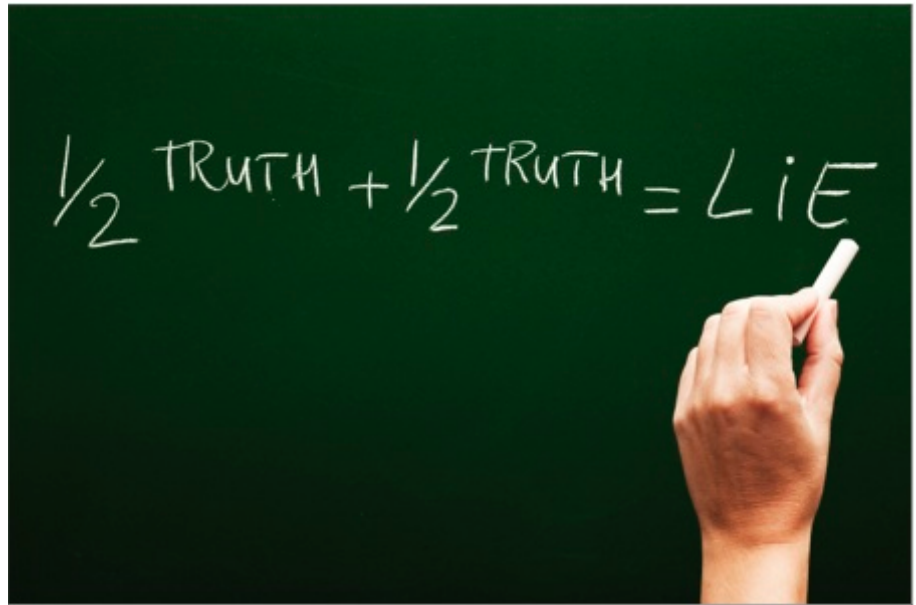


MINDSET MONTHLY

1 February 2015



Telling Ourselves the Truth

By Dr Lynda Wee

"I have a dream", said Martin Luther King, Jr. in 1963 and his speech put an end to racism. Dream stems from personal belief. Martin Luther King believed that all men are created equal. His belief led him to act accordingly. Beliefs. Actions. Results.

When our beliefs reflect the truth accurately, we would be highly productive as we act on the right things. Misbeliefs are misinterpretation of the truth or lies that we tell ourselves. This creates abortive works. Here are 3 common misbeliefs that we, Team Leaders, need to address:

Misbelief 1: Employees are a company's assets

Unless HR has a fool-proof approach in identifying and recruiting the right employees, mistakes can happen. If and when we make a wrong hiring decision, how can the employee be an asset? An employee is an asset only if

there is a right fit. Only the right employee counts.

So, what differentiates an employee from the right employee? Apart from possessing the core work place competencies, the right employees are connected to the vision and values of their companies. They believe in what their companies are doing and are engaged to perform.

Apart from checking entry qualification for new hires and appraising performance of current employees, it is critical to examine the level of connectedness to the vision and values.

Misbelief 2: Work first, then train

Clients first. Top priority. When our clients need to meet us even though we are in the midst of training, we should attend to them first. Right? Think again.

If continuous learning is secondary, how do we assure our clients that we are using the latest and best know-how to serve them? We embark on continuous learning because our clients are important. The sooner we learn, the better is our solution. Why postpone?

Misbelief 3: Fail to plan is plan to fail

Many companies do not lack planning. Planning is a great first step. Without great execution, great plans can still fail. Execution involves many levels of employees who may not have attended any of the planning sessions. Clarity, alignment and execution are key to driving high performance too.



Happy Lunar New Year!