



Be clear how your job serves you
Find the right fit
Set your thermostat
Do
Make
Create a lily pad



Have a toad-le blast!
Chill once in a while
Handle the office jerks
Key
Be grateful and
Perform a balancing act

SPECIAL REPORT: October 2009 Part 3 of 3

RECESSION PROOF YOU!

Recession proofing you takes Resourcefulness to keep *any* cash flowing in the door, Exuberance to be a positive, upbeat presence and, finally, being a *GO TO PERSON*.

Nancy is the administrative assistant for the CEO of a consulting firm. She has been with the company since it started. If anyone needs to know anything about who, what and where, you go to Nancy. She knows where all files are stored, how to download crazy big files, who is the VP at what company and what their spouse's name is. She knows how to get a meeting with anyone in the industry, who is speaking at what conferences about what, when to send RFPs and who to copy them to, and the list is endless. Do you think for a minute no matter how bad the economy gets she is worried about her job? Not unless the company just goes under.

Judith oversees all the webinar training for a pharmaceuticals company. She is the go to gal for anything that has to do with Interwise, Webex, Webmeeting, etc. She knows all the bugs of each software program, the workarounds, the capabilities, the contact information for all the companies and how to reach them anytime of the day, night, or weekends.

Tony is the Director of Customer Service for a power company in the northeast. He has about 400 people ultimately reporting into him. When there is a storm, he's the man. He roams the halls making sure everyone is ok, has enough coffee, soup, donuts whatever is needed to sustain the CSRs during long hours. He knows how to mobilize trucks and technicians to respond the outage needs. He knows when people need back ups and who to call and how to convince people to come in during a blizzard to help out.

No one is indispensable!! We've all heard it, but some people are a little more indispensable than others. Nancy, Judith, and Tony have created a situation in which they are, at the very least, a nightmare to try to replace. Who would want to?

There is one reason they are the *Go To Person*, and that is they really do **care**. There is no substitute for genuinely caring about the work experience we create for others and ourselves.

- Care makes them willing to chip in and hang in when the going gets tough.
- Care makes them curious about how things work, don't work and can work.

- Care makes them accessible to associates, vendors, management, staff and customers.

This is good news or bad news. What if you *don't* care? The answer is everyone has to find that for themselves. We all have to look inside and ask ourselves some tough questions:

1. *Why* don't I care?
2. Have I *ever* cared?
3. What *changed*?
4. What do I need *to* care?
5. Am I even *willing* to care? Why? Why not?
6. Would I care more somewhere *else*? Why? Why not?

Writing the answers to these questions will give you access to a perspective that you can't get to by just thinking about the answers. So, take a pad and a pencil and let it rip.

At the end of the day, we're in a struggling economy, more job loss is expected, bills need to be paid. If someone loses their job today, the cards are stacked against them to find a new job any time soon. It makes good sense to hold onto the jobs we have now for at least till things settle down and opportunities re-emerge. Now, is not a smart time to let oneself get frustrated and say, "Who cares?" Because someone cares, can it be you?

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About Sharon:

Sharon Hoyle Weber began her career as a modern dancer and choreographer. Seeing how little money followed when she was doing what she loved, she started working with Forum Corporation, a training and management firm. She was initially a project manager, but soon became certified as a corporate training facilitator.



For fourteen years, she has been traveling around the country teaching skills that help people work most effectively together. Through her relationship with Forum and Results by Design, she has worked for many Fortune 1500 companies such as Deloitte, Liberty Mutual, Bank of America, and Hasbro Toys. Her experience with such a variety of organizations has taught her that the real self is at risk in the workplace.

She describes her own experience as if “my real self was dripping out of me every day.” Once her colleague described it as the “Boiled Frog Syndrome,” she could immediately relate to feeling boiled.

After meeting thousands of employees and interviewing thirty Thrivers, people who make a good living and maintain a sense of authenticity at work, she discovered the Twelve Secrets of Thrivers that contribute to reviving and sustaining the real self in the workplace.

Ms. Weber lives in Cohasset, Massachusetts with her husband, Steve.