

# CONSULT | HR monthly update

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## LEADERSHIP | UPDATE

### Learn an Apple Employee's "Rules for Success"

In early 2017, a former employee of tech giant Apple shared a set of tips for success he received from his boss when he joined the company in 2004. The laminated list was attached to his employee badge, and he's held on to it ever since. Here's the advice he continues to use:

1. **Let go of the old.** Make the most of the future.
2. **Always tell the truth.** We want to hear the bad news sooner rather than later.
3. **The highest level of integrity is expected.** When in doubt, ask.
4. **Learn to be a good businessperson.** Being a good salesperson is important, but to truly succeed you need to learn to be a good businessperson.
5. **Everyone sweeps the floor.**
6. **Be professional.** This includes being professional in your style, speech, and follow-up.
7. **Listen to the customer.** They almost always get it.
8. **Create win/win relationships with our partners.**
9. **Look out for each other.** Sharing information is a good thing.
10. **Don't take yourself too seriously.**
11. **Have fun.** If you are not having fun, it's not worth it.

## Feeling Burned Out?

A new study conducted by Kronos Incorporated and Future Workplace found 95 percent of human resource leaders admit employee burnout is sabotaging workforce retention—but there is no obvious solution on the horizon.

In this national survey, 614 HR leaders provided a candid look at burnout in their organizations.

According to the survey, nearly half of HR leaders (46 percent) say employee burnout is responsible for up to half (20 to 50 percent, specifically) of their annual workforce turnover. And almost 10 percent blame employee burnout for causing more than 50 percent of workforce turnover each year.

Unfair compensation (41 percent), unreasonable workload (32 percent), and too much overtime / after-hours work (32 percent) are the top three contributors to burnout, per the study.

HR leaders also identified poor management (30 percent), employees seeing no clear connection of their role to corporate strategy (29 percent), and a negative workplace culture (26 percent) as key burnout factors.

Insufficient technology for employees to do their jobs was identified by 20 percent of HR leaders as another primary cause of burnout. This is more prevalent at larger organizations with more than 2,500 employees, where it was cited by 27 percent of respondents.

Employee burnout can be responsible for up to half of annual workforce turnover

For more information on how Consult HR Partners can provide operational HR support or strategic outsourcing solutions to grow or sustain your business, please call 702-358-3603 or email: [info@consulthrpartners.com](mailto:info@consulthrpartners.com).

EMPLOYEE | TIPS

### Three Tips for Effective Presentations

Presentations that work are about more than crisp delivery and confident body language, says Tim Pollard, CEO of communications firm Oratium, in his article on Entrepreneur.com. He suggests three steps to improve delivery:

1. **Focus on the big ideas.** According to Pollard, the brain doesn't operate at the level of facts and data but instead reduces information to ideas. Effective speakers focus on a small number of big ideas.
2. **Have a logical flow.** Pollard says the brain stores information contextually—when presented with new information, it looks for something to attach that information to. If it can find such context, the information can be stored; if not, it will be lost.
3. **Employ elegant simplicity.** To quote Leonardo Da Vinci, "simplicity is the ultimate sophistication." Another reason to keep it simple? Complex stories aren't re-told. Keeping it simple makes it more likely your audience can later persuasively repeat your argument to the ultimate decision makers.



WELLNESS | UPDATE

### Three CDC Tips for Avoiding the Flu

It's that time again—flu season. The flu can knock you out of commission both at work and at home. The U.S. Centers for Disease Control and Prevention (CDC) urges people to take the following actions to protect themselves and others from it.

1. **Get a flu shot.** Getting an annual flu vaccine is the first and most important step. The flu vaccine protects against the flu viruses expected to be most common and is recommended for everyone 6 months of age and older. The CDC says you should get your shot before the end of October every year, so, if you haven't already gotten yours, now is the time.
2. **Stop the spread of germs.** Avoid close contact with sick people, and, when sick yourself, limit your contact with others. If you have flu symptoms (fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills, and fatigue), stay home at least 24 hours after your fever is gone.
3. **Take your prescribed flu antiviral drugs.** Antiviral drugs can make the flu milder and reduce the duration of illness. They also can prevent serious complications. Follow your doctor's instructions.



### Proper Food Combining for Good Digestion

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Digestion starts in the mouth and ends in the small intestine. Saliva contains the digestive enzyme, amylase, that is responsible for breaking down carbohydrate starches. The stomach contains the enzyme, pepsin, that helps breakdown proteins. Fats start their breakdown in the mouth and will continue breaking down in the stomach, then small intestine. For this reason, it is best not to eat starchy carbohydrates with protein. Also, drinking fluids with meals will inhibit proper digestion by washing the digestive enzymes away. Drink your fluids at least 30 minutes before or after a meal. If you need to take a medication or a supplement with meals, then sip enough water to swallow the pill(s). Eat fruits by themselves and before other foods. They digest much quicker than other foods and may ferment behind those that are much slower like proteins and fats. See below quick reference for better digestion.

Protein with vegetables	Fruits by themselves and before other foods
Starchy carbohydrates with vegetables	Water (fluids) away from meals at least 30 minutes