


## Speed Traps, Pot Holes and Idiots!

Prepared For



**Asphalt Pavement**  
*Paving it Forward with Teamwork*

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## Paired Sharing

- You will have 3-4 minutes per round
- Feel free to take notes
  
- Round #1: 3 things, non obvious, you have in common. As many people as possible.
- Round #2: Share someone you would like to meet and why, live or dead.
- Round #3: What are two things you would like to get out of our time?

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## What is your biggest success in the last 12-18 months?

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What has been your worst idea in the last 12-18 months?

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Rejection situations

1. Audit finding
2. Budget requests
3. Ideas; workflow, efficiencies
4. Furlough
5. See others advance and not you
6. Excluded from social activities at work
7. Put work into project and it doesn't go anywhere

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Rejection

-Naomi Eisenberger

1. Appreciate the defining moment
2. Remind yourself of "spotlight effect"
3. Argue with self-criticism
4. Drop defensiveness
5. Ask for feedback
6. Desensitize yourself to "no"
7. Keep your chin up

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### Appreciate the defining moment

1. Capture the lesson
2. Reflect, it could make you a better leader or business person
3. Look for the good in what happened

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### Remind yourself of "spotlight effect"

1. Discovered during research at Cornell University
2. People overestimate how much attention people are paying to them
3. We are likely exaggerating the extent to which others notice

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### Ask for feedback

1. Explore what lead to rejection
2. Might bring to light misjudgments or misinterpretations on either side
3. Can open the door for stronger relationships based on openness and candor

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### Argue with self-criticism

1. Do not discount the embarrassment of rejection
2. Often we become too self critical
3. Practice self kindness
4. Make a list of any self critical thoughts or negative feelings

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### Drop defensiveness

1. Defensiveness signals that we are not taking what happened seriously
2. John Gottman considers defensiveness to be one of the 4 horsemen of apocalypse

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### Desensitize yourself to "no"

1. A toddler hears "no" up to 400 times per day
2. Consider a strategy that psychologists call desensitization
3. Take the rejection head on
4. It is just a part of business and life

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### Keep your chin up

1. Rejection can bring about emotions like sadness, distress or even shame
2. Acknowledge emotion, feel bad and move on
3. See out the company of others in your network
4. Don't close the door to your office, avoid the lunch room or take the afternoon off
5. You strengthen your emotional intelligence when you are able to manage emotions

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### Types of changes or challenges experiencing:

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### Four Reactions to Change

Nose to the g\_\_\_\_\_

G\_\_\_\_\_

D\_\_\_\_\_ in h\_\_\_\_\_

New \_\_\_\_\_

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## Slide 14

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**C21** Make the process more linear.  
Cherie, 2/27/2015

**C22** Feed off of each other  
Cherie, 2/27/2015



## Nose to the grindstone

- Use a web search engine to find meetings, events, articles and other resources in and for your industry.
- Attend a local or national association meeting in your industry.
- Ask someone you respect for a book they recommend and read it!
- Hire a trainer or speaker on a topic your employees could benefit from.
- Ask a peer who you look up to for suggestions on what areas you could improve in.

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## Four Reactions to Change

Nose to the grindstone

G \_\_\_\_\_

D \_\_\_\_\_ in h \_\_\_\_\_

New \_\_\_\_\_

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## Gossip

"In my opinion"

"I believe"

"I feel"

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## Four Reactions to Change

Nose to the grindstone  
Gossip  
D\_\_\_\_\_ in h\_\_\_\_\_

New \_\_\_\_\_

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## Deer in headlights

Lee Stoerzinger ( [www.leestoerzing.com](http://www.leestoerzing.com) ) Daily Fun Plan

Date: \_\_\_\_\_

- Learn one new topic about my business
- One excellent article for "The Envisionary" (his newsletter)
- Hand out cards, newsletters or write to someone
- Work on one part of the strategic plan
- Set 3 appointments

Priorities for the day:

1.	2.
3.	4.
5.	6.
7.	8.

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## Four Reactions to Change

Nose to the grindstone  
Gossip  
Deer in headlights  
New \_\_\_\_\_

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## New Job

According to Jake Gibbs of Legacy Frontiers, ([www.legacyfrontiers.com](http://www.legacyfrontiers.com)) people tend to be unhappy in their job when they are not engaged. There are two questions to ask yourself if you feel disengaged:

- 1) Are you rusted out?
- 2) Are you burned out?

These are two leading causes to disengagement and ultimately decrease satisfaction on the job.

As a rule of thumb, unless the situation is unhealthy, you may want to try to leverage your investment in your current job. Many companies support career webbing or career development within the company. This can also be a great opportunity to rediscover your talents and shoot for that raise you have been looking for.

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## The new state of change

- Focus on what you are *gaining* rather than what you are *losing*.

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## Motivating

What are the 2 methods you use to motivate change with your coworkers or customers?

**Fear or Desire**

How do you determine which method to use in different situations?

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### People tend to like change if it is their idea

- Get them involved in the process and it will be their idea.
- Ask questions instead of dictating.
- Use questions that can help channel them.

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### Change Seats

Steps of change

1. Denial/Avoidance: Don't immediately move, you wait
2. Resistance: Stay in seats or move slowly
3. Exploration: Look for a new seat
4. Commit: Commit to their new seat

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### 4 Major Fears

Unknown  
Failure  
Rejection  
Success

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## Slide 25

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C1 Yes - and we can use this as an ID principle throughout!  
Cherie, 2/27/2015



## Resources

- Someone who has mastered a trait
- Tapes and videos
- Books

Ruiz, Don Miguel, *The Four Agreements*. Amber Allen, 2011  
Lieberman, David Ph.D., *Make Peace with Anyone*. St Martins, 2002  
Loehr, Jim, *The Power of Full Engagement*. Free Press, 2003  
Grabhorn, Lynn, *Excuse me, your life is waiting*. Hampton, 2000  
White, Bowen, *Why Normal Isn't Healthy*. Hazelden, 2000  
Meyers, David, *The Pursuit of Happiness*. Avon, 1992.  
Hakim, Cliff, *We are all self employed*. Berret Koehler, 1994  
Bradshaw, John, *Homecoming*. Bantam, 1990.  
Johnson, Spencer M.D., *Who moved my cheese*. Putnam's, 1998

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