most annoying interpersonal behavior.

To do this, look deep within yourself and ask for input from a trusted colleague or friend. Then decide upon three strategies you can honestly embrace to reduce the frequency and intensity of this particular behavior. As you implement these strategies, watch for positive changes in your relationships with other people in the workplace.

Where in the World is SYLVIA?

It has been a full month already. The second installment of what will be **an ongoing column in the Harrisburg Patriot** appeared last Monday—you can see clippings [on line in Sylvia's blog](#) as they have not yet been published on the Web versions of the newspaper. Future columns will appear monthly on the Monday business page.

This year **I've joined the 2010 MS Leadership Class** because I want to do something for the people who have been diagnosed - and because I want to prevent more people from learning what it means to live with Multiple Sclerosis. The National Multiple Sclerosis Society will use funds collected from this event to support cutting edge research projects, as well as provide programs which address the needs of people living with MS today. Because we can do something about multiple sclerosis, because donations to the National Multiple Sclerosis Society are helping to change the world right now, we are getting closer to the hour when no one will have to hear the words, "You have MS." [Click here if you wish to join me](#) in supporting this cause with a donation.

About This Ezine

This Ezine is 1) to provide readers with valuable FREE content which contributes to both personal and professional growth and 2) to invite them to take next steps toward working directly with Sylvia. ***Launching Lives Ezine*** is dedicated, above all, to “building people...building businesses.” ©

About SYLVIA



Sylvia Hepler, Owner and President of Launching Lives, is an executive coach based in South Central PA. Her mission is to support corporate and nonprofit executives and business owners as they solve problems, develop leadership skills, and increase balance in their lives. Her background includes: nonprofit executive management/leadership, public speaking, business and freelance writing, teaching, and retail sales.

A [certified executive coach](#) through The Rescue Institute in Colorado and a participant in extensive continuing education, Sylvia is a platinum level expert author on ezinearticles.com. She has produced an audio CD entitled, “Making Change”, [two special reports](#) for persons in management positions, and an e-book entitled, No Surprises: A Business Guide for Starting Your Coaching Practice.

More information is available at her [Launching Lives Website](#)
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Launching Lives SERVICES

Launching Lives is an executive coaching company located in South Central PA. Its mission is to support persons in management positions to solve their most pressing problems, develop leadership skills, and increase balance in their lives utilizing a holistic approach. Launching Lives focuses on BUILDING PEOPLE through individual, private coaching, group coaching, specialized products, speeches, and retreats. Most coaching takes place by phone.

Often people don't really know HOW they might benefit from coaching. Quite simply, ask yourself these questions: “What can't I seem to resolve on my own? What is keeping me awake at night? What am I missing when I

look at a certain situation? How can I get to the next professional level? How can I learn certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching is the SOLUTION to any of these issues.

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