**HOT IN THE POT**

**A survival Guide for the REAL YOU in the Corporate World**

Sharon Hoyle Weber (2008)

**INTRODUCTION**

* …corporate training facilitator.
* Everyone was so serious, no laughter, no energy, no enthusiasm.
* Four P´s: Pressures, Procedures, Policies and Personalities.
* They don´t have the energy to make time to have fun or to do the things they once enjoyed.
* *Thrivers:* people who make a good living, are learning and growing in their jobs, enjoy genuine relationships, look fresh, are healthy, have a sense of humor, and keep it all in perspective.

**PART I: HOW DO YOU BECOME A BOILED FROG AT WORK? ONE DEGREE AT A TIME**

* …daily battles “not worth fighting the system over.”

**Reduced**

**Parboiled**

**Hard-boiled**

* The pressures of better, cheaper, faster can make it easy to forget who are and what we really care about.
* I´m easily annoyed and angry.
* “The more you do, the more work they give you.”

**Pressure-Cooked**

* …a culture of competition and guilt.

**Poached**

* “It´s never enough” (says Siobhan, a consulting associate who found that more hours does not mean more productivity.
* Time is never a substitute for insightfulness.
* “I was losing interest in what I was doing and found that I had a hard time focusing and completing tasks.”

**PART II: TWELVE SECRETS OF THRIVERS**

**How you can thrive**

1. Be clear how your job serves you to keep cool

* Flexibility is my priority.
* Stage of life influences the purpose of a job.

Thermostat Adjustment

* Awareness is the first step toward reviving your real self.
* What matters is that you are conscious of what it is, paying attention as it changes, and keeping in mind that your job is a choice – your choice.
* What is most meaningful to you in your life right now?
* How does your job support that?
* Why did you take this job in the first place? Have your needs changed? How? Does this job meet your new needs? Can it? What changes have to be made?
* Is it time to start advocating for more money, more flexibility, more opportunity to work with particular clients, or learn something new?

1. Find the right fit. Working in jobs that don´t fit is like walking miles in shoes that don´t fit. Eventually you can´t go any farther.
   * Lifestyle.
   * Work/life balance.
   * Free and independent.
   * A right fit doesn´t just happen by itself. It needs to be tweaked along the way.
   * There are so many different options out there.
   * “I see people blaming their unhappiness on the work on their boss when I often see they are a poor fit to their job”.

Thermostat Adjustment

* + Who has control over that aspect of the work?
  + What are you doing to contribute to or enable the problem?
  + Are there any small things you can do to give yourself more comfort, short term and long term?
  + Is it more systemic? Something you just have to learn to live with or go elsewhere? Can you live with it? What is it costing you regarding family, health, and integrity?

1. Set your Thermostat. Consciously setting a limit on how hot and bothered you are willing to get, you protect yourself from boiling over.

* Evaluations, client dissatisfaction, mistakes.
* … you grow and learn and become a stronger, more experienced, more insightful professional.

Thermostat Adjustment

* Work is emotional.
* Experience, knowledge, and insight to the marketplace.
* Are there skills or experiences you can strengthen to be more resilient?

1. Do the Frog Kick. Finding sheer pleasure in performing your work well and looking for ways to improve gives you freedom and autonomy.

* Three types of participants in training; the Vacationers, the Prisoners, the Learners.
* Which one are you when you go trainings?
* Enjoying a job ebbs and flows.
* Definition of success: work is a “place to learn, grow, meet people, deepen my truth to myself, and help others.”
* “Where the passion and energy is”.
* …people give recognition and rewards to those who bring value…

Thermostat Adjustment

* What interests you most about your industry? Are there opportunities to learn more about that? What´s the next challenge for you?
* What manageable improvement in your workplace can you make your own…

1. Make Real-ationships. Making authentic relationships and having a friend or two at work that you can trust and laugh with is cool.

* The workweek is very dynamic and emotional.
* When we take the risk to honestly open up to others, we give them a way to open up to us.

Thermostat Adjustment

* Are you phony? How do you describe the line between being your real self and being professional? How much of your true self gets lost in translation?
* How does your tone of voice change when you are talking to management? Why? What does that tell you?
* Are these ways for you to more honestly express yourself at work without sacrificing credibility?

1. Create a lily pad. Having tangible alternatives gives you independence.

* Thrivers are prudent about how stretched they are willing to be financially.
* We all have different comfort zones with financial risk. Having independent financial support, even if you just temporary gives us freedom and courage to make choices that are in our best interest.
* Building a strong network of associates and friends in the business multiplies our alternatives.

Thermostat Adjustment

* If your job fell apart today, how long would you be able to support yourself without working? Do you have other viable alternatives?
* Are your expenses absorbing most of your income? What quick and easy adjustments can you make on your lifestyle to live more frugally?
* How much money can you afford to put away in a special not-to-be-touched account per week?
* How can you deepen and expand your quantity and quality of relationships in your industry?
* When did you last update your resume?

1. Have a toad-le blast! Enjoying a joke, having fun, and even getting a little mischievous once in a while makes work life worthwhile.

* “A company that laughs, lasts.” (Dick Eaton, Chief Energizing Officer of Leapfrog Innovations).
* People are just so fanny!
* There is an important distinction between seeing the humor in people and making fun of them.
* Bureaucracy produces stupidity.
* Companies don´t always make it easy to be a Thriver.
* Humor has its obvious benefits and risks.
* Everybody loves music!
* Thrivers find a way to bring their humanity into the workplace.

Thermostat Adjustment

* Without a spirit of fun and humor, who are we?
* Anything funny happen today?
* Do *you* take things too seriously? What price do you pay for that?
* How would morale, productivity, and creativity benefit if there was a lighter mood?

1. Chill once in a while. Whether it´s five minutes or five weeks, knowing you need a break keeps you refreshed.

* The pressures of doing business can make us forget our basic needs – never mind emotional needs!
* Change is a break.
* Thrivers seek out little changes to the daily routine.
* Reflection is how we discover insights into how things are related and interconnected; we gain perspective, we deepen our understanding of situations and people, and we expand our thinking.
* Sometimes a break or change can actually take us to a new opportunity.

Thermostat Adjustment

* There is only one CEO (Chief Energizing Officer) of your life and that is you.
* What do you typically do with your time off?

1. Handle the office jerks. Knowing that every office has one helps.

* She has a need to be recognized and included.

Thermostat Adjustment

* …office jerks are difficult, but it can be incredibly satisfying to find the human being under the monster suit or to find a way to be insulated from their wrath.

1. Hey, shit happens. Pardon my French, but sometimes it´s unavoidable.

* Missed deadlines, lost revenue, unclear expectations.
* Sometimes the harder we work the more things get screwed up.
* …breathing space by having the courage and negotiation skills to keep deadlines fluid.
* Whatever you do, don´t simmer!
* “Uncertainty is what I have the most difficulty with.”
* “I don´t like it when people ask me what they can do to help, so don´t do that to others.”
* Be regularly taking initiative, he manages the anxiety of uncertainty.

Thermostat Adjustment

* Being a perfectionist is a killer.
* …things are going to go wrong, people (maybe even you) are going to make mistakes – sometimes really stupid mistakes – and there will be damage.
* Do you assume that because someone makes a stupid mistake they are stupid? NO.
* What do you think is most important for things to go right?
* What do you focus on first when something goes wrong? How effective is that? What might be a more effective sequence of things to focus on?

1. Be grateful and show it.

* Gratitude is only valuable when it is real.
* “Either you make your numbers or you don´t. The rewards are distributed directly to performance.”
* I´m glad that I like getting up in the morning and going to work.”
* No job is perfect, and every job has something to appreciate.
* We each need to find our own personal way of showing appreciation.

1. Perform a balancing act. Keeping it all in perspective is a must.

* “It´s about feeding the soul.”
* Thrivers may not have constant balance, but they do have a perspective of the place their job occupies in their life.
* “My job is a part of my life, not my whole life.”
* My priorities are the four F´s: Family, Fun, Fitness, and Finances.”
* The key for me is not to just have a life outside work, but to give importance to it.”
* “The world is not going to end if I´m not there.”
* “Everybody loses if I lose sight of what is important – especially me.”
* “I had it all, just no at the same time.”

Thermostat Adjustment

* As you look at all you are juggling, what can you live without for a while?
* What would you really like to have in your life, but is missing?
* What is suffering the most that you really value?
* What do you care about, but now is just not the best timing for it? When would be better? What arrangements can you make now to ensure it reoccurs?

**PART III: COOL OFF!**

**Reset the Thermostat**

* It takes energy to go with the avalanche *or* to exert the discipline required to be in control.
* By adding in small ways each day the discipline of managing your finances in a way that keeps you independent and solvent, or resisting the temptation to take the office jerk personally, but instead looking for the person under the monster suit, or to plan little changes in your day, you will start experiencing a fuller self.

**QUIZ: Take your Temperature**

* D: Your personal values are being undermined.
* E: Your life dreams are suffocating.
* F: You are part of the problem.

**Words of Encouragement**

* “Choose to be in control of your job versus letting it happen to you.”
* “Pick a level that will support your lifestyle and be satisfied.”
* “Don´t take it too seriously.”
* “Stroke the job, you´ll get more back, Behave your way to success.”
* “Make up your mind.”
* “Eat good food and drink good wine.”
* “There is no perfect job. Know what you need most and go for it. I traded security for freedom.”
* “Keep something for yourself.”
* Think of your workplace as a neighborhood – people.”
* “Out your stamp on something.”
* “Make a buddy, have a shoulder to cry on when it gets rough.”
* “Come into work in a good mood. Expect good luck.”
* Consciously push your mind out of negativity.”
* Treat yourself like number one without being selfish.”
* “Be aware every job has a honeymoon.”
* “Use downtime wisely.”
* “Find an industry you like. Don´t be afraid to try a job on for size for a few months before you decide to settle in.”
* “Remember who you are and take care of that person.”
* “Make a lot of money!”