

# JUICY WORK NEWS

Updates from The Learning Advantage

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THE Learning Advantage

## Mobley's Musings

I heard a mother complaining that her daughter didn't keep her house as clean as the mother did. The daughter has a job and two small children. When she finishes work, she wants to spend her time playing with her children, not cleaning the house. The house isn't dirty, but it wouldn't get the Good Housekeeping seal.

I'd say the daughter has her priorities straight. Her friends agreed. She posted on Facebook that she was overwhelmed with laundry, work, and all the things she hadn't done. To a person, her friends were caring and supportive. They suggested that she was doing enough and the time she spent with her family was more important.

Some of my best memories are of time spent with my aunt who always put chores aside to play with me. She taught me to bake, spent time coloring with me, and let me know that I mattered to her. And, as I got older we would do the chores together. It didn't matter what we did; I loved her wanting to spend time with me.

When I review my life, I don't want to be remembered for a clean house, weed-free garden, perfect dress and make-up, etc. I want to be someone who always made time for friends and family, who laughed and played and enjoyed life. I want to choose connection over perfection.

Sandy



## Taking Advantage of Coachable Moments

Unprecedented change, fewer workers than are needed, and a new generation with different values from past generations characterize the work world of today. These changes present unique challenges and opportunities if a company wants to attract and retain the best employees. Using coaching to help employees learn and grow can create a positive climate and make your organization the employer of choice

Employees are being asked to do more and to do it faster, often without



*Sandy Mobley*

## Ask Sandy

It is a rare person today who hasn't gone through a layoff, restructuring or firing. When faced with that situation, clients come to me to quickly find a new job. I understand the need to find a new job and think that there may be some unexpected benefits from losing your job. Reflection on what led to the job loss can set you up for success in the new job.

One thing to consider is whether the job and/or company was really a good fit. Too often we try to make things work when in reality we would be happier somewhere

else or doing something else. In many descriptions of job loss I hear an element of dissatisfaction with the company, boss, co-workers or the job itself. Before jumping back in to the workforce, take stock of what you love to do and look for work that you are good at and have passion for.

Another thing to consider is how you may have contributed to your job loss. Were you too challenging of management decisions? Did you share disagreements constructively? How did you work with colleagues? Did you make decisions that were right for the company or were self-interest oriented? Did your values align with those of management?

Were you just in the wrong place – new to the company when a merger occurred and staffing was reduced? Or ready for promotion when a new leader is hired who wants to bring in people he knows?

When I check in with people a year after they have been in a new job I hear things like, "This is the best thing that could have happened." Or, "I didn't know how my attitude had been affecting my work." I rarely hear someone say they miss the old job. So as painful as it may be to lose a job, trust that something good will come from the change and do your part to make the most of the opportunity.

**Learning for Leaders** – When faced with a job loss, take the time to learn from the situation and make better choices.

adequate training. When a mistake is made, coaching can help the employee learn in a way that builds his self-confidence without making him feel foolish or criticized. This builds employee loyalty and willingness to go the extra mile or take risks, because the employee feels supported. Millennial employees are characterized as being unwilling to jump through hoops and less promotion oriented than earlier generations. They expect to be involved in decision-making and treated as a part of the team. They are more responsive to coaching and less willing to "take orders." Coaching is a supportive process of helping people find their own solutions to problems which creates stronger, empowered employees.

- What is a coach?
- What is a coachable moment?
- How can you learn to coach?
- Benefits to coaching

### Read more.



**Coaches Corner** – Help clients make this situation a time for positive learning. Work with them to stay open to finding the ‘right’ job and not just the easy move.

If you have questions you’d like Sandy to address in future newsletters, email them to [sandy@learningadvantageinc.com](mailto:sandy@learningadvantageinc.com)



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