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The Employee Revolution!

You have no doubt heard all about the mass resignations that are happening at an astounding rate. The highest coaching request that I am experiencing is career coaching. The pain points are finally high enough. Companies aren't investing in career coaching, executive growth or development, and individuals are taking it into their own hands. Individuals are recognizing the value of teamwork, break throughs, and mentoring to help them take the leap into new chapters in their lives.

I am calling this the employee revolution and it inspires me. In some cases it has felt great to support employees who want to stay with their current employer but need help finding their way to happiness at work and in life. In some cases it's been about finding their footing, having a louder voice, repositioning their individual brand and asking for new expectations.

In other cases, the employer has just done too much damage. The sad fact is that many organizations aren't skilled at evaluating their culture, internal brand awareness, evaluation of competitive culture differentiators, or at launching effective strategies. Sadly, I am hearing that the solutions are to do a wage survey. People, if your culture as an organization is humanly driven, uplifting, developing, and authentic then the wage competitiveness is nearly irrelevant.

According to a poll I recently conducted the most important criterion that employees seek in their next career is compassionate and flexible leaders. This isn't surprising. People need to feel like they matter, they are unique, and they bring value with the work they do. The work environment needs to foster friendships as well. According to Dr. Jennifer Moss in "Unlocking Happiness at Work", just one friend could be the difference in whether someone stays or goes.



The Employee Revolution!

I always like to say "So what? and What's next?"-

If you're thinking about making a change then seize the day! It is your time and you don't have to figure it out alone. You don't have to get a coach to do it. You do need to talk with your "personal board of directors". These are the 4-5 people in your life that will not tell you what you want to hear but rather what you need to hear; these are the people who will always take your call and never pass judgement. They believe in you even when you are nervous. They give you courage and guidance. Those calls are your crucial first step.

If you are an employer and you know it's time to really create loyalty and passion, then rally your leadership team to truly face how you've shown up in the pandemic and how you want to show up now. Often an advisor or facilitator can help ask the hard questions and in an unbiased way.

Either way the much needed humanizing of the work place is coming and I couldn't be more excited about it!



Pain is a Good Thing

"Behind every beautiful thing, there is some kind of pain" - Bob Dylan

Pain is crucial to growth. Think about the kinds of pain that you have faced in even the past year; financial, emotional, physical, etc. What pain created the inertia to make a change? Every time you face pain, you create transformation; you become stronger.

We try to avoid pain, but inevitably, we must face it. What pain is in your life right now? Do you know what to do about it? Can you see your path forward?

This week, while receiving my own coaching session, I learned that I'm able to see solutions to pain points when others can not. It is one of my super powers. What I also learned is that I can be highly critical and while that was painful to hear, it was crucial to self awareness and to creating a plan to recognize when it is happening, what triggers it, and what to do about it.

So, let's breathe in pain, breathe it out and let's face it. To conquer the pain is to create enormous growth.



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Something

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A Message From The CEO & A Retreat Offer

Fall is not quite the same in Arizona as it is elsewhere, but it still invigorates me and if I turn the air conditioner down, I can put on a long sleeve shirt and sip my pumpkin spice latte and soak up a new energy. It's more about creating the change; even if it's a mirage, so that we can move out stagnant energy and move in renewing energy.

Many of you know that I love the outdoors and I happen to live in an incredible place. I have created a **Do Epic Shit Retreat** and am taking 10 people into the wacky world of Victoria:

When: November 9th or 12th (depending on interest)

Agenda:

- Sunrise Mountain Bike Ride (all levels welcome)
- Healthy Breakfast
- Stand Up Paddle Board or Kayak on the Salt River (to see wild horses)
- Lunch & Wine Tasting
- Pickleball (learn to play)
- BBQ and Camp Fire Chat (S'mores included)

\$995/pp

*includes all rentals, meals, Do Epic Shit Survival Bag, and a whole lot of adrenaline and fun.

To register go to www.victoriacramer.com

Now for all of you pumpkin haters, let's toss in some football...can I just throw in a little Go Broncos!

