

PEAK

PERSPECTIVES

The Monthly E-Newsletter of
Peak Pathways, LLC.

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Pigs Don't Know They Stink

"Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great." - Mark Twain

Recently there was a large lottery jackpot won by a group of people who work together. Several other co-workers were not in on the purchase of the winning lottery ticket and consequently they were not part of the group claiming the prize and becoming new millionaires. We are not advocating lottery tickets as an investment strategy but rather highlighting the importance of who we associate with.

As humans we have great ability to assimilate into a new environment. Of course when we first enter a new environment such as a new company, social group, professional organization, city or even a country we take into it our past experiences and our current perceptions about that environment. We soon pickup on 'how it is done here' and gradually we adopt the common behaviors and beliefs of the culture as our own, whether or not they are in our personal best interest.

One of the simplest and most effective ways to change and develop new behaviors is to intentionally associate with people and groups who already have what we want to have and avoid or at least minimize interactions with those who don't. The main challenge with that advice is to simply recognize that where we are is not where we want to be. Like pigs associating with other pigs, we may not recognize our own negatives that are very evident to outsiders.

About Peak Pathways

The focus of Peak Pathways is on the leader with services in four key areas:

[Leadership/Executive](#)

[Coaching](#) helps leaders to personally grow in areas important to business results.

[Career Transition Coaching](#)

emphasizes accelerating success for leaders facing new roles and responsibilities.

[Team Coaching](#)

is working with staff members at various levels to reach new heights of productivity and personal satisfaction.

[Team Selection & Development](#)

creates strategic plans and routines to hire and develop the right person for every job.

Disassociating with others is simple advice but hard to do when it comes to actually saying no to people and groups we have long relationships with. However, it is impossible to inhabit both the parlor and pig sty. Once we know we want to be like those in the parlor and start hanging out there, we begin observing and gradually adapting to their way of being. The essence of the goal is to be able to say the people we admire the most are the ones we spend most of our time with. Overtime our vocabulary, attitude, behavior, health, wealth and overall success will generally correlate to the average of the key people we associate with the most.

We certainly hope you will keep associating with us!

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Profiles Managerial Fit™

People typically don't quit their companies—they quit their bosses. During times of change in an organization, such as when hiring or restructuring, it is easy to overlook culture, chemistry and personal fit. Given the urgency to make difficult decisions, personnel decisions are made based on short-term need and factors that merely look good on paper.

However, once new people start working together, interpersonal issues are likely to surface. While a small degree of workplace conflict may be considered a sign of engaged employees, excessive and chronic conflict can be damaging, distracting, and costly.

Profiles Managerial Fit™ is a special report available with every **Profiles XT/Select** assessment to measure critical aspects of compatibility between managers and their employees. This report offers an in-depth look at one's approach to learning, as well as six critical dimensions of compatibility with their manager: self-assurance, conformity, optimism, decisiveness, self-reliance, and objectivity.

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