



U.S. DOL-ETA Region V
Heartland Professional
Development Symposium

presents

Bill Karlson

How to Bring
Infectious
Passion
into the Workplace



- 1.** Why business goal setting often fails
- 2.** Being productive when people don't *fit in*
- 3.** Why great skills may be *reducing* performance
- 4.** What makes key performers *instantly* quit
- 5.** The *only* known key to consistent success
- 6.** The BIG SALE that *never happened*
- 7.** Why what was known *for sure* is no longer true
- 8.** You are where you *were*

Bill Karlson



1. Why business goal setting often fails

Number goals, #1 (most important/urgent), #8 (last)

The way it *has* to be now

#_____ Career

#_____ Community

#_____ Family

#_____ Financial

#_____ Mental

#_____ Physical

#_____ Social

#_____ Spiritual

The way I'd *love* it to be

#_____ Career

#_____ Community

#_____ Family

#_____ Financial

#_____ Mental

#_____ Physical

#_____ Social

#_____ Spiritual

2. Being productive when people don't *fit in*

Circle when you are *most comfortable*

Like being with others	Like time alone
Like being the center of attention	Avoid being the center of attention
Act, then think	Think, then act
Tend to think out loud	Thinks things through before talking
Share personal stuff easily	Am private; share with just a few
Talk more than listen	Listen more than talk
Respond quickly, like a fast pace	Respond after thinking for a while
Trust what I know for sure	Trust my gut feeling first
Like to use skills I have	Like to learn new skills, bored fast
Talk about things step by step	Talk in leaps, skip around
Value logic, justice, fairness	Like to please others first
Seen as hard and cold, task driven	Can show strong emotions
Better to tell the truth	OK to lie to save feelings
Facts count more than feelings	Believe any feeling is ok to have
Like decisions to be made fast	Am happiest leaving choices open
Set goals, achieve on time	Change goals/time due easily
Like finishing projects	Get it done whenever; no deadlines
Require firm decisions quickly	OK working without firm decisions

Where *you* would love to work

Choose & respond to the questions that let you perform at *your* best

1. Do you prefer a manager who gives you specific direction or lets you work out your own solutions? Describe how you like to be supervised.

2. What work environment (space or traffic flow etc.) allows you to be most productive?

5. The *only* known key to consistent success

The lottery, 3 stories, legacy and why not

Life strengths?

Areas to avoid?

Ready to take action to avoid your next LBA? *What's stopping you?*