
The Results Register

November 2002

Volume 2 Issue 11

THE QUINTESSENCE CORPORATION
Cultivating Potential into Performance and Profit

Have You Ever Thought About Hiring A Professional Coach?

By now you have heard of coaching for professionals.

Coaching is no longer just for athletes and musicians.

But how do you know if and when you should hire a coach? Here is a quick quiz to find out if now's the time.

1. I find myself planning WEAKLY instead of WEEKLY.
2. I am efficient AND effective.
3. I sometimes feel like I'm busy working "in" instead of "on" growing my business or practice.
4. I know my goals pass the S.M.A.R.T. test. (Specific, Measurable, Attainable, Realistic and Time bound)
5. I would rather reach a goal vs. solve a problem.

Continued on page two – Coaching



Coaches help enhance behaviors, attitudes, and skills for your personal & professional success!

Personal Development

The missing link in professional training & development

By Peter LaChance

To develop professionally, one must also develop personally. When people enroll in a training program, most of them ask, *What's in it for me?* If you are their boss, that question may seem selfish, but actually, it's a fair one.

Often, "personal gain" isn't monetary in nature -- it can mean recognition, trust and respect -- basic aspects of human dignity that we all crave. If there isn't anything to gain personally from a training program, people lose interest in it, attending only to satisfy someone else's wishes. The result: they don't retain what they learned, so no improvement is realized and your organization's training dollars are wasted.

Continued on page three – Personal Development

Motivational Quotes

"There are some people, who live in a dream world, and there are some who face reality; and then there are those who turn one into the other."

- Douglas Everett

"Think of yourself as you wish to be, not as you are today."

"Listening builds trust, the foundation of all lasting relationships."

- Brian Tracy

Inside This Issue

1 - *Have You Ever Thought About Hiring A Professional Coach?*

1 - *Personal Development – The Missing Link*

2 - *Spam Busting*

2 - *E-Mail Overload*

3 - *One–Minute Ideas*

3 - *Web Site Of The Month*

4 - *Do You Know Your Employees?*

Continued from page one - Coaching

6. I typically inspect what I expect from myself and from others.
7. There are 3 or more things in the last 12 months I have stopped doing due to time constraints.
8. I know I delegate effectively.
9. I share my dreams at least once a year with a valued, trusted friend or significant other.
10. I know what ONE thing in my life I am most passionate about.

Key: Give yourself 2 points if you answered TRUE to questions 2, 4, 5, 6, 8, and 10. Deduct one point if you answered TRUE to questions 1, 3 and 7.

If you scored 10 or higher you are in a good place in your life right now. Monitor your thoughts and feelings and if or when you feel them changing, then would be the time to take action.

If you scored between 6 and 9, *now might* be a good time to seek a professional coach to help you achieve greater balance and increase your satisfaction from life.

If you scored lower than 6, *now is* definitely the time to begin a relationship with a professional coach. This score indicate a need for assistance in identifying, developing, and implementing an action plan to enhance the behaviors, attitudes, and skills necessary for your personal and professional success.

Written exclusively for Sorrell Associates by Kathy Szpakowski, CPBA, CPVA, of KBS Group, Inc. is a certified Professional Behavior and Values Analyst. kathys@bethebest-kbsgroup.com

Spam Busting

Don't fall prey to the "oldest spamster trick in the book" - don't use the unsubscribe feature in spam messages (not to be confused with Lists and Ezines). Spam marketers and list providers use the unsubscribe feature to qualify email addresses! Do you see the irony?

Continued –

One means to combat 'spam' is to consult with your ISP. More and more ISPs are providing spam filters. You can also forward the spam you get to the FTC.

E-mail it to: uce@ftc.gov.

E-Mail Overload

Help your friends and colleagues cope with their email overload by NOT contributing to it! Unless they've expressed an interest, perhaps you can hold back on sending those jokes, greeting cards, and CC-ing them on every-little thing. While we're on CC-ing, it's important for companies to develop a policy on what to 'CC' and to whom. If your company doesn't have a policy in place maybe it's time for you to suggest creating one and/or head up the project for your company.



"I can teach anybody how to get what they want out of life. The problem is that I can't find anybody who can tell me what they want."

- Mark Twain

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12 Issues For Only \$97



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Continued from page one – Personal Development

Most training programs are intended to achieve professional improvement. At best, they pay lip service to personal improvement. Yet, in many areas of professional improvement, addressing personal improvement is essential to achieving the objective. For example, to develop into a terrific people leader, one first has to develop great self-leadership skills.

Training entails practicing new skills and learning new knowledge. Personal Development entails making positive behavioral change, by changing attitudes and instilling a permanent commitment to goal-achievement. Of course, new habits of thought -- that is, new attitudes -- and new lifelong goal setting and achievement habits, aren't accomplished over a few days! (This explains why most traditional training & development programs aren't successful.) It may take time, but personal development is absolutely essential to generating the internal motivational forces required to achieve personal and professional success.

Combining training with personal development is a powerful way to capture and maintain the interest of trainees, which in turn results in higher levels of trainee commitment to improvement and better retention of skills and knowledge. Equally important, when goal-achievement and attitude development methods are properly understood and facilitated, training and development programs will result in positive behavioral change, leading to improved job performance. When the constructive behavioral talents of well-developed employees are funneled into alignment with organizational goals, your company will operate in the "high performance zone!"

Submitted by Peter LaChance, President, The Quintessence Corporation. 215-321-8914.

Web Site Of The Month!



Today's Front Pages

This site by the 'Newseum' displays the front pages of today's newspapers from the USA and all over the world. Select a region and see the newspapers that are available. Click on the paper you are interested in and see the front page.

Check it out at: www.newseum.org/todaysfrontpages



ONE MINUTE IDEAS

Backup Important Data

What would you do if your computer suddenly and completely failed, all the contents of your hard drive lost? Do you have a backup of the important information on your computer? It's a good idea to keep regular backups, including keeping a copy off-site in case of fire or flood.

Speak Decisively

To command attention and project authority, follow these tips:

- **Abandon conditional phrases** such as "Could you...?" in favor of statements such as "When will you...?"
- **Emphasize the benefits** when asking employees or co-workers for help. Say, "This will help you because..." rather than "I need a favor..."

Source: Manager's Edge, adapted from *Influencing Within Organizations*, Andrzej Huczynski, Prentice Hall.



Do You Know Your Employees?

If you want to increase the motivation among the people that work for you, you need to know what motivates them. Answer these questions for each employee.

He/She _____ working under pressure.

_____ excites him/her about his/her work.

He/She _____ when you walk into his/her office without knocking.

He/She _____ criticism.

He/She considers his/her biggest accomplishment to be _____.

He/She _____ working on a team.

His/Her goals for working for the company are _____.

He/She sees _____ as his/her biggest strength for the company.

He/She _____ it when I am up-front and open with him/her.

He/She _____ being challenged.



If you don't know the answers to these questions, you need to spend more time with your employees.

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THE QUINTESSENCE CORPORATION 215-321-8914 or Fax 215-790-6276

The Results Register

A publication of THE QUINTESSENCE CORPORATION

484 Stony Hill Rd

Yardley, PA 19067

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