



Secrets
*(to loving Mondays
and every other day)*

I want to acknowledge you for your commitment to yourself; your growth, performance and fulfillment, by subscribing and downloading “Secrets (to loving Mondays and every other day)”. This is an important step, maybe an early one, and vital in your journey.

- George Anastasopoulos



Most of us are...

- ❖ Overworked, overwhelmed, stressed
- ❖ Disengaged or working with others who are
- ❖ Relieved to make it through the day
- ❖ In the weeds constantly with little time to think, plan or strategize, and
- ❖ Spend half our waking lives at work, like this, for about 40 years

How sad...

- ❖ To endure “I guess I have to suck it up”
- ❖ To resign, years before actually resigning
- ❖ To be resigned to “it’s just the way it is” and that the only way out; is out.

In this paper you’ll get...

- ❖ The 6 Secrets to put it in perspective
- ❖ How to make it possible in your life and work
- ❖ BONUS... with two short phrases, applied daily you will accomplish more (while doing less)

Everything we do at Leadership Fundamentals... everything in this paper is about WHO...

That WHO is YOU...

And YOU are the solution!

“The crisis doesn’t need a solution. The situation needs leadership.”

- George Anastasopoulos

It's just the way it is

Research shows that employees are...

- ❖ 2/3 are disengaged (from the top to the bottom of the hierarchy)
- ❖ 1/4 to 1/2 are often or very often burned out
- ❖ 4 out of 5 suffer stress induced physical and/or psychological symptoms and
- ❖ 1 in 5 have been driven to tears by their work
- ❖ 40% of all (70% of executives) are considering quitting in the next few months
- ❖ 9 out of 10 executives say they care about employees wellbeing (but only half their employees believe them)

Yes it is that bad. People are saying about work. ***"I am..."***

- ❖ OVERWHELMED! Too much to do, too many issues, not enough time or resources. Stressed, burned out, anxious and tired.
- ❖ FRUSTRATED! I don't feel valued or appreciated. I don't feel I'm helping anyone or making this a better world.
- ❖ TRAPPED! I want to progress in my career, yet feel powerless.
- ❖ UNHAPPY! This job is my life, bad management, where's the fun, bogged down in small stuff, pressures and stress.
- ❖ CONFUSED! Too many and conflicting priorities, unrealistic goals and expectations.
- ❖ UNFULFILLED! I'm buried, can't catch up, haven't had a big win, not doing meaningful or important work, is it really worth it?

Further; people are asking for. ***"I want..."***

- ❖ To love my work... like I used to
- ❖ To better deal with uncertainty
- ❖ More control over my life and work
- ❖ To get promoted
- ❖ To be a better leader
- ❖ More time for me and my family

We're committed to an I Love Mondays world where you needn't sacrifice your well-being or family life for your work. We can't do it for you. You must own it.

Secret #1...

Declare out loud, often, and to anyone who'll listen that "work shouldn't be doing this to us and I refuse to accept the way it is!!"

“I’m not sure I buy it”

Is it possible to accomplish more, make a difference and create a culture shift, as the subtitle of our book I Love Mondays suggests? Is it possible for you? After all you may not be the CEO or someone in a position to influence company policy.

Maybe your solution has been to “do more”. Maybe that’s why you and your company may be experiencing what’s on the previous page?

Most of us have spent most of our lives being told to do more, striving to do more, and believing that doing more is a really good thing. We’re obsessed with doing... more!

The dictionary definition of "do" is “to perform an action the precise nature of which is often unspecified”. “Do” is a poor area of focus or intent.

“How long will you continue to pay the high price of doing more (or trying to do it all)?”

This is what a Partner in a well known and respected law firm had to say.

“I feel overwhelmed by changes beyond my control. We’re working harder and making less money. Adding more tasks to our to-do lists isn’t producing results”

They are blunt; doing more and adding tasks to an already overfull plate doesn’t work!

Are you familiar with nonlinear theory? An example to illustrate;

- ❖ You put big money into a new marketing campaign but get marginal or poor results.
- ❖ You post something on social media, it goes viral, and suddenly your world’s changed.

“We can’t solve problems with the same thinking we used to create them”

- Albert Einstein

The sage wisdom of the 20th century’s smartest person might influence you to think differently. One starts to think differently by being open-minded to other perspectives.

Open-minded is releasing our attachment to our own beliefs to consider other perspectives and possibilities. Simply put it is looking at information with a clear lens, without bias to distort what's observed or filter out what's not currently assumed or believed. (aka Socratic Method)

If you honestly say "I want to hear more from you and will seriously consider and possibly adopt your point of view" then you likely have an open-mind. If you’re saying “ya but...” to what you’ve read thus far, well maybe it’s a work-in-progress.

Secret #2...

Be open-minded. Let go your attachment to “doing more is good”. Objectively consider and embrace... “accomplishing more while doing less is best”.

“who”... not “it”

Imagine you're at home and your partner walks in and says...

“Honey I smashed the car”

What's the first thing you say? It had better be...

“Are you OK?”.

At some point you'll inquire about the details... damage, police presence, if information was exchanged, and so forth.

That's right, you'll shift into dealing with “it” the issue (in this case the smashed car) needing attention. Perfectly normal and necessary in dealing with the issue. (that is “it”).

But you'd better start with “who”, that is checking in with the person, finding out how they're coping, if they're shaken by the incident, if there's anything you can do to help them feel better and deal with the effect the situation might be having on them.

This is intuitive. You know this. It's likely to be automatic in this instance. And the reason for that is...

Wait for it...

You're a human being!

So why isn't this behaviour normal at work? When something goes sideways we instantly shift into problem-solving mode looking to deal with “it”. At work we obsess on “it”... tasks, to-do's, plans, issues, follow ups, rules, procedures and processes.

Seems when we physically or virtually go through the doors leading to work, a large rubber stamp descends from the ceiling and stamps “employee” or “manager” on our forehead, and we become problem-solving robots rather than caring humans. (and I'm not saying don't problem-solve)

Our obsession with “it” at work is smothering our “who” skills. You know, a way of being that leads to creating trust, connecting, interacting, acknowledging, and aligning as people not just on “it” stuff.

Secret #3...

Focus on, connect with, and speak with “who”... before, during, and after you've dealt with “it”.

“I can’t believe it”

The topic of BELIEFS is a complex one. Beliefs are not truths or reality but because we believe them, we think they are. Beliefs are things told to us by others (i.e. “you’re not ambitious”, or “I’m not a people-person”) and repeated regularly by our own internal narrator.

For example; “I’m not smart enough”. Once this or any belief takes hold we unconsciously see only validating evidence for the belief.

“I didn’t know that. I guess I’m not smart enough”

And if we did know... we discard or ignore contradicting evidence.

“I got lucky on that one”

Beliefs influence perspective. If I believe people are basically good I’ll see people doing good deeds everywhere. But if I believe the opposite I’ll see examples of the opposite everywhere and filter out the good deeds. (aka confirmation bias)

Beliefs influence our mindset and attitudes, guide our choices, influence our behaviours and our actions. For example, a typical belief within authority structures (workplace) is “I can’t say no to my boss”.

Since beliefs are not truths and are not cast in stone, we are best served when we explore our own beliefs, identify those that serve us well, then discard and replace those that don’t. To accomplish more while doing less, it’s vital to shift our beliefs from manager-thinking to leader-thinking. For example...

Conventional Manager Beliefs	Leader Beliefs
Obsess over and deal with the detail	Notice and pounce on the essential
I can’t change things around here	I impact everyone I touch
Spot the flaws, what’s not working	Notice and acknowledge what’s working
Command and control employees	Coach people

Secret #4...

Notice your attachment to your beliefs (“ya but” to another perspective is one indicator). Explore your beliefs, how well each is serving you to accomplish more while doing less. Embracing leader-thinking will serve you well.

The skills

The words “skills” and “competencies” are often used interchangeably, but they are very different. Skills are are...

- ❖ Concrete; that is to say tangible, and can be seen, heard or felt.
- ❖ Practical; not a concept or theory but something we can actually do.
- ❖ Applicable; in dealing with what needs dealing with.
- ❖ Simple; that is to say that anyone can learn and apply them, probably well, with practice.

Skills are the visible actions or activities that illustrate and prove that a competency is a competency. (more on competencies on the following page)

For example you might say “I coached Susan to solve her own problem”. All well and good, but what did you actually do, well, that illustrated and proved you were coaching competently so Susan solved her own problem?

You likely used skills such as Questioning, Listening, and Feedback while coaching Susan. Each of these skills are tangible, and can be learned, practiced and mastered. By the way; “coach others to solve their own problems” is one of the Six Core Competencies unpacked on the following page.

If you read our book I Love Mondays, you’ll recall we showcase the skill of Confronting Easily in chapters 16 and 17. Once learned, practiced and mastered, this skill contributes to building four of the Six Core Competencies (more on the following page).

Through our coaching and training workshops, clients learn skills that equip them to build trust, connect, interact, acknowledge, confront and contract effectively.

And they accomplish more while doing less.

Secret #5...

Learn, practice and master... a handful of concrete, practical, applicable, and simple skills.

The Six Core Competencies

As mentioned on the previous page, “skills” and “competencies” are very different. Competencies can be very abstract. You know it’s a competency when you experience a desirable outcome because of it, but can’t quite visualize how it happened.

For example; problem-solving might be a competency of yours. But it’s the skills you likely used such as gathering information, enrolling allies, considering options, and determining risk that illustrate and prove you’ve effectively used your competency of problem-solving.

A combination of skills are typically needed to effectively build a competency. And a single skill may help to build several competencies.

Our Six Core Competencies that lead to loving Mondays and every other day are...

- (1) Collaborate effectively
- (2) Instil accountability where it belongs
- (3) Develop people
- (4) Coach others to solve their own problems
- (5) Enrol others to your cause
- (6) Challenge effectively

Our Six Core Competencies...

- ❖ Deal with “who”; people, how you and they work, live and play together
- ❖ Will equip you to accomplish more while doing less
- ❖ Will transform you so others say “I love working with you”
- ❖ Will enable you to find more joy, fulfillment, growth and performance in your work
- ❖ Don’t deal with “it” ... functional, technical, administrative or managerial areas

On the prior page we refer to the skill of Confront Easily, showcased in chapters 16 and 17 of I Love Mondays. This one skill once learned, practiced and mastered contributes to building 4 of our 6 core competencies. They are...

- ❖ Collaborate Effectively
 - ✓ Confrontation exists within collaboration. Confronting allows us to deal with matters that interfere with progress, to allow collaboration to truly exist.
- ❖ Instil accountability where it belongs
 - ✓ Complaining (Jessica’s behaviour) is a popular pastime leading to victim thinking. Confronting by her coach firmly placed accountability for action in her hands.
- ❖ Coach others to solve their own problems
 - ✓ Confronting allows for dialogue and exploration, creating a place to coach the other to solve the problem they’ve now accepted as theirs.
- ❖ Challenge Effectively
 - ✓ By its very nature confrontation as illustrated in chapters 16 and 17, becomes a challenge to the other person to take action.

Secret #6...

The combination of belief shifts from manager-thinking to leader-thinking (Secret #4) together with the concrete, practical, applicable and simple skills (Secret #5) will build competencies that are transformative... for you and those around you.

From realization to transformation

Learning can be fun and exciting. I get it. I'm a learning junkie, probably why I taught at several universities for some years.

But learning isn't a panacea. Everyone on the planet knows how to lose weight. Eat less and move more. Pretty simple and obvious. So why is obesity a chronic health problem in most 1st world countries while the diet and fitness industries reap billions in revenues as a result?

Because knowing is helpful... but doesn't produce results. You don't become a cyclist or a swimmer by watching a YouTube video, but by getting on the saddle and in the water.

Action...

- ❖ Applying, practicing and mastering
- ❖ Getting out onto the skinny branches
- ❖ Accepting you might just try and fail
- ❖ Silencing your ego trying to prevent you from looking bad

There is no magic pill. There are no shortcuts to anywhere worth going.

Learning, whether a shiny nugget of insight or mind-bruising shock of awareness... will equip YOU... to take action. And taking action is where results happen.

It's a journey, not an event. If you exercise 9 hours today you won't be fit, you'll be sore. But if you exercise 30 minutes, three times a week for 6 weeks you'll be fitter and feel better.

Anyone that's any good at anything, got and stayed that way because they do it consistently. Whether it's in sport, a craft, art, or a profession... mastery comes with doing things intentionally and regularly. Remember...

- ❖ Learning is nice
- ❖ Action makes an impact
- ❖ Consistency makes you and others better

So now you know The Secrets (to loving Mondays and every other day).

How to make it all possible for you...

- (1) *Please read [I Love Mondays](#) for some hope and inspiration, for a vision of what's possible for you in your world, and to see the belief shifts and skills at work.*
- (2) *Connect and follow me on [LinkedIn](#) and subscribe to my newsletter, then apply what's asked of you.*
- (3) *Reach out and schedule a meeting in my online calendar to discuss what's important for you. It's confidential. Costs nothing. There's no obligation. [Click here](#) to find out more.*

The BONUS round

A co-worker or one of your people reaches out and after pleasantries they say...

“Something’s come up” or “we’ve got a problem” or “we need to talk” or “I need your advice”

Probably happens too often. You listen as they data dump the situation (aka problem) on you. You ask questions to fully understand “it” and they give you more information. You might be feeling good about all this. After all they’re looking relieved that you’re involved, and you feel good that you’re helping. At some point they inevitably ask for advice or your solution to dealing with it. And you say...

“What you should do is...”

Congratulations! You are problem solving... someone else’s problem.

Or when the encounter ends with you saying...

“Let me look into it” or “leave it with me”.

Gold Star! You’ve taken their problem on as your own. Wonder you’d doing so much doing?

The opportunity for you to build your competency of “instil accountability where it belongs” begins with you asking yourself this 4-word question...

“Who’s problem is this?”

If you answer “it’s mine” because you’re the manager, it’s your department and you should be accountable for **everything** in your department - please reexamine this belief. It’s manager-thinking, not leader-thinking. But wait; there’s more. Build your “develop others” and “coach them to solve their own problems” competencies with these 7 words you ask the other person.

“I don’t know; what do you think?”

Used daily they’ll guarantee you do less and accomplish more. Sounds too simple? Try and see for yourself. Don’t be baited when they reply “well I don’t know, that’s why I’m asking you”. It’s probably not intentional, but they want you to own the problem. You see, it’s self-defence... most people don’t want the risk of recommending a solution or making the decision should it not work out.

I’m delighted you chose to read this. You’ve gotten this far, proving you’re committed to yourself and those around you. Now take a step or two (from the prior page) because...

“Don’t ask if it’s realistic. Ask if it’s possible.” - George Anastopoulos

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