

Personal Growth Concepts™

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Q&A Forum - Review

Gung-Ho and Resistance from Boss

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Fellow Q&Aers,

I hope those of you who are local survived the snow storm last Friday and are safe in the one we are going to get today. Our q&a list is 138 strong and growing. Do you know anybody with e-mail who would like to join? Have them send me an email with "subscribe Q&A" in the subject line and how they heard about us and we will get them signed up right away.

I am almost out of questions - only one remains in the hopper. Now would be a good time to send me any questions you have that you would like me to address.

On another note, our staff are working hard on our goals for Feb which include hiring a part time clerical person 9 hr/wk for the business office, revising our brochure, getting another computer in the office on our network, getting out a couple more q&as, and planning some more groups and services for late spring. A couple of used file cabinets are also needed; if you know anyone who has some for sale, (or free), please let me know.

Additionally, we have a new organization managing our website and hope to be rolling out our upgraded website soon. I will let you know when it is available and will ask you to review it and give me feedback. We are excited and we have only seen a prototype!

If any of you are therapy clients and your health insurance has changed, please contact me asap. This often occurs on Jan 1st and we sometimes get blind-sided when we don't know. Also, I am reformulating some of the groups that I run and will be starting a weekly therapy group for ACOAs and those from dysfunctional families in the very near future. If you, or someone you know, is interested, please contact me. One group will probably be focusing on personal growth issues with 10 initial weeks of topics including: self esteem, feelings, goal setting, decision making, communication, understanding and changing relationships, stress management, etc. Other current groups include our Saturday morning Women's Christian Self Esteem Group and our Thursday night men's group. Group work often helps a person consolidate the gains they have made in individual counseling and gives them a chance to try out new skills (like I statements, saying no, assertiveness) in a safe environment. Some group work creates a "surrogate family" where unfinished business from a dysfunctional family of origin can be worked through. Call or email me if you have any interest.

A special thank you to Patty and Michael for their sharing of some of our "bonus" materials in today's Q&A.

Peace, John

Q: One of the books we discussed was "Gung-Ho!" - the art of creating a Gung Ho company and coworkers. My problem is that my boss does not subscribe to several key points of Gung-Ho - the primary one being to keep all people in the loop and in control of their own destiny ("way of the beaver"). My boss is a very controlling person who has perfected the art of being "hands-on." My question is being that I am in a position to take over the company in an undetermined period of time is it OK to start subversively the ways of Gung-Ho and to perform a grand coup once I get the reigns? Am I setting myself up for being accused of trying to take the reigns before the horse is really mine? Should I just lay low knowing that eventually my time will come and I can do things my own way?

A: For those who do not know, Gung-Ho is the name of a book written by Ken Blanchard about how to motivate a company. It is told in a story format but the key points are worth remembering for CEOs, directors, managers, and/or supervisors. I believe the book is readily available from local bookstores and I have the tape from Random House which is available to be lent out. Now, back to my answer: apparently your boss likes to control and keep others' destiny in his own hands. I believe he is near-sighted because he is not accepting the reality that, ultimately, every person's destiny is in their own hands. Gung-Ho folks can be very much "hands on" but they are careful what and how they place their "hands on." Since you are in a position to take over the company, I suggest you lay low now, do your job to the best of your abilities. If the boss job falls to you at some future date (mark the word, "if"), then I would suggest you take a bit of time looking at it from the boss' position, then strategize your implementation of Gung-Ho. In the meantime, continue to familiarize your self with the concepts and, as much as your present position allows, "gung-ho" your downtime. I do NOT recommend any subversive activity - it may, in the long run, undermine your elevation to boss-dom and/or the resistance you get from your current boss may unnecessarily weaken the company without you being at the helm. Use this time to learn what your boss is doing that does work and how it may be adapted to gung-ho as well as how "not to manage" the company and what aspects of gung-ho might be best used to turn those parts around, and how, once you get your hands on the reins and reign!

Peace, John

Quote: :If you fall in love with someone's potential, you will live to hope forever. - unknown

Bonus 1:

Once upon a time there was a child ready to be born. The child asked God, "They tell me you are sending me to earth tomorrow, but how am I going to live there being so small and helpless?"

God replied, "Among the angels, I'll choose one for you. Your angel will be waiting for you and will take care of you."

The child further inquired, "But tell me, here in heaven I don't have to do anything but sing and smile to be happy."

God said, "Your angel will sing for you and will also smile for you every day. And you will feel your angel's love and be very happy."

Again the child asked, "And how am I going to be able to understand when people talk to me if I don't know the language?"

God said, "Your angel will tell you the most beautiful and sweet words you will ever hear, and with much patience and care, your angel will teach you how to speak."

"And what am I going to do when I want to talk to you?"

God said, "Your angel will place your hands together and will teach you how to pray."

"I've heard that on Earth there are bad people. Who will protect me?"

God said, "Your angel will defend you even if it means risking its life."

"But I will always be sad because I will not see you anymore."

God said, "Your angel will always talk to you about me and will teach you the way to come back to me, even though I will always be next to you."

At that moment there was much peace in heaven, but voices from Earth could be heard and the child hurriedly asked, "God, if I am to leave now, please tell me my angel's name."

Her name is not important. You will simply call her "Grandma"

Bonus 2:

I wish for you...

Comfort on difficult days,

Smiles when sadness intrudes,

Rainbows to follow the clouds,

Laughter to kiss your lips,

Sunsets to warm your heart,

Gentle hugs when spirits sag,

Friendships to brighten your being,

Beauty for your eyes to see,

Confidence for when you doubt,

Faith so that you can believe,

Courage to know your self,

Patience to accept the truth,

And love to complete your life.

I asked the Lord to bless you

As I prayed for you today

To guide you and protect you

As you go along your way....

His love is always with you

His promises are true,

You know He will see us through.

So when the road you're traveling on

Seems difficult at best

God will do the rest.

Bonus 3:

TRIP TO THE VET

A man brought a very limp dog into the veterinary clinic. As he lay the dog on the table, the doctor pulled out his stethoscope, placing the receptor on the dog's chest.

After a moment or two, the vet shook his head sadly and said, "I'm sorry, but your dog has passed away."

"What?" screamed the man. "How can you tell? You haven't done any testing on him or anything. I want another opinion!"

With that, the vet turned and left the room. In a few moments, The vet returned with a Labrador Retriever. The Retriever went right to work, checking the poor dead dog out thoroughly.

After a considerable amount of sniffing, the Retriever sadly shook his head and said, "Bark."

The veterinarian then took the Labrador out and returned in a few moments with a cat, who also checked out the poor dog on the table.

As had his predecessor, the cat sadly shook his head and said, "Meow."

He then jumped off the table and ran out of the room.

The veterinarian handed the man a bill for \$600. The dog's owner went ballistic. "\$600! Just to tell me my dog is dead? This is outrageous!"

The vet shook his head sadly and explained. "If you had taken my word for it, it would have been \$50, but with the Lab work and the cat scan..."

End of bonuses

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We wish you peace in who you are and in all that you do!

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