



*December, 2016 Volume 7, Issue 12*

*Number 79*

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## *a MESSAGE from SYLVIA*

### **WHAT ARE YOU SETTLING FOR at WORK?**

I still remember the day I was filing patient billing records in a hospital business office when a light bulb went off in my head. Right then and there I knew I had outgrown my job. No question about it. For eight years I'd functioned as a Medicare payment application specialist. Aside from occasional process tweaks my tasks had remained the same. The truth was that I'd been settling for a superficially comfortable status quo.

It was early winter, just after the holidays. Fresh snow was falling outdoors. I paused briefly to watch hundreds of icy flakes hit the row of windows on the other side of the room. During those few moments I drew a line in the sand. I promised myself I'd connect to more soulful work by summer.

Starting the season with a tradition—picking up my fresh wreath



That's exactly what happened too. Once I made the decision, I imagined

myself walking out the door and never looking back. On Sunday afternoons I combed the “want ads” in the newspaper. After doing that faithfully for several months, I finally spied what I believed was the perfect opportunity for me at that point in my life: Building a community based nonprofit health program from the ground up.

Fully immersed in the new job, I realized how miserable I’d been in the old one. Like many folks, I’d stayed as long as I did because it was easier than jumping ship into the perceived scary unknown. Eventually, I came to understand how debilitating and draining professional boredom really is. My guess is that **you** may be putting up with something at work that forces you to settle for less than you deserve. Don’t tolerate it. Face it, and take the necessary steps to change it.

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## **FEATURE ARTICLE**

### **7 Ways You May Be Settling for Less Than You Deserve**

With a new year just around the corner, December is an ideal time to take stock of what’s working and what isn’t working in your job and career. By identifying the things you’re settling for, you can get solid clues. Which of the following resonates with you?

1. **Underperforming staff:** At least one of your employees consistently misses deadlines, dodges “perfect” opportunities to assist teammates, or mistakes mediocrity for quality. In short, she slacks. Often you or others are left holding the bag.
2. **Meaningless meetings:** You lack time to devote to your real work priorities because you spend too many hours each week sitting in meetings that aren’t productive. Folks don’t stick to the agenda or there is no agenda. Facilitators fail to push for decisions, next steps, or consensus.
3. **A blind boss:** Your immediate supervisor simply doesn’t understand the scope of the value you bring to the organizational table. He chooses not to solicit your opinions, brushes off your ideas, treats you as if you are invisible. You’re feeling like he doesn’t see truly you.

4. **An unhealthy culture:** You work in a toxic environment filled with negativity and fear. People keep to themselves and refrain from speaking their mind. A lot of back stabbing occurs. Punishment is issued for making even small mistakes. You feel weighted down by the darkness permeating every conversation, every project, every room.
5. **Lack of recognition for dedication and success:** Nobody acknowledges your ongoing investment of long hours without complaining or the sizable platter of contributions you make month after month. Pats on the back don't happen where you work. You feel taken for granted.
6. **An absentee boss:** Perhaps your boss travels around a region, throughout the country, or across the globe. Or maybe she's onsite but hides out in her office all day, making herself scarce. Physically or emotionally, she is not present to you as a sounding board, a mentor, a resource.
7. **Inadequate professional development:** One of these scenarios may describe you: You're new on the job and need to learn a particular skill. Or you've mastered your current duties and desire to grow. You've been informed that there's no money in the budget for online courses, seminars, classes, and coaching,—or it becomes obvious they don't intend to spend any on you.

Believe me: Settling for less than what you deserve is an energy siphon. Settling compromises your core values. You may want to reconsider your reasons for tolerating whatever you swallow. Do you really want to go through another year like this?

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## What Clients Say

*I reached out to Sylvia when I was ready to pursue a new career opportunity and move out of my professional position. I enjoyed my role, but I wanted fresh challenges. However, this desire for change created a nervousness inside of me, since I knew my job inside and out. Through Sylvia's extraordinary guidance and*

*support, we worked through my fears, identified my strengths, and figured out what was important to me in my life and career. Now thriving in my new role, I'm thankful to Sylvia for her tutelage.*

- Shaylene Scheib, Lebanon, PA

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## *Offers and Opportunities*

### **90 Day Jump Ship Coaching Program**

Have you been aware for a while that you need to change jobs or careers but haven't yet taken the steps to bring it into reality? Not sure where or how to start? Began this process months ago and then got stuck? Sylvia's own JUMP SHIP Coaching Program may be the answer for YOU! In the first quarter of 2017 she intends to bring three private clients into this structured program. Relieve yourself of the stress usually associated with major professional change. Let Sylvia serve as your teacher and guide. To learn more details about content and process, send an email to [sylvia@launchinglives.biz](mailto:sylvia@launchinglives.biz) to schedule a **FREE** 30 minute phone discovery session in December. Even if you don't take the leap, you won't regret this call.

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## *RESOURCES*

### **Blueprint for Landing Your Next Job**

If you are considering a job or career change, you may be interested in Sylvia's very own Blueprint for Landing Your Next Job, a chart consisting of 12 components or steps to achieving your goal. This is the pictorial version of the structured coaching program used with private clients. To access it, [click here](#).

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## *TIP*

Identify the specific aspect of your work experience that you've been settling for. Get in touch with its personal, health, and work-related impact.

Recall how long you've been putting up with it and why. Connect with your deepest feelings around this troublesome issue. Make a conscious decision to alter the situation either through staying with your current employer or by leaving. You owe it to yourself.

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## Where in the World is SYLVIA?

Recently Sylvia began working on another comprehensive web-based training module for PA's network of victim assistance providers and stakeholder agencies in the criminal and juvenile justice and human service systems. This training course contributes to a total of thirty to be created by a select group of consultants/coaches in South Central PA. The U.S. Department of Justice, funder of this initiative, awarded the contract to the Pennsylvania Coalition on Crime and Delinquency. All aspects of this contract are being administered through Penn State Harrisburg.

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*Join Sylvia on these social networks!*

## About This Ezine

The purpose of this Ezine is to: 1) Provide readers with valuable FREE content which contributes to personal and professional growth as well as overall career development; and 2) Invite readers to take next steps toward working directly with Sylvia.

Back issues are [available here](#). Send an email by [clicking here](#) to manage your free subscription. Sharing content with attribution is encouraged as is forwarding the Ezine email. Include launchinglives.biz in your list of safe senders or friends, depending upon your email software, to be sure you receive the monthly emailed issues.

Launching Lives Ezine is dedicated to "building people ... building businesses." ©2010, 2011, 2012, 2013, 2014

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## About SYLVIA

**Sylvia Hepler**, Owner and President of Launching Lives, LLC, specializes in career development for both corporate and nonprofit executives and managers. Based in South Central PA, she specifically supports clients as they upgrade their current job performance, seek a promotion, or plan/navigate a career transition. What makes her services unique is that Sylvia helps people to cope with change, loss, and grief as they work on developing their careers. Her professional background includes: nonprofit executive management/leadership, nonprofit community health program start-up, program evaluation, public speaking, business and freelance writing, teaching, and retail sales.

A certified executive coach through The Rescue Institute in Golden, Colorado and Quantum Endeavors in Chicago, Illinois (plus a participant in extensive continuing education opportunities with several coaches of national notoriety), Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She also has created tangible and downloadable products that augment her coaching and speaking services.

**For more information** and to connect with Sylvia try:

[Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at **717-761-5457**

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## Launching Lives SERVICES

**Launching Lives, LLC** is a full service career development company for managers and executives located in South Central PA. Utilizing a holistic approach to service provision, Launching Lives focuses on supporting clients as they create the platinum level career they desire by upgrading their job performance, seeking a promotion, or planning/navigating a career transition

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 may be the SOLUTION to any of these issues.

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