

## Have You Selected YOUR New Year's Resolutions Yet?

If you haven't, here's a list that just might help. These 26 ideas come from a study of workplace satisfaction issues as described in *Love It, Don't Leave It: 26 Ways to Get What You Want at Work* by Beverly Kaye and Sharon Jordan-Evans. Taking responsibility for one or more of these could transform your year. Choose one or more... and commit!

Based on *LOVE IT, Don't Leave It: 26 Ways to Get What You Want at Work* written by Beverly Kaye and Sharon Jordan-Evans

**Ask... And you may receive.** Most people eventually realize that no matter where or with whom they work, at times they want a bit more of something. The best way to get that something is to ask. Don't expect others to take the first step. Be clear, be prepared, and be collaborative - then ask for what you want.

**Buck... Don't pass it.** Some people are tempted to hold others accountable for their work satisfaction. Ultimately you choose your career, your boss, your team, your organization. You decide how long to stay, and you have the power to improve your work. Accept that responsibility, complete with its challenges, and you'll get more of what you want from your work and your workplace.

**Career... Chart your course.** Your career is your creation. When was the last time you really gave serious thought and time to planning it? Too many people delay or even paralyze their actions. They wait for their bosses to provide career maps. The truth is that only you can make the time and the decisions that put your career on the right course. The payoff is greater work satisfaction.

**Dignity... Give it to get it.** If you don't feel respected, don't just wait and hope for your boss, colleagues, or employees to give it to you. Clarify what respect means to you. Find ways to get more respect, right where you are. We all deserve respect. Get your share by performing well, by asking for it, by continually improving, and by being willing to change YOU in small but significant ways.

**Enrich... Energize your work.** In today's work environment there is almost always something new to learn, another approach to try, or a way to rekindle enthusiasm. Don't wait for someone to hand you an exciting project or something new to learn. Find a way to enrich your own work, negotiate for it, and then do it.

**Family... Seen yours lately?** You might believe there is no way to excel at work and have quality time with your family. But dozens of people effectively integrate career and family. Try something innovative, non-traditional or creative. You shouldn't have to choose between work and family.

**Goals... Up is not the only way.** If you're waiting for your boss (or someone else) to define and then deliver your career path, you might wait a long time. Expanding your career options means considering moves you may not have taken seriously before. See what you could gain by moves other than up.

**Hire... Are you on board?** Bringing yourself onboard and truly "finding the fit" can be challenging. Do your homework and learn as much as you can about the organization you've joined. Don't leave your own job fit to happenstance.

**Information... Plug yourself in.** For many reasons, you may not be getting the information you need to be satisfied and successful. If that's the case, don't wait for someone else to fill you in. Take charge, plug in, and get more information.

**Jerk... Work with one?** Whether jerks come into your life in the form of bosses, teammates, or clients, their very existence can cause you to want to do something drastic, like jumping ship. There are things you can do to improve your situation if you work with a jerk. You may not be able to rid your workplace of jerks, but you can dramatically reduce their impact on you!

**Kicks... Are we having fun yet?** If fun at work is high on your priority list and you see your department, team, or organization as a "fun-free zone," don't wait for your boss to cheer up your workplace. Take charge, get creative, and inject more fun into your work. If having kicks at work matters to you, add "creating fun" to your unwritten job description.



### *Link... Build the connection.*

Linking with others brings us joy and adds immensely to our capability and success-in life and at work. Do the people you work with add to your satisfaction? Don't wait for your boss or others to include you or build the connections for you. Step forward and strengthen the bonds between you and others in and outside of your organization.

### *Mentor... Make your own match.*

Don't wait for someone to offer to mentor you. Identify what you want and then seek those with the wisdom you need. You will find them, right where you work. Don't wait for your organization to assign you a mentor and don't fret if no one seeks you out. Mentors are everywhere. You just may need to seek them yourself.

### *Numbers... Assess your worth.*

Sometimes what we think is all about money has very little to do with money. Have you thought about the other things you want? Managers know that talent keeps them competitive. You might help them by asking for currencies other than money. As you ask, be patient with their predicament. Your professionalism will pay off in the long run.

### *Opportunities... They're still knocking.*

Don't wait for your boss or anyone else to hand you the next opportunity. Make sure that when opportunity knocks, you not only hear it, but you're also prepared to open the door.

*Passion... It's not just a fruit.* Get clear about your passion and then go after it! Notice what's missing and then ask for it. Having passion for your work is not only possible, it's crucial. Launch a passionate search for ways to bring together your passion and your work.

*Question... Go outside the box.* If you're feeling blocked-by the rules, the culture, or the boss-don't despair. There are things you can do to get out of the box you're in and get more of what you want at work. When the rules, traditions or policies have you boxed in, question them. See which are rigid and which might be bent or even broken.

*Reward... Reap your own.* Reward experts agree that most of us want more than money from our work. If you're not feeling rewarded enough at work, get clear about what's missing. Think about who could provide what you really want. Then go after it!

*Space... Want some?* If you're feeling fenced in, over-controlled, or frustrated by your lack of freedom, don't wait for the rules to change. Take charge and do something to get more space, right where you are. Chances are, no one's going to come along to offer you more space. You have to ask for it.

*Truth... It hurts - or does it?* You need regular, honest feedback from your boss, co-workers, customers, and friends. Many people complain about not getting enough feedback. Don't wait for your boss, or others, to tell you truth. Go after it. You need the truth to know where you stand and how you can succeed.

*Understand... Are you listening enough?* When you tune out, you miss out on information. More importantly, you miss out on having a respectful relationship. Key characteristics of emotionally intelligent people are their abilities to listen, empathize, and truly understand others. So listen more.

### *Values... What matters most?*

When your values match your work and your workplace, you feel "in sync." When your values are not met in your work and workplace, the opposite is true. Don't wait for your boss to notice that you seem unhappy. Get clear about what's unacceptable. Find a way to better align your values with the people, the workplace, or the work itself.

### *Wellness... Time for a checkup?*

You are ultimately in charge of your own state of health and well-being. Ask your boss and others for help in accomplishing your wellness goals. But take control and do something now to increase your own level of mental, emotional, and physical fitness.

### *X-ers and Other Generations... Bridge the gap.*

If you're experiencing generation gaps with colleagues, bosses, or employees, don't pull away and don't jump ship-at least not until after you've tried to bridge the gap. Explain yourself and seek to understand another point of view.

### *Yield... Get out of your own way.*

Sometimes what serves you best is to get out of your own way and yield the right-of-way to someone else. Give yielding a try. It may seem counter-intuitive but it's true. Yielding (a form of giving) will help you get more of what you want in the workplace.

### *Zenith... Are we there yet?*

Our work lives sometimes feel like a constant climb, and we wonder how long it will take to "get there." Satisfaction often comes not just from reaching the peak, but also in traveling to it. There are actions your manager can take, and yes, there are actions your organizational leaders can take, but in the end it's all up to you. You're in charge of finding and working towards the zenith.

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