



## Timely Information for Personal Success

# Things to Never Post on LinkedIn

*By Liz Ryan*

Thinking about using LinkedIn to lash out at a former employer? Think again. For one thing, this person's ex-boss probably could care less about a former employee's complaints. It's much better to remember the old adage, "*Living well is the best revenge!*"

The following are examples of things to never post on LinkedIn.

1. Criticism of any person, organization, entity or group.
2. Inappropriate, racy, or risqué photos, images or videos. (Keep these out of your LinkedIn blog posts, too!)
3. Political or religious rants. (Save them for Facebook.)
4. Product or service reviews a la, "At Acme Systems I worked on the X-15 product, a higher-quality entrant to the marketplace formerly dominated by the bug-infested AX-97 unit from Nautilus Enterprises."
5. A LinkedIn profile photo in an unprofessional setting or showing you looking less than mature and businesslike. Your photo doesn't have to show you wearing business attire or in a business setting, but as viewers we have to be able to imagine

you at work. Some LinkedIn profile photos send the signal "You'd have to be a very risk-tolerant person to hire this individual!"

6. Spelling, usage, and grammatical errors (all of which are rampant on LinkedIn). To avoid problems, compose your LinkedIn profile in your word processor so you'll be alerted to English errors before you move the content over to LinkedIn.

7. Proprietary information (for instance, sales or profitability data from a previous employer

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## Healthy Recipe: Chipotle & Orange Chicken

### INGREDIENTS:

- 1 tbsp. orange juice concentrate, thawed
- 1 tbsp. finely chopped chipotle peppers
- 1 tablespoon balsamic vinegar
- 2 teaspoons unsulfured molasses
- 1 teaspoon, Dijon mustard
- 1 pound boneless, skinless chicken breasts

### NUTRITIONAL VALUE:

- Calories per serving: 150
- Carbohydrates: 7 g.
- Protein: 23 g.
- Sodium: 227 mg.
- Fat: 3 g.
- Saturated fat: 1 g.

### DIRECTIONS:

- 1 Preheat grill or broiler.
- 2 Whisk together orange juice concentrate, chipotle pepper, vinegar, molasses, and mustard in small bowl.
- 3 Lightly oil grill or broiler rack. Season chicken with salt and grill or broil for 2 minutes. Turn, brush with the glaze and cook for 4 minutes, brushing occasionally with the glaze. Turn again, brush with glaze, and cook until center is no longer pink, 1 to 2 minutes longer.

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### Questions and Answers

## Productivity Vital – not Set Hours

**Q:** *I have several Millennial-age employees who really buck our company's policy of an 8:30 a.m.-5 p.m. workday, with 30 minutes (not paid) for lunch. They do a good job, and even willing to work late, but why can't they get that we start at 8:30 and not 8:45 or 9, but 8:30. What gives? Any suggestions?*

**A:** You state a “problem” of many younger workers, who do not consider themselves as beholden to a set schedule as their older counterparts. You indicate they are willing to work late, and so you know that they are not lazy or slackers. Since they are often willing to stay late, or take work home, they don't see why their schedule can't be more flexible, as getting the work done, and done well, is more vital than the specific hours worked to complete the task at hand.

They make a point, but so do you. You should explain that by them arriving later than their colleagues, they are sending a message that it's okay for employees to stroll into the office when they want – in effect that the rules don't apply to them – so why shouldn't someone else show up whenever they want?

Perhaps you could strike a compromise in which they agree to work 8:30-5 pm three days a week, and allow them to work a more flexible schedule on, say, Monday and Friday. That way, they are demonstrating that they are team players, but also that these hours need not be mandatory each and every day. ■

### Things to Never Post... *continued from Page 1*

that doesn't normally share that information; spreadsheets, plans or other confidential information uploaded in document form to your profile; or company images, unless you have permission to use them).

8. Non-professional images like photos from post-conference company outings in Las Vegas – photos that show you and your workmates getting sloshed. It is nice to show the LinkedIn community that you are not a stiff and boring business person – but it's easy to go too far in that direction!

9. Remember that your LinkedIn profile also includes your comments on other LinkedIn users' blog posts and status updates. Comments on LinkedIn range from thoughtful and insightful to crass and even obscene. Don't forget that comments show up for visitors to your LinkedIn profile page!

10. Finally, never disclose private details about yourself or anyone else on your LinkedIn profile.

### Summary

We can all sympathize with someone for feeling misused by a former employer, but going online to air your grievances is not the way to go about it. ■

*Liz Ryan is CEO/founder of Human Workplace and author of "Reinvention Roadmap".*