

“We All Have Holes in Our Socks” (Oct, 2018)

(Culture of Respect)

Let me start by saying something strange...

We all have holes in our socks

What I mean by that is that we are all people. No matter the title given in a hierarchy, the social positions that we have fallen into, or our socioeconomic statuses...

Whether we are a CEO of a fortune 500 company, a nurse caring for the sick, a stay-at-home parent, a cashier, or the leader of a nation...

No matter what, we are all just people. In our personal lives, there's a good chance that we have to take out the trash, pick up the kids, call our parents to talk about the day, and even put on that pair of socks and deal with our toe sticking out all day....real life covered and hidden within our titles and shoes.

“Why the heck is he talking about this?”...well, because embracing this in the foundation of your character will prepare you to make tremendous positive impacts throughout your life. Removing the barriers set in your own mind will lesson stress and open you up to perform, maybe even speak in public 😊 When a person is treated as a person first, then the response is much more beneficial - respect yields respect. One should be open to speaking freely with others and expect the same from them. Everyone has something to offer. This is a great way to break down barriers, develop mutual understandings, and get things accomplished.

There are examples in all directions (up and down our perceived hierarchies):

I am faced almost daily with examples of people held back by the hesitation (or even fear) of speaking with or approaching others because of society's perceived titles. They stress about speaking at a meeting because someone with a large title will be present, or fall into one of the other many situational examples. By correcting your mindset to the fact that everyone in those situations is just another person, much more focused attention can be given to the important items that need to be addressed.

The other direction can be exemplified in leadership ...you cannot become a leader just because you want to or have been given a position...it's not a job title, it's a recognition that others give to you out of THEIR will to do so. In other words, if nobody is following you willingly.... Guess what? The best way to get a positive response out of others and earn their respect is to first show them that you respect them and acknowledge them as a PERSON in daily life... no matter what the reason for your crossing paths or where it takes place (work, school, home, or out shopping). An improved culture (i.e. pleasant atmosphere with shared respect) will assist in driving better accomplishments.

For those who know me well, you know one of the things that bothers me the most is when people ignore a greeting and just walk-on by. It's not about the greeting, it's about the missed opportunity. I feel that these little moments are what make or break a culture, whether we are talking about an organization, a community, or even larger. Our touchpoints throughout the day are where we create the atmosphere and develop our relationships... and it goes way beyond the meeting rooms and email. There is a reason that we are taught to smile in customer service and start with a greeting... we should be doing these little things in all of our transactions (yes, even at home). There is tremendous value in asking about one's day, saying hello and good-bye, flashing a smile and a thumbs-up, making sure that everyone feels welcome in every room, and even holding a door for someone at the store.

We are all just people... at home the professional titles go away and turn in to real-life titles that we all share (Mom, Dad, Brother, Sister, Kiddo, Friend, Husband, Wife). We all have good days and bad... we all have strengths and weaknesses... we all have something to offer that should be shared, and, I assure you, at some point we all have holes in our socks...



Here's mine –

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