



SPECIALIZED
STAFFING, INC.

THE BEST WORK WITH US

SPECIALIZED NEWS



SPECIALIZED
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THE BEST WORK WITH US

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THE BEST WORK WITH US!

Motivation!

By Will & Suzi Helmlinger

Webster's Dictionary: Motivation-to impel, to influence, to stimulate, to incite and to drive.

H.W. Beecher once said, "God made man to go by motives, and he will not go without them any more than a boat without steam, or a balloon without gas. Find out what motivates men, and we can touch the button and turn the key that makes men achieve."

Managers are constantly asking the question, "How do I motivate my employees and team members?" Most often, motivation is generated by the external factors called 'fear' and 'incentive.' People often try to "scare" individuals or "buy them" into achieving through threats or throwing money and benefits at people.

- Consider the following: Motivation: Some people have it and some don't! This is a myth. Everyone has it. You need to find it and use it!
- Motivation is a force that prompts you to take action because of a desire to achieve a specific goal. True motivation develops internally because of a burning desire that exists within you. This occurs only when you clearly visualize and plan how you will achieve your goals.
- Motivated individuals know the importance of "balance" and place *equal* importance on personal and organizational goals.

Continued on page two – Motivation

Recent Direct Placements

Senior Buyer, Executive Administrative Assistant, Office Manager, Director of Human Resources, Inventory Manager, Production Control Clerk, Buyer, Producer, Accountant

Current Searches Include: Electrical / Electronics Engineer, Maintenance Manager, Process Engineer, Marketing Director, Materials Manager, Estimator, Bookkeeper, Accountant, Financial Analyst

If you know of anyone who is seeking Professional Employment please have them contact us at 1-866-240-5150, via e-mail at Info@SpecializedStaffingInc.com or visit our website at www.SpecializedStaffingInc.com

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Confusion – Time to Refocus!

Our world seems confused right now! Should we move forward or stay right where we are? Who knows the answers? Confusion is an opportunity to stop and refocus. It is a warning signal our mind sends us saying "HELP! Do something different!" So what does our brain want and how can we refocus?

Here are 7 steps to assist this process.

1. **STOP** – The definition of insanity is doing the same thing over and over and expecting different results. So STOP the insanity!
2. **WRITE** – Put all the scrambled thoughts onto paper. Would you rather be swept up in the churn of the tornado or safely watch the event from the next town? By writing your thoughts, you remove yourself from the "churn" and can look at the confusion from a safe distance.
3. **IDENTIFY** – Now you can safely look at your thoughts and begin to identify categories that are creating the confusion. Often it is not as daunting a list as we think it is when we stop the "churn."
4. **RATE** – Take each area and rate it based on your ability to impact the outcome. In other words, by taking action, are you in charge of creating the results you desire or does someone else hold the power? You will find that some areas are in your control and some are not.
5. **CHOOSE** – Choose an area you can control and then develop a plan of action.
6. **DO** – Implement your plan. By taking steps in one area you may find that results happen in other areas. It is almost magical!
7. **EVALUATE** – Once you are on your way, you can go back and chose another area OR recognize the success you achieved and what you have learned to make the process better next time.



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Employees of the Month

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December

Jaci Daugherty is the Employee of the Month for December. She has been with us since August working in Renfrew. Jaci's supervisor said that "Jaci stands out as an employee because she is a self starter, always looking for something to do if she is caught up and always trying to learn something new. No task is too difficult or too menial. She has a pleasant attitude towards the customers and her fellow employees."

November

Kim Hart is November's Employee of the Month. Kim works in Butler and has been employed in this position since October. Her supervisor said "Kim has become a valuable asset to our company in the few short weeks she has been with us. Her experience, education, and sense of responsibility is evident in her work ethic, eagerness to learn and to be a part of our company. Kim follows through with all of the instructions she is given and asks questions to ensure the task is being completed correctly and in a timely manner. In addition she has a pleasant personality and a good sense of humor making it a pleasure to work with her. During November when we take time to reflect on things we are thankful for, Kim is on our list."

October

Melissa Mathabel is October's Employee of the Month. Melissa works in Pittsburgh and has been employed over a year. She works in the legal department of a manufacturing company and has been an exemplary employee for Specialized. Melissa's supervisor has said that "She has done a very good job for us."

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Continued from page one – Motivation

- You must understand what motivates you, before understanding what motivates others. You may then ask, "How can I create an environment that is conducive to developing my own motivation and that of others?"
- Emotions and logic drive motivation. Both words; emotion and motive, come from the same Latin derivative-to move. Logic plays into the equation because you need to make sense before committing to something.
- Your personal level of motivation depends directly on your ability and desire to see a fair exchange between what you give and what you receive in return. If the features and benefits, needs, and wants exceed the price you must pay, you will invest and expect a fair return on this investment.
- Fear and incentive motivation are short lived. To be motivated long term, you need to change attitudes and behaviors and get personal buy-in.
- Everyone wants to achieve results. These results depend on your behavior-how you act or react to situations. Your underlying motivations are driven by your values, beliefs and attitudes. You must understand all these clearly to find your personal 'drivers.'



Whether you are a supervisor, a manager, an individual contributor in a company, or business owner, you must create a motivating environment for anyone to be a valuable part of an organization.

Consider these tips to create a motivated work environment.

- Establish a positive environment where everyone freely expresses ideas and are encouraged to challenge themselves, to grow, and to develop.
- Develop a system of recognition for a job well done. This includes both tangible and intangible rewards.
- Praise improvement regularly.
- Create an 'honest' relationship with anyone around you so that they trust you. This creates an environment where people trust your judgment and your leadership, and you reward them for their trust.
- Recognize that along with any 'carrot' or reward, consequences for lack of action must be included. Outcomes from a person's action and/or inaction weigh on how motivated a person will be.
- Always manage in a participative environment that acknowledges a team effort. Great coaches and players both realize that they are dependent on each other to reach goals and satisfy their personal needs.

Ask yourself, "What am I doing to create and maintain the most favorable environment? What do I need to continue doing, to start doing, and to stop doing?"

Work hard and measure your improved results!

Will Helmlinger and Suzi Helmlinger co-founded Your Hire Authority™ and The Resource Development Group, Inc.

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