

"It is not the ship as much as the skillful sailing that assures a prosperous voyage." – George William Curtis



How You View Things, Changes What You See

Mark S. James | April 1, 2020

From this 19th century painting by Charles Allen Gilbert, we all know how you view it changes what you see.

Times of crisis present the opportunity to change how you view things and what should change:

- ✓ Be accessible to your employees. What is soaking up your time, causing you to be unavailable
- ✓ Look for employee strengths over weaknesses. Where possible find ways to accommodate uniqueness
- ✓ Where possible fit employees into jobs that allow them to use their natural talents
- ✓ "When we make a mistake, we make it quickly, learn and move on. We're all human. Lead by example with this mindset
- ✓ Give employees more frequent feedback on their performance to diminish stress and anxiety



"A vast majority (67%) of employees who strongly agree their manager focuses on their strengths or positive characteristics are engaged, compared with just 31% of employees who indicate strongly their manager focuses on their weaknesses." Source: Harvard Business Review, Harter & Adkins, April 2015)

Add these to the tips from our recent webinar, **Don't Panic...PIVOT**. View the replay here <https://b2b-im.com/webinar-replay/>