

CAREER HEALTH

Reasons You Might Need to Focus on Team Building

By Lily Morgan

In any office environment, team work is usually the determining factor between success and failure in any project. When colleagues at the workplace refuse to work together or just do not seem to get along, productivity at the workplace suffers. In addition, certain undesirable attitudes develop, which make working both a stressful and an unpleasant experience. One of these attitudes is accountability where every worker looks out for him or herself, not accepting blame when something goes wrong. When such situations occur, every effort should be made to restore communication among team members as well as emphasizing interpersonal skills if the team is to survive. What is more, being prepared and equipped to handle conflict could prove to be a life-line to ensure the team's survival.

There are a number of reasons why teams may not achieve maximum performance. One of these is backstabbing. Gossip is one of the underlying problems that cause team breakup. As a rule, there should not be any backstabbing among team members. An additional problem concerns interruptions. This problem is especially common in meetings, where some members may consistently dominate a meeting or will not allow others to air their views. As a rule, every one should be given an opportunity to put across ideas without another member having to challenge them. In addition, those views should be analyzed and discussed with an open mind and given equal consideration. In this way, no one will feel left out. There should also be an unwritten rule on how team mem-

bers should forward their complaints. A team member that complains should also be able to provide a solution or offer a different way to carry out the activity in contention, this will alleviate the problem. Whining should thus be discouraged.

A major problem that also restricts how much a team is able to accomplish has to do with sharing skills and ideas. Without combined knowledge, little can be accomplished in a team setting. Thus, this should be part of the job description. No matter how proficient team members are, in what they do, the team will not attain its maximum potential until individual members are willing to help each other in terms of skills and ideas. Team building can vary depending on a wide array of factors. An expert in the field will usually help in identifying the problems affecting a team and recommend the right path to follow in resolving those problems. Team building should be fun. While the underlying reason should be to focus on teamwork, the members will more willingly participate if it is done in a relaxing environment. Team building programs should also be opportunities to celebrate any recent achievements. Acknowledging everyone's efforts and goals serves to engender support and the belief that working together in the future could also have the same results. As soon as team leaders take the initiative to offer words of encouragement and lay the ground rules for the benefit of all members, then team building will be serving its purpose.

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Why Stretching Should Be Done after Working Out

Continued from front page

pose to be held for 20-30 seconds) Remember that day you hit a home run? You can contribute that triumph to the light cardio portion of coach's warm up.

Back to present time...how does this affect the exercises we do as an adult? If you're engaging in intense plans such as heavy weight lifting, stretching before your regimen can actually be counterproductive. Since a cold muscle does not like a static stretch, it will rebel against the movement, becoming weak and unresponsive. It can remain in this state of depression for up to 30 minutes, and a sad muscle does not perform at its highest potential. Therefore, excite and stimulate your muscles through a dynamic warm up using light resistance. And then after the fitness session is complete...that's right...stretch! Basically, think of your work out as a three course meal: the warm up is the appetizer, the activity is the main meal, and stretching is dessert. You go through the entire feast waiting to get to that sweet conclusion. Just like dessert captivates our palates, stretching offers a likewise satisfaction to our senses, providing treats like increased mobility and coordination and decreased muscle tension and soreness. And it feels great! However, it can not be enjoyed until the main course has been served. So next time you hear Coach telling you to stretch before exercising, ignore him!

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"Carpe diem! Rejoice while you are alive; enjoy the day; live life to the fullest; make the most of what you have. It is later than you think."

-Horace

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PHYSICAL HEALTH

Why Stretching Should Be Done after Working Out

By Courtney Krueger

Stretching is something we remember doing as far back as early childhood, whether it was done in a PE class or on an intramural sports team. You remember your coach leading the team in an intricate stretching routine prior to every practice scrimmage or Saturday game. The warm up would continue with some light cardio moves such as a jog around the field or some jumping jacks. The years went by, and soon you were responsible for your own fitness practices, without the presence of a leader. Before engaging in any activity, you still hear your coach telling you to stretch, and you most likely obey since that's what you were programmed to do at a young age. You never imagined your trustworthy coach would lead you astray. But, did Coach's warm up regimen really heat up your best performance abilities and fire up your muscles? To say that your coach's pre-game theory was completely accurate - well, that would be a stretch!

I'm not saying Coach didn't have the right intention; he was definitely on the right track. However, he should have taken you directly to this track (running track that is) and forgone the stretching portion of his designed warm up. Don't look so shocked, and before you say it, YES

stretching is important. However, it is only useful and necessary when performed after a work out or activity. Let me ask you this; what is the purpose of a warm up? Simple right? We need to warm up our body and prepare our muscles for the action to come. Well, earth to Coach, stretching does not warm up our muscles! And ironically, stretching cold muscles can cause rather than prevent an injury, when our muscles are cold, or in their natural state, they are rigid. This inflexibility makes them sensitive to any strains or changes in length, and therefore, susceptible to over-extension. However, once our body temperature is up and blood flows to our muscles, they are ready to reap the benefits of a relaxing, cool down stretch. Think of a raw piece of spaghetti; if you were to bend it, it would snap in half. But, when you "warm it up," it will bend any way desired.

Okay, enough critiquing Coach's flaws; let's focus on what he did right, the second part of his warm up routine. A light pre-work out plan is extremely advantageous and enhances performance power by loosening muscles and increasing our range of motion. These plans should be focused around dynamic moves that encourage muscle activity and use speed and momentum to form a stretch. (As opposed to a static stretch that requires a

Continued on back page

RELATIONSHIP HEALTH

Is Family Support Crucial to Work-at-Home Mom Success?

By Tod Dale

When considering a home based business, capturing the support of your family may decide your success as a work at home mom.

From a household standpoint, the work at home mom affair features some positive and negative details.

Toddlers enjoy having mom at home because they enjoy spending time with you, whether it's baking brownies or playing on the swing-set.

Your pre-teens think it's pretty cool having a mom at home to taxi them around town or haul their friends over to play Guitar Hero. They even enjoy having you volunteer to help out with school projects and field trips.

Adolescents are more difficult to please. They appreciate that you are able to drive them to work or to the movie theater. However, they might not be genuinely fond of the reality that you always appear to be at home.

Now your hubby, in all likelihood, considers both sides. He enjoys mom working at home, attending the household, managing the children and preparing dinner every night. He's obviously pleased and supports you in what you're accomplishing and might even be astonished at how you oversee it all and make it appear effortless.

However, he's not too warm and fuzzy on the reality that your revenue has degenerated since you gave up your "real" job and are not clearing the same amount of income as a work-at-home mom.

He understandably is not too enamored with the notion of being forced to take up the slack in the evenings so that you are able to attend to your business... and he has difficulty interpreting why he doesn't get as much attention, since you are home all day, every day.

The most difficult individual to get aboard perhaps is your hubby. He may not be convinced that you will really earn any income at all working at home.

"Other things may change us, but we start and end with family."

- Anthony Brandt

So how do you get past your family's issues with the whole 'work-at-home mom thing' and get them on your side?

Having a family group discussion is in all likelihood an effective start. During this conversation it's critical for everybody to speak their mind and to express their feelings. By listening to how your family feels and how they perceive your home business, you will understand how to explain your thoughts.

If possible, try and get your spouse's support for at the least a period of six months, so you'll have enough time to get up and running. If he really opposes your venture, at the least try to reach a compromise with him.

Maybe propose that if you're not generating a substantial profit after an as-

signed time period, you will give it up and go back to work. You'll work even harder to demonstrate you are able to succeed, and he'll be pleased knowing that there will be a resolution.

Your family wants to understand the benefits of having mom work at home. Point out how much additional help you'd need and the extra house-keeping chores they would have if you weren't working at home. This is typically a pretty compelling argument when it concerns the kids and perhaps even your hubby as well.

Share your feelings concerning having a home business and how significant it is to you that they support you. The guilt trip, when applied the right way, can be really powerful.

Get everyone involved with your new business venture. Listen to each and every family member and consider their feelings and ask that they do the same for yours.

Spending time together and demonstrating how readily accessible you are will help you establish the crucial family support required for work-at-home mom success.

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INNER HEALTH

Develop PMA - Positive Mental Attitude

By: Harold Lowe

One of the major characteristics shared by nearly all of those people who are in the 95% of the population not experiencing the lives they desire is the propensity to have richly developed negative mental attitudes. A characteristic shared by nearly all people in the 5% who live their dreams is they have richly developed positive mental attitudes or PMA.

If you want to know how pervasive negative attitudes are, take a few minutes and listen, really listen to the conversations going on around you on a daily basis. Turn your attention away from your own inner self talk and pay close attention to others. Half the day or maybe the whole day might pass without you hearing one conversation that indicates that someone with PMA is speaking.

Just what is a positive mental attitude? What is a negative mental attitude? Which do you have? How do you know which you have? Before I give you the definitions that I have adopted, I ask you to pause a moment and think about how you would describe your overall mental attitude.

The PMA definition I adopted and practice was provided by Dr. Dennis Waitley, author of *The Psychology of Winning*, who said that A POSITIVE MENTAL ATTITUDE IS THE (CONSISTENT) EXPECTATION OF THE BEST POSSIBLE OUTCOME IN ANY AND ALL SITUATIONS. This is not an attitude of merely wishing or hoping. A positive mental attitude is a state of positive expectancy at such a high level that it borders upon certainty. Developing PMA is the cornerstone for mastering your mind power.

A negative mental attitude I define as consistent expectation of the worse outcome in most situations. A certain indicator of the presence of a negative mental attitude is when you hear people talk about how they hope for the best but expect the worse related to a particular situation, or they hope for the best and prepare for the worse.

Rich Dad, Poor Dad author Robert Kiyosaki says that people in the 95% of the population, who he calls poor, live in perpetual fear. By the way, rich and poor are the only two financial classes of people in his world. Nearly all of the decisions poor people make are moti-

"Having a positive mental attitude is asking how something can be done rather than saying it can't be done."

-Bo Bennett

vated by fear, primarily the fear of losing.

Events unfolding in the financial markets around the world, during the final weeks of September of 2008, have spawned fear so thick that you could almost cut it with a knife. Here is something you should consider. Fear cannot be sustained in a mind where PMA resides.

Imagine how powerful and wonderful it is, or would be, to stare down this kind of financial turmoil with PMA; to positively know along with Napoleon Hill that EVERY ADVERSITY (INCLUDING THIS ONE) CARRIES WITHIN IT THE SEED OF AN EQUIVALENT OR GREATER

BENEFIT (for those people with PMA); and to expect the best possible outcome in this situation.

You have just had two very powerful affirmations handed to you. There is absolutely no better time than right now to start repeating them without ceasing.

Also make sure you have a big, worthy goal toward which you are moving. Do not be sidetracked by the so-called evidence screaming at you from the television and newspapers. Believe in yourself. Trust yourself to make good decisions. The same power that guided Bill Gates, Donald Trump, Robert Kiyosaki, and Napoleon Hill on their journeys resides within you right now, in this moment, to guide you on your journey.

This I know for sure. You can claim or reclaim control of your own mind power. You are the most miraculous of all living beings on earth. You are the owner of a mind that is so stupendous, that as you truly begin mastering your mind power and consciously using it, there is no dream that you can dream that you cannot achieve.

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