



## eNewsletter

March 2010

Welcome to the March Newsletter. I do hope that 2010 has kicked-off in a positive way! I also hope you've set some goals and are well on the way towards success. Consider a coach if you've never had one. Although a simple catch-up with a friend can also act as an informal co-coaching session. It's about accountability and can be surprisingly effective.

As always, enjoy the read and seek to implement one small change that can make a difference.

### Flexing Your Strengths

Have you ever been in 'flow' – that mental state of operation in which you are fully immersed in what you are doing. There is a feeling of energised focus, full involvement, and success in the process of the activity? You may also know it as being 'in the zone' or 'in the groove'. In the state of flow your emotions are not just contained and channeled, but positive, energised, and aligned with the task at hand.

Positive psychology research studies indicate that people are happier, more creative, more productive and more likely to be in 'flow' when utilising what psychologists have come to call 'signature strengths'.

We're not only happier when we utilise our signature strengths, we're also more productive. **Read More**

### 12 Clues to Excellent Manager Behaviour

Based on a recent study conducted and published in Positive Psychology News, the following 12 clues of excellent manager behaviour emerged starting with the most frequent.

1. Supports career development. Gives stretch assignments. Mentors
2. Knows how to do the job. Leads by example. Technical competence
3. Cares about people beyond work performance. Helps people with practical needs
4. Gives autonomy
5. Communicates well within team – e.g., gives clear directions
6. Has an open door — is accessible to employees
7. Asks for people's opinions and acts on the information. Is willing to learn from others
8. Is positive and cheerful. Values humor. Detoxes stress
9. Shares information. Enables employees. Watches for occasions where help is needed and gives it in a way that increases rather decreases employee confidence
10. Bears the brunt of mistakes. Shields employees. Deals well with errors and failures
11. Gives credit for good performance. Gives feedback well
12. Trusts employees and is trustworthy

If you are a manager of people, how do you stack up ?

- What could you be doing differently?
- What is one small change you can make today ?

### To Ponder.....

***Wasted strengths are like "sundials in the shade". Sundials were created to do good, but if they are never placed in the sun, they will never realize their potential.***

*Benjamin Franklin*

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