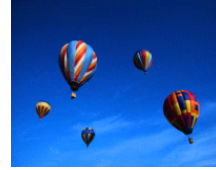


# HARNESS THE POWER OF CHANGE



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## Help Others to Succeed... Change the Climate

Whether you want to change a work climate or how smoothly you operate at home, helping people to be successful means looking at how you approach them. This is not only good for an employee or a family member, but improves how you feel about yourself as well. How we expect people to perform, dictates how they actually do perform. So, it is important that you set the stage for both your own success and theirs. Taking a hard look at climate starts the process. This refers to the tone of the environment that we set for others. So, how supportive is it? How important do you make assignments seem and how competent and important do you make people feel? What kind of social and emotional atmosphere is there? This includes communicating high expectations, and your confidence that they have the ability to do it. Climate is created through both verbal and non-verbal communication.

### **Behaviors for high expectation**

- Being verbally supportive and encouraging
- Providing positive non-verbal cues through tone of voice, eye contact, facial expressions, and body posture and movements.
- Helping employees or family members set challenging goals

### **Behaviors for low expectation**

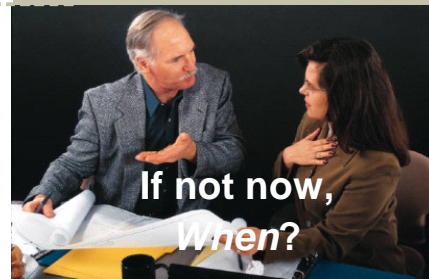
- Being distracted, in a hurry, or otherwise not giving an employee or family member your full attention
- Verbally criticizing their competence or potential
- Negative non-verbal cues through voice, face, and body

## Growing Self-confidence in Others

**Our self-confidence grows** the more we have experience in a given area, and the more we have successfully accomplished things. To help others:

1. **Give tasks to perform** that are progressively more difficult and provide opportunities to learn, in a variety of ways. Be sure to tailor the rate and sequence of assignments.
2. **Show them the right way to perform** with some one who is similar to him or herself in terms of age, and capability. Show initial difficulty, rather than easy success, and clearly identified results.
3. **Be credible, sincere and familiar** with the demands of the tasks assigned. Ensure consensus of the messages among multiple managers or family members.

## Empower Your Life!



### DEFINITIONS

**Climate:** tone of the environment that we set for people

**Culture:** refers to the belief systems of a given group

**Systems:** are living, thriving evolving, entities...

Change is difficult for everyone...I want you to know that you don't have to do it alone. The power of coaching can help you succeed! **Would you like to learn supervision skills? How to manage change? Did you know that coaching offers a 529% ROI? Great odds...contact me for more information.**

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