

Quote:

"Our research tells us that the single most important determinant of individual performance is a person's relationship with his or her immediate manager. Without a robust relationship with a manager who sets clear expectations, knows you, trusts you and invests in you, you are less likely to stay and perform."

- "Now, Discover Your Strengths", Marcus Buckingham & Donald O. Clifton

Interesting Website:

<http://www.segalsibson.com/publications/surveysandstudies/2006ROWno2.pdf>

Feature Article:

Are You Haunted by a Fear of Failure?

Obstacles to building your strengths

by Marcus Buckingham and Donald O. Clifton

Because failing is never fun, some of us choose not to risk it. But in the context of the challenges of strong living, this fear of failure becomes particularly resilient and difficult to dislodge.

All failures are not created equal. Some are fairly easy to digest, usually those where we can explain away the failure without tarnishing our self-image. It may sound a little different in kindergarten ("Hey, I wasn't ready!") than it does in the working world ("I'm afraid that's not my specialty"), but the principle is the same. When the cause of the failure seems to have nothing to do with who we really are, we can accept it.

To read more go to the following link..

<http://qmj.gallup.com/content/default.aspx?ci=562&pg=1>

Have a great week.

Marianne Gates

Project Coordinator, Kings Innovative Communities

Kings Community Economic Development Agency

Phone: 902.678.0393

"Innovation is the successful implementation of a creative idea." Kings Innovation Council