

RISE ABOVE IT

As I have said in previous articles, and to my staff and distributors, "If you do the same things today as you did yesterday, then expect the same results!" Analysing what you do and how you do it is vital both in your business and at home.

ON THE HOME FRONT

My biggest lesson learnt in 2005 was the realisation that fulfilment never comes from blaming others for what is lacking in your life. Here's a practical example; think about when you fell in love: you felt exhilarated, had loads of energy, needed less sleep, smiled more and more than likely you felt fulfilled. And the main reason is this was because you were focused on someone else. It all goes wrong when we start thinking about what we want, making demands and blaming someone else for our lack of fulfilment.

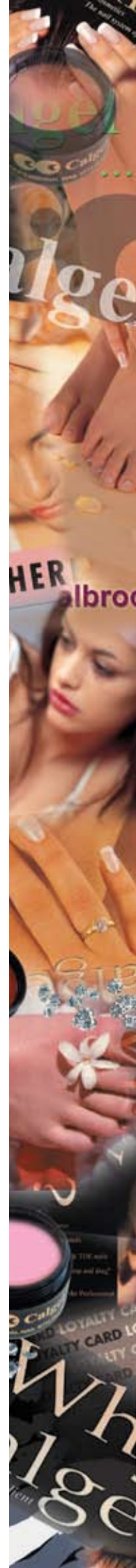
Remember: sow what you reap. If you are sowing contempt in your relationship by moaning and making demands all the time, then that is what you will get in return. My experience pre-Calbrook as a counsellor taught me that the biggest mistake made by most people is that they stop growing as individuals and they try to change their spouses, lose respect for them and treat them like possessions, not as someone with whom to share their lives. People can change but not through demands, nagging or verbal abuse: this is a lesson that is easily transferable to business life.

ON THE BUSINESS FRONT

I have spent a lot of time in 2005 learning about human behaviour and human needs and this has been tremendous help in my business, especially when employing staff! Although you gain a lot from one or two interviews, my biggest tip to any employer is to try to get the person to come in for two days before committing to them. During these two days you need to:

1. **Observe their body language**

If they move around slowly, with their shoulders drooped, or they speak incredibly slowly and don't seem very positive, then beware. In the interview you ask them to share their own personal vision so don't be scared of those who want to go off and start a business just like yours one day. You will get more from this individual and their entrepreneurial spirit than you will from someone who has no vision. If they don't have a vision or goals for their own life, how can you expect them to support yours and be an asset to your business?



2. Make sure they can follow instruction

This can be a big frustration to any companies, plus it can be very costly. In once heard someone say " If they ask another staff member the same question, or for help for the same thing twice, then the other member of staff deserves half their pay for doing half their job. If they ask more than four times, then they should be treated as a child and only deserves an allowance". Quite profound! Under this point, you also need to see if they can take correction; people who justify their slip-ups or make excuses do not learn from their mistakes.

3. Can they multi-task?

During the two trial days, expose them to different areas of the business. Individuals who can multi-task will be the biggest asset to the company, as they can fill in if other staff members let you down. The ability to multi-task will show how flexible this person is as an individual and definitely reflects team spirit.

(As seen in February 2006 Professional Nails)

