

# 7 Things to Consider Telling Your Employees

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If you had a chance to speak honestly with your employees about how to be successful at work, what would you say to them? How would you say it? What words would you use to touch and inspire them to greatness?

Here are seven things I have been known to say to people as I have provided executive education and coaching. These seven items are not particularly eloquent, or earth shattering revelations, but they are commonsense suggestions that many CEOs have told me they wish they would have uttered to a few of their protégés and employees.

1. **Remember we are all here to produce results, outcomes, and fulfill the expectations of the owners and stakeholders of the organization.** If we are not doing these things, we won't have a job for long. Therefore, have knowledge of what you are expected to produce and focus on the critical activities that lead to results.
2. **Perform in a distinctively positive manner.** Remember, you make an impression on others. You create memories and feelings in your boss by what you do and what you don't do. Make your boss feel so great about you that when your boss sees you, he/she wants to applaud, pick you up, and carry you around on his/her shoulders as if you just scored a touchdown in a football game! The key here is to keep a positive attitude, cooperate, perform, deliver, and do what you say you will do.
3. **Get a grip on your emotions!** Manage your feelings with intelligence. Avoid drama, excessive displays of negativity, anger, pessimism, harshness, and rudeness, etc. Find ways to bring hope, optimism and excitement to work. Balance is the key. Feel and express your thoughts and feelings, but do so in effective ways that motivate, inspire, educate, and uplift, rather than discourage, humiliate, and crush the human spirit.
4. **Don't Be Stupid!** Avoid the mistakes of others who have failed. Look around and realize those who are self-centered, argumentative, uncooperative, dishonest, disruptive, and who do not produce, are generally looked over for promotions and/or fired after they become known for what they really are.

5. **Think Strategically. Think Ahead.** Most of all--think before acting. Think about the possible consequences of your decisions and behavior. Remember, people and processes are inter-related, and inter-dependent. Be conscious of how a change you might make affects others in the organization.
6. **Take care of yourself physically.** Don't pollute your body and mind with toxic substances. Exercise, eat right, rest, and be healthy.
7. **Bring your spirit to work.** Remember, that you have within you a deep, abiding, and life affirming spirit which seeks expression in your work and in your play. Let this spirit come with you to work. Don't leave it at home, or in the parking lot. Please share it with us who work with you on a daily basis.

Why don't you find a few special words and share them with your employees? After all, you are their leader, why not take the lead and offer something inspirational to them?