



Happy or Unhappy at Work?

It's all in the Mind

Our thoughts have a direct impact on how we feel and subsequently behave. With 48% of islanders supposedly unhappy with their jobs can how we think truly make a difference?

Mark Shields explains

I have chosen a number of core NLP principles and success strategies to share with you in this article and how to apply them in the workplace.

NLP stands for Neuro Linguistic Programming and is a well-known strategy for helping us in taking control of our thoughts and lives

Working successfully with many employers and employees over the last five years I have found these core NLP principles have helped many think and view their jobs in a completely different way.

This not only results in the employee being happier and more fulfilled within their role, but also resulting in improvements in performance and their over all effectiveness in their job.

The World According to You

Ever sat a meeting for hours and wondered what you were doing there? No one can agree on anything and when you do agree no one follows through on what was agreed anyway so what was the point in the first place. Sound familiar?

What you have to remember is everybody sees things differently. In the NLP model we accept that every body's brain filters and processes information differently depending on the type of person they are. It is also proved no two people process information in exactly the same way.

The result of this thinking is known as an individual's map, their perception of what's going on at any particular time.

What we experience, see, here, feel, etc at those meetings is represented completely differently to everyone sat around that meeting table.

Our experience is our perception of reality our perception in this case of what is going on at the meeting.

The Different Map Factor

Everyone else sat around that table will have a different perception of reality, hence the constant arguing, debating, and almost impossible task of actually agreeing anything positive and taking it forward.

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Everyone is processing the debate differently depending upon how their brains filter information and this affects their map and perception of what's going on around them

How are you possible going to move forward easily within that set of dynamics?

So back to the meeting. The reason the meeting doesn't seem to be progressing is the attendees are from something we call different map factor (everyone in the group is working from a different viewpoint) which ultimately reduces any chance of progress.

The art is accepting everyone has a different perception of reality and take a step back and see if you can understand your colleagues map to help you understand where he or she is coming from.

Imagine the power in getting inside your bosses map.

Another good example of this is remember the last time you went to watch a movie with a group of friends and all discussed the movie afterwards as you do.

How many times have you wondered were you all watching the same film?

There is no such thing as failure

Wouldn't the workplace be a much nicer place if no one every failed at anything. Thoughts of failure can be destructive, unhelpful and de motivational to say the least.

Failure gets in the way of us achieving because we are too afraid to have a go again so we don't bother. The fear of the failure got the better of us.

So how are we ever going to learn anything about ourselves and what we are capable of achieving if we limit our behaviour and action by fear of even trying?

Remember that last presentation you did and how terrible you thought it was. Everybody told you it was great though but you still didn't believe them.

Have you done another one since or avoided it at every opportunity and even the word presentation makes the hairs on your neck stand up on end?

Some people, who I call programmed failures are unsuccessful in a couple of job interviews and then they spend the next six months telling you how they cant possibly apply for a new role as they expect to fail from the outset.

There is no such thing as failure only feedback and learning

Lets be frank here, nobody gets everything right all the time. People from every walk of life make mistakes every day, some costing millions of dollars or people jobs, family homes and so.

Everyone makes mistakes; it's what you learn from making that mistake, and what you do with that feedback that important.

Knowledge is power. No one can blame anyone for trying and feedback is fantastic because it gives you the knowledge you need to improve at certain things in your life.

How are you going to know what you need to improve on and how to improve if you don't get the feedback to help you in the first place?

I have worked with a lot of staff in my time that want to get promoted but have no idea what their strengths and weaknesses are.

I got them to complete what we call a 360 feedback exercise and ask all their work colleagues to give them written feedback in the following areas More / better / different / less

From this they had objective feedback on where their development areas were and could put together a meaningful personal development plan and take their career to the next level

How you frame and process information internally, can be the difference between taking action and unlocking your full potential or standing still and limiting your chance of any success

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