



## Timely Information for Personal Success

# Taking Your Workplace Culture to New HEIGHTS – Part II

By Elizabeth McCormick

If you find yourself and your organization stuck, or you're ready to rev up your engine to soar higher, it may be time to engage your discipline and do the difficult things that other leaders may not do.

Here are some habits that can help you take your organizational culture to new HEIGHTS:

### Gear Down

In today's world, it's tough to find time to think, yet that's one of the more critical elements of success. Studies show that intentional down-time improves productivity, energy, and results. Don't fall for that top-speed mentality or you'll eventually run out of fuel. Schedule some time to gear down.

**ACTION PLAN:** Prioritize some non-negotiable time on your calendar just for you. Create a distraction-free space where you can clear your mind and unplug from everything. Start with just 10 minutes if that's all you have, but just start. You'll be amazed at the clarity and productivity you'll experience as a result.

### Hidden Opportunities

Instead of waiting to see what the day holds and reacting to that email, phone call or situation, a more strategic approach is to determine responses before calamity strikes.

**ACTION PLAN:** Along with your yearly planning meetings to fine tune the company's vision and goals, be strategic about anticipating potential

problems. Have an "Anticipation Meeting" with the goal of creating contingency plans and asking each department to develop a "what if" list, along with solutions. This type of strategy allows you and your team to be more creative in problem-solving abilities while in a calmer state than an emergency allows.

### Talk It Out

Make it a habit to communicate openly with your team and allow them the opportunity to take part in the conversation. When communication is lost, your teamwork and productivity will suffer right along with your company's goals.

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## Healthy Recipe: Cauliflower Stuffing

### INGREDIENTS:

- ½ tsp. olive oil
- 2 onions finely diced
- 2 sticks celery
- ¾ cup chopped mushrooms
- 5 cups cauliflower florets
- 1 ½ cups ground pork
- ¼ cup chopped pecans
- 1 ½ tbsp. fresh sage
- ½ cup chicken broth
- 2 eggs
- ½ tsp. pepper

### DIRECTIONS:

1. Preheat oven to 390 degrees.
2. Remove the stalk of the cauliflower and break the head up into small florets. Try to keep the florets uniform in size and not too big or chunky, otherwise they won't cook evenly. Place

all of the florets into a large bowl.

3. In a large pot heat the olive oil on medium heat and add in the diced onions, celery and mushrooms and cook for approximately 5 minutes until the veggies have softened. Pour the cooked mixture into the bowl with the cauliflower and set aside.

4. Cook the ground pork for approximately 5 minutes until well cooked. Add the meat to the bowl along with the chopped sage, pecans, eggs and chicken broth. Season with pepper and toss with your hands until well combined.

5. Pour stuffing into a baking dish and cover with tin foil. Bake for 20 minutes and then remove the tin foil and bake for another 10 minutes until the cauliflower is tender and the top becomes golden in color. Serve warm with gravy.

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Editor/Publisher: Mike Jacquart

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## Questions and Answers

### Office Party Attendance

**Q:** *The company I work at hosts a large holiday get together off site, as opposed to awarding annual bonuses. I'm not much of a schmoozer, but I'm told I should go. What do you think?*

**A:** By all means, you should definitely attend. I know a lot of people would rather receive a big bonus than go to a big party, but consider the camaraderie that can be built at events like these. Don't just hang out with the co-workers you associate with each day, but also talk to people from other departments, too. Think outside the box: You never know where and when opportunities for promotions and raises may occur, so make a good impression on managers and supervisors, whether you work with them directly or not. Also, be sure not to over-imbibe or gossip. "Loose lips sink ships" and doing so could sabotage your career. Above all, have fun! ■

## New HEIGHTS

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**ACTION PLAN:** No one likes to be kept in the dark. Be clear in meetings about expectations, goals, and their command structure. You can also set a time where everyone knows your door is open to talk for topics that need to be dealt with one-on-one.

### Share the Load

Delegating important tasks is another way you can honor and empower your team to take on new responsibilities that help to sharpen and show off their strengths.

**ACTION PLAN:** Encourage a company culture where employees at all levels have the chance to share their ideas, talk about what they do, and possibly mentor new up-and-comers in your organization. When leaders at all levels take ownership of the company vision and goals, there's no limit to what you and your organization can do.

### Summary

When you choose winning habits by believing in the potential of your team, looking for the best in others, extending kindness, and creating space for them to give back, share ideas, and lead, you provide the jet fuel to ignite their creativity as you empower them to discover new levels of success. Don't be satisfied with the status quo – make winning a habit so you and your team can soar to new heights. ■

*Elizabeth McCormick is a keynote speaker specializing in leadership, sales, and safety presentations. She was recently named #4 on the list of Leadership Experts to Follow Online. She is a former US Army Black Hawk Pilot, and author of "The P.I.L.O.T. Method; the 5 Elemental Truths to Leading Yourself in Life." To learn more, visit [www.YourInspirationalSpeaker.com](http://www.YourInspirationalSpeaker.com).*