

EXECUTIVE DEVELOPMENT MONTHLY

The Newsletter of The Executive Development Group

OVERCOMING FEAR & DOUBT

By Paul Butler



It was 8:15 a.m. when I parked next to the massive building of the Fortune 50 headquarters, where I was to present a two-day seminar.

I followed the long walkway to the entrance, clipped on my security badge, and took a seat in the lobby to wait for Joe, who had hired me to work on a marketing strategy project. The lobby, abuzz with activity, reminded me of an airline terminal on a holiday weekend.

While waiting, I watched a large bus pull into the circular driveway in front of the building. As the people began to disembark, I was struck by their relative age. The majority seemed younger than my youngest daughter, mid-to-late twenties, I guessed. Joe's client was known for developing great marketing talent. Lately, I'd been struggling with the question if I had anything to offer this up-and-coming generation.

Joe arrived to take me to the seminar room. "I'm so excited you're here, Paul. This is going to be a great workshop with you leading it."

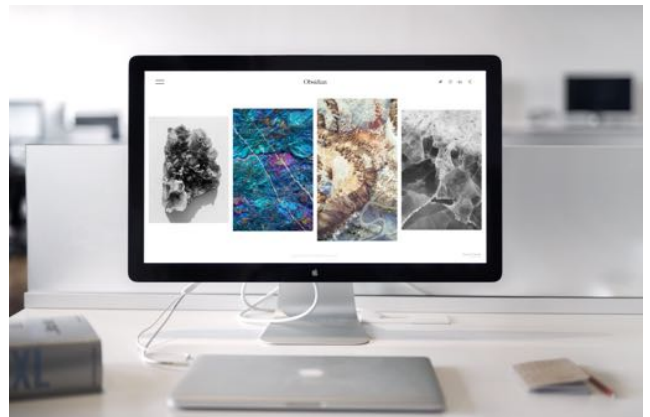
People began streaming in as I set up and I recognized several of the bus passengers. As Joe and I were covering last minute details, I said, "I can't believe how young these participants are." Many probably had MBAs from the best schools, were tech savvy, and were knowledgeable about the principles of business. I didn't hide my sarcasm when I added, lowering my voice, "I'll bet they're surprised to see someone my age leading this session. They're probably thinking, 'What can I learn from this old guy?'" Joe smiled. "They will love you."

This did not comfort me. Familiar doubts about my relevance in today's business world crept into my mind, but I didn't have time to dwell on them. Joe introduced me, I took a deep breath and thought, Here we go!

WHAT'S IN THIS NEWSLETTER:

- Our New Website
- Overcoming Fear & Doubt in the New Year
- Thinking About Thought Leadership
- How to Reduce Your Stress in 3 Steps
- Are you Bored-Out?

NEW YEAR, NEW WEBSITE!



We Have a New Website and we can't wait to share it with you!

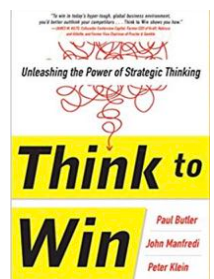
At GlobalEdg we have been working hard to update our website to not only create a more user-friendly experience, but to build a site that will be a source of information and community. We are so excited to head into a new year with a new platform and with new ways to connect with you. Be on the lookout in the coming months for newsletters, new blog posts, and events. **Check out the site at www.globaledg.com.**

As always, please be in touch. We look forward to your feedback!

Best,
Paul Butler

THINKING ABOUT THOUGHT LEADERSHIP

I was thrilled and honored to have our book, *Think to Win*, included in Lt. General James M. Dubik's (US Army Retired) collection of books on Strategic Perspective in the category of Organizational Theory. Read or download his article "Develop a Strategic Perspective - by Reading" from Army Magazine now on the GlobalEdg website.



ARE YOU BORED OUT?

By Paul Butler

Try this on and see if it fits: Do you have a hard time focusing—or are you putting less energy into focusing? Or, how about: Trouble sleeping? Decreased motivation? Tired more often than feeling rested? Do you feel that there are just too many things for you to get done - that no matter how long or hard you work you never seem to get ahead?

Symptoms of burn-out include a dysfunctional attitude towards work, feeling less motivated, and a general apathy towards the job in general. I have worked with too many senior leaders over the years to not be able to recognize it. Unfortunately, burn-out has defined many leaders over the years, and I have seen enough successes and failures to know that this is a real problem.

But, only recently has my thinking around this began to expand as I noticed something very important: Many people who experienced these symptoms were NOT burned-out; they were actually bored-out. I have noticed that somewhere along the way people often hit a wall. It's at this precise point of deep reflection when they ask themselves, "Can I do this any longer?" I especially see this when an individual crosses that threshold where their creation has now turned into something that they have to manage on a day-to-day basis.

Boredom invariably follows.

This theory was first expounded in 2007 in *Diagnose Boreout*, a book by Philippe Rothlin and Peter R. Werder. They found that the absence of meaningful work is, for many individuals, the chief problem. Boredom expert Dr. Sandi Mann says workplace boredom is a growing problem and a "significant source of stress" for many people. On the flip-side, when people find themselves in a new role, or new job—working just as hard and as long—the symptoms start to subside. What gives?! My guess is that they were suffering from being bored-out, not burnt-out. Now that I've started to look for it, I see it everywhere. And, knowing what to name it has made a tremendous difference in how I work with executives and leadership teams. Last week I floated this idea to a c-level networking group. It resonated right away! When does experience become a burden? We all want opportunities for new learning, continued professional and personal growth, and knowing that we are making a difference.

When we feel like this does not exist in our current situation and when we no longer feel challenged, we suffer from feeling like we're missing out on the opportunity to be our best self at work. And, maybe most surprisingly, it usually happens after a major success has taken place.

Here are 4 suggestions to identify and defeat a Bored-Out situation:

1. Challenge your assumptions. Being open minded can help to determine what is really happening.

2. Create a list of wins. Accompany each win with what you felt most excited about and challenged by at work. Did you deliver a big win that made a difference for your organization? Or, was it something outside of work that was impacted? Research show that happiness outside of work is a predictor of job satisfaction.

3. What are the TWO things you do well? Isn't that often what provides joy and meaning to your work. It doesn't have to be just one thing! In many situations, you can combine them to create something new in your life.

4. Now, declare it! Admit you are bored, and you need a new challenge. Pick someone to hold you accountable and to help facilitate creating your own personal growth plan. This plan should have three important elements: **The Situation, The Action, The Impact.**

Address bored-out sooner rather than later and grow that list of wins!

REDUCE YOUR STRESS WITH 3 GOOD THINGS

By Paul Butler



Ever find yourself feeling stressed or overwhelmed? I do too.

So, what can you do?

Martin Seligman, a leading authority in the field of Positive Psychology, has devised a simple technique to address this, it is called the Three Blessings Exercise. This exercise demands that you focus your attention as you end your day.

Step 1: Think about anything good that happened to you today, anything at all that seems positive. It doesn't need to be anything big or important, you can keep it simple.

Step 2: Write down three positive things that came up during your day.

Step 3: Reflect on why each good thing happened. Determining the "why" of the event is the most important part of the exercise. Remember, you get to decide reasons for each event that make sense to you.

To read the rest of this piece Click Here to visit the website!



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DISCUSS THESE AND OTHER TOPICS!**



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