(Mr. Tenkey's Tips #290) www.mrtenkey.com

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Dear Management:  A leader receives bits and pieces of information all throughout the day...

And during that barrage of data, they choose... how to interpret that information.

Some choose to hunker down, and perceive it as a threat...  the "Who did this???" collective.

But some chose to NOT perceive it that way... but rather as puzzles to be deciphered...  the "Why is this???" collective.

Two VASTLY different approaches AND results...

The first places all sides into an adversarial mode.  Information is guarded... for fear of reprisal.   Interpretations are muddled... or skewed all together.  Often resulting in a self fulfilling prophecy of a misinterpretation.

The second doesn't...  People feel like they are in the search together.  Information flows freely.  Interpretations are formed from the best data available.  This results in a more improved understanding of a topic or the betterment of a policy and/or procedure.

As a leader YOU choose.

So choose wisely.