



## Mobley's Musings: Surround Yourself with Positive People

Imagine working in a group of people who are angry, irritated, frustrated, or unmotivated. Can you feel your energy draining away? If you find yourself in that situation, move away. If you can't leave you may be able to shift the mood.

Asking positive feeling based questions can lead to a shift. What are you looking forward to doing this weekend? How do you feel about (some positive event like a sports team success)? What are you proud of? How are your kids, dogs, cats, etc.?

Shifting the body can also shift your mood. It is hard to feel negative when you are standing up straight and smiling and it is equally hard to feel positive when you are slumped over your phone or computer.

A research study by Gallup showed that managers who were positive had higher engagement on their teams and attracted employees. Being a positive force in your sphere of influence helps you and those around you.

Sandy



### Ask Sandy

#### Ask for what you want

Some clients "wish" they could have additional resources, get more responsibility or work remotely. As strong as their desires, their fear of asking for these things is even greater. This is not uncommon. Many people fear hearing a no as if it were a life sentence.

Another way to view a no is as an opportunity to ask someone else. In sales training, we were told it took nine nos to get to a yes and to view each no as being one step closer to success. That made no seem more like a step on the process than an end point.

If you view a no as a decline to your request rather than personal rejection, it takes away some of the sting. Feeling okay about another person's no lets you get creative. You might ask, "What would it take for you to say yes?" Or, "I understand it is a no for you. Can you help me strategize how else I might get my need met?" The key is to be able to hear a no while staying in a relationship with the other person.

Imagine what might be possible if you asked for it. And, if you never ask, the answer is always no.

**Learning for Leaders:** Notice when you are reluctant to make a request. Do it anyway.

**Coaches Corner:** Help your clients practice by asking them to make requests of you that you decline.

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



## JOB FIT: Should I Stay or Should I Go?

*I know work is a four-letter word, but does it really have to be this painful?*

During my years of coaching, I've heard many clients express this sentiment. And that's a shame. I believe work should be joyful and fulfilling, so when a client is unhappy at work I want to get to the root of the problem right away, before she or he does something rash, like telling the boss *to take this job and . . .* well, you know the rest.

*Another article that might help you decide about your job is from Fast Company, [8 Signs you should quit your job.](#)*

In diving deeper to find out why a client is unhappy, I often find our discussions revolve around "fit." Is the job not a good fit for my client, or is my client not a good fit for the job? Three recent clients—all unhappy at work—presented three different issues around job fit.

Julie is an exceptional program analyst and her boss knows she has much to contribute. He wants her to be more visible and speak up in meetings. But Julie is an introvert who prefers to think before she speaks. Unfortunately, by the time she knows what she wants to say the conversation has moved on. She's tried talking while she thinks, but her ideas are disjointed and she rambles too much before arriving at her conclusion.

Another client, Tim, loves to drive change and is eager to improve his organization. Yet he has been told to slow down and not push so hard to change things right away. But to Tim's way of thinking he isn't doing a good job if he isn't aggressively pursuing a goal. It's like he only has two speeds: fast and very fast

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