

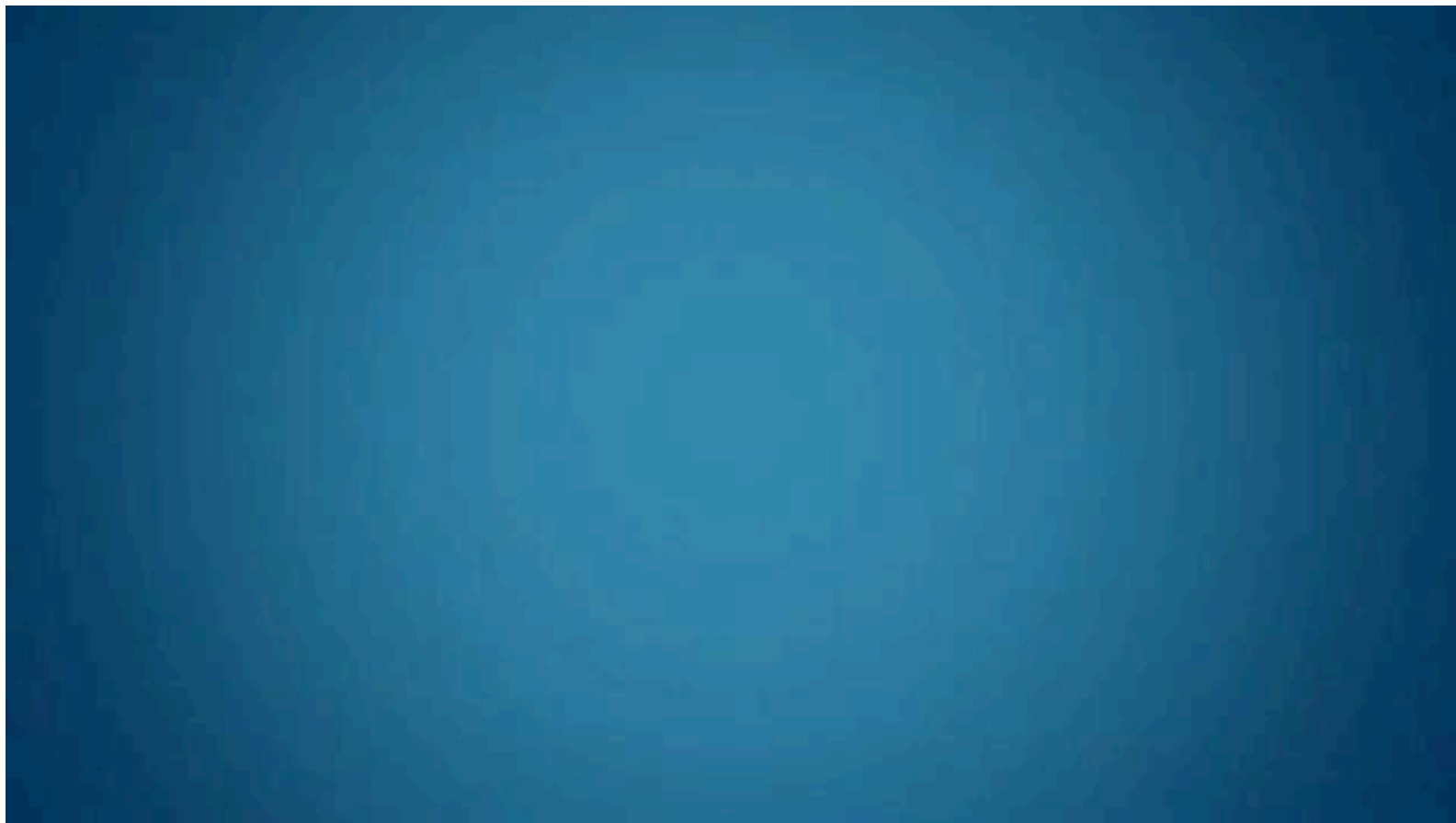



HR Book Club

*“Who you are surrounded
by often determines who
you become.”*

- Vicki Saunders


<https://www.youtube.com/watch?v=U2EgnxtsA-c>






Dr. Casey Chosewood at the National Institute for Occupational Safety & Health found that our relationship with our boss has a greater effect on our health than our relationship with our family doctor.

What are your thoughts on this statement? Agree, disagree or indifferent?




A leader doesn't need to know how to do everyone's job. That's not their role. Their role is to listen, care, remove obstacles, make decisions when necessary, give credit often, take responsibility (especially when things don't go well), and support their people, among other actions.

Do you feel you need to know how to do someone's job in order to support and manage them most effectively?



Countless studies and firsthand accounts from virtually everyone I've worked with over the course of my career demonstrate that those who rank high on performance but low on trust are destructive to any work environment. On the flip side, some whose behavior generates trust earned from those around them is probably worth the risk and investment, even if they're presently underperforming or may not possess the perfect match of skills for a role...skills measure what is, while attributes determine potential - what could be.


Have you had an experience with hiring for skills when you should have hired for attributes? Or have you hired a candidate based on attributes and did it not work out?



You must take the time to gain from the perspectives of others to see what's truly going on. Trust your gut, of course, but don't stop there. You won't know if your instincts are spot-on, way off, or just scratching the surface until you consistently survey others."

**"Your Truth + My Truth
= Higher Truth"**

Have you been involved in a situation when you went beyond your gut instinct and someone else's 'truth' provided insight to lead you to a 'higher truth'?



..the Golden Rule and the
Platinum Rule: treating others as
we want to be treated (Gold)
versus treating others as *they*
wish to be treated (Platinum)

Have you ever been in a
situation or know someone
who you know prefers to be
treated in a way that is
much different than you'd
prefer to be treated? Tell us
all about it!