

## **Tips for a better 2018**

As we close out the year, no doubt 2017 was hell of a ride. I had the chance to speak, interact and learn from many.

Here is what stands out the most:

There are dreamers and doers. Many use the excuse “timing” for reasons to delay progress or taking the risk. Remember there is no better time than now.

Decisions- If you want to great things and go great places you are going to have to make hard/tough decisions. Learn the art of conflict resolution. Conflict resolution DONT's excessive flattery is BS and won't keep people around. Ignoring the BIG decision will kill a team and company. That timing above is the answer for most who don't do conflict resolution.

Tolerance- remember change and progress doesn't start with tolerance. Hold yourself accountable and others if you can't you may need to change your surroundings.

The money, the impact or the legacy- Determine what is important you. More importantly, what is driving you. Know that it can change.

Stolen from Mel Robbins (check her out)- for 2018 figure out: What you are going to START doing, What you are going to STOP doing and What you are going to CONTINUE doing.

Remember don't get caught in the "it's not my job routine". It is all our job we may not know how, but we know who.

Alignment. Align yourself with people of the same work ethic. Low performers will generally drag a high performer down. Bosses get the low performers to the next level or send them packing.

Listen and act. I watched many people in 2018 listen to what others were saying and then do what they wanted to do (generally the wrong decision).

Assholes- They are inevitable and everywhere at all levels from the CEO to the front lines. Best thing, learn what not to do from them.

If you are a hard worker and dedicated just know people will probably ride your coat tail, take you for granite, milk you for what you are worth. Just relax and be visible, the right people will take notice. Funny---no one notices when someone that is mediocre slacks off, but let a high performer.

We are all replaceable- This is an ignorant statement. I get it at the superficial level, but there are some that have value far beyond what you see and characteristics that aren't replicable. Get those characteristics.

If people are talking about you, it is ok if it is for the right reasons. Be honest, transparent, competent and forward thinking...and give them something to talk about.

Millennials- they are not traditionalists or Boomers, nor will they ever be. You are going to have to learn their motivation and or drivers, so be patient. Millennials you don't have it all figured out seek some of the wisdom and know it doesn't all happen overnight. This one is work and takes time.

Action, Action, Action- It all sounds good in talk or looks good on paper, but there has to be action with results.

Goals- Set goals and benchmarks for yourself personally. Expectations have them for yourself and others.

Here is one directly from me- Not everyone likes your wants to be your friend, that is OK, don't spend most of your time and effort on those people. Just be you, unless you are an Asshole then be someone else.

Make time for conversation and stop saying, "that is the least I can do". The least you can do is lay on the floor naked and breathe. Sometimes you have to do more, and it may be for free.

Family- you only have one as dysfunctional as they may be. Don't mix family, work and business. Are there success stories sure, but generally it is an EPIC fail.

Perspective...keep it in the crosshairs. Change is ok. Failure is inevitable and life circumstances change. I work in cancer care...we are one diagnosis away....It is not about the product but the process (Inky Johnson)

One of the big ones from my buddy, Josh Cardwell---you can't do life alone. The top is a lonely place, don't forget who got you there. See how many people you can take on the ride with you.

Invite me to your company or workplace, lets talk this thing out and get sustainable results. 2018 is our year!!! The tough stuff has to be talked about.

Comments and thoughts...Post them, call or email

318-537-1509 or [jordan@cruxqs.com](mailto:jordan@cruxqs.com)