



## **You Can Still Get There From Here**

**By: Bill Moyer**

Do you dread going to work every day? Do you have difficulty completing tasks to your personal satisfaction? Do you ever feel like you just don't have it any more? Our research indicates that approximately 75 percent of professionals and managers today are:

- Overwhelmed by the heavy demands placed on them.
- Feeling that the organization doesn't care about them.
- Working harder than ever with fewer rewards.
- Stretched beyond their capacity.
- Worried about the future.

These responses really should not be surprising considering the past decade of re-engineering and downsizing that we have just experienced. Many managers and professionals have lost their jobs or have been among the survivors left to carry the burden.

On a personal level, they are struggling to balance the heavy demands of work with their family life. They feel tremendous pressure to meet the economic needs that they have to support the lifestyle that they desire for their family.

When people dread coming to work, it is difficult to get peak performance and productivity. Companies today, need to be more and more sensitive to these needs in order to develop a healthy and productive work environment. Some suggestions for developing this type of workplace are:

- Support employees in their effort to balance work and family by offering flexible work schedules.
- Involve employees in the long-range goals of the company.

- Be honest about the “new” career path of today. Organizations can’t offer job security. There are no more gold watches. You can, however, offer them an opportunity to develop their skills in a way that will enhance their marketability both inside and outside your organization.
- “Believe in your people and be a person that they can believe in.” Most people have a strong desire to find “Someone to believe in” and “someone to believe in them”
- Invest in your people and encourage them to invest in themselves. Start them on a path of life long learning in all areas of their lives. A university degree is not enough in today’s world to insure success. Only participation in a “University of Success” can insure true success and happiness in your life and the lives of your people.

Although the days of the gold watch are over, you can still find peace and contentment in your life and accomplish even greater goals. Try these simple tips and you will find that “YOU CAN STILL GET THERE FROM HERE.”