

CAREER HEALTH

Larry Doesn't Work Here Anymore

By John Reh

I hired Larry almost two years ago. His technical background, coupled with his ability to get things done, made him an ideal choice for project manager in my group.

Change:

Things change. Six months later, the Company reorganized and my group was distributed among several others. The talented team I built was seeded in other groups to help them grow. Larry moved to a group where his skills were really needed. He fit in well and immediately became a productive member of the new group.

And more change:

This new group was disbanded. His new boss was fired. Larry was transferred to yet another group. This time, he did not fit well in the group. Other members of the group shared his skill set, so what he offered was redundancy rather than new talent. His new boss assigned him to a task for which he was ill-suited. He struggled with the new task and did not perform to his usual standards.

Last week, I saw Larry. He was down the hall and too far away for me to speak with. However, his body language came through loud and clear. His head was down. His smile was gone; and the spring had gone out of his step. Even for our casual office his clothes seemed a little unprofessional. The talented, motivated, winner I had hired had become an unmotivated drone.

No change:

It's really sad to see Larry like this. He's a good man and I'm sure he feels badly about not having been able to handle a task he had been given. However, it's our company I really feel sorry for Larry. They've lost a talented, motivated, hard-working employee with the ability to do many things well.

Rather than use this outstanding employee in a position where he could excel, the Company moved him to a place where he failed. Instead of moving him back to his original position or trying him in a new position, the company left him where he is and effectively branded him a failure. There is no doubt in my mind that Larry will move on to another company just as quickly as he can find a suitable position. He will do well there. He is a pretty talented guy. Our company cannot afford to lose talented people, but we have lost Larry. For now, we still have his body, but we no longer have his spirit.

Manage this issue:

The lesson here is simple. Find and hire the best people you can. Put them in the places where they can do good and let them go do it. Help your people succeed and your company will succeed.

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Facts About Insomnia

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Cure

The good news is that insomnia is a curable disorder. The following methods may prove very helpful in dealing with this problem:

- Get a better sleeping environment. Your bedroom must be cool, dark, and quiet.
- Avoid or at least limit the intake of nicotine (cigarette), alcohol, and caffeine.
- Avoid getting into stressful situations before you go to bed. Involve yourself in activities that you enjoy, something that helps you feel relaxed.
- Avoid taking naps during daytime. This will only make your problem worse.
- Make a specific sleep schedule and stick to it on a regular basis. Avoid working in irregular shifts.
- Forcing yourself to sleep is not likely to work.

So if you are not feeling sleepy, get up and do something that makes you feel relaxed, such as reading books, watching television, and listening to music. Reading a book while lying on bed has also been a very effective method to deal with this sleeping disorder.

- EEG Biofeedback (Neurofeedback) training can also prove very effective, but it is expensive.

The most important thing is that you must keep trying to think positively. Keep telling yourself that insomnia can be cured if you follow the aforementioned strategies. It is recommended not to try sleeping pills or medications unless you are suffering from chronic insomnia and your doctor prescribes them.

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“Dream as
if you have
forever.
Live as
if you
only have
today.”

-James Dean

VALUES - BASED QUALITY OF LIFE™ Newsletter

Because Making Smart Choices About Your Money Impacts The Quality of Your Life

Over the years, we have found that there are elements of your life that are more important than money.

These elements - Physical Health, Relationship Health, Inner Health and Career Health - cannot be delegated.

We hope that you find these articles to be of value in improving the quality of your life.

PHYSICAL HEALTH

Facts about Insomnia

By Paul Stevens

There are several symptoms that may indicate that you are suffering from insomnia. Do you find it difficult to concentrate on work during the day? Are you experiencing daytime irritability, fatigue, or drowsiness? Do you wake up too early in the morning? Do you rely on alcohol or sleeping pills to get your sleep at night? Is your sleep not refreshing? Once you wake up, even after midnight, do you find it difficult to get back to sleep? Do you wake up frequently during the night? Are you trying your best but are still unable to get a sound sleep? If your answer to all these questions is yes, it means you are not getting the amount and quality of sleep you need. This type of sleeping disorder is termed insomnia. The following is a brief rundown on some of its causes, effects, and possible cures.

Causes

Some possible causes of insomnia include the following:

- Stress is the biggest factor. Career issues, family problems, workplace pressure are some of the reasons that may make you stressed.
- Depression - an emotional feeling of hopelessness.
- Chronic feelings of worry and anxiety - This type of sleeping disorder is also found in people who go through a traumatic experience.

- Your sleeping environment also matters. If it is not quiet and comfortable, you will not be able to get a good quality of sleep in an adequate amount.
- Some health issues may also interfere with sleep.
- Psychological disorders, such as clinical depression, bipolar disorder, hallucinations, and schizophrenia.
- The problem of indigestion may also be a possible cause. It is very difficult to let your body sleep if it is unable to digest the food you have eaten.
- We all tend to develop a body clock that tells the body when to sleep and when to wake up. Sometimes this body clock is disturbed, because of working in irregular shifts. This eventually leads to the problem of insomnia.

Effects

Insomnia can adversely affect your life, both physically and emotionally. If you are getting less than five hours of sleep, it can lead to obesity. It not only affects your health, but also has serious effects on your personal and professional life. Lack of concentration at work is a very common complaint from people who suffer from insomnia. It can be very dangerous if your work involves operating heavy machinery frequently or driving for long hours; you will feel extremely tired during the daytime. It affects your mood also, as you always feel irritated. All these effects are certainly going to have a big impact on your lifestyle.

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RELATIONSHIP HEALTH

How to Keep Any Relationship Healthy

By Cucan Pemo

With all of the advice out there on how to rebuild your relationship, why not look at tips to keep your already healthy relationship in tact? There are plenty of things that you should avoid in order to keep your relationship with your wife or girlfriend from unnecessary miscommunication as well as arguments. In fact, these tips can help you in every relationship that you have - read on.

DON'T be right all the time

There's nothing more frustrating in a relationship than a person who insists that they are always right. No one is right all of the time, and it's time that you realized that. It takes a much stronger person to admit that they were wrong than it does for someone to not admit that they may have made a mistake. Don't be the know it all.

DON'T refuse to apologize

You will have something that you need to apologize for at some point, even if you don't think that it's a big deal. When you allow your partner to hear that you are sorry about something, you allow them to see that you are willing to move past something in order to have a healthier relationship. Even if you don't think that you are wrong, apologizing is a great way to start fixing the situation instead of making it worse.

DON'T know the other person better than they know themselves

If you've ever been in a fight or a discussion when another person has claimed to know what you want, doesn't that feel upsetting? You want to avoid doggedly trying to prove that you know more about the other person than they do - because that just isn't the

case. Take the time to consider their feelings and thoughts when they tell them to you. To not let them have a say is to make the conversation one sided.

DON'T assume anything

When you start to assume something, you start to chip away at the truth. If you want to know about something, the other person is going to have to tell you what you need to know. Assuming that someone feels a certain way or that they want

"Happiness is not the absence of problems but the ability to deal with them."

- Anonymous

you to do a certain thing is only going to set you up for possible problems. Assuming is really just guessing.

DON'T rub it in

If you do find out that you are right about something, you don't want to constantly rub the fact in long after the discussion is over. Your relationship isn't about someone being right; it's about the two of you being happy. If you're right, you're right, but then you need to move on. Your partner will not appreciate being reminded that they were wrong.

DON'T put your priorities first

While you both want to have your needs and wants addressed, when you try to focus more on your own needs than your partner's needs, you will be seen as self-

ish and uncaring. A relationship means that you are putting someone else's needs before your own, and in doing so, allowing your needs to be fulfilled as well. Seek out their needs to see how you can compromise to make both of you happy.

DON'T interrupt them

When you're trying to make a point, you might feel that your words are more important than theirs, but this is not helpful. If you are interrupting what someone else is saying all the time, two things happen: one, you're not hearing what they are saying, and two, you are showing that your opinions are more important than theirs. Instead, stop yourself and make a mental note to bring up your point when they are finished.

DON'T make promises you can't keep

You aren't going to be perfect, but when someone is counting on you to help maintain a good relationship, you need to be able to hold up your part of the bargain. This means that you need to be able to make promises that you can keep. And when you do make a promise to someone, they need to be able to expect that you will follow through - every time. If you can't make a promise, then let them know that you will try your hardest, but that you can not promise it. This allows them to have realistic expectations of you.

No relationship is perfect, but there are plenty of ways that you can keep it from becoming unhealthy.

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INNER HEALTH

Self - Acceptance & Self - Improvement

By Robert Elias Najemy

Some fear that if we accept ourselves as we are, then we will have no motivation to improve ourselves.

There is a small possibility that self-acceptance might cause a few people to lose interest in self-improvement. In most cases, however, it opens the door toward natural change and self-betterment.

Contrary to what many think, self-acceptance is usually a prerequisite to moving beyond aspects of our selves which we would like to leave behind.

It is as if that aspect which we want to change is another person whom we are rejecting and asking to be different. They will usually resist and become even more deeply entrenched in the behaviors we would like them to change.

The same seems to happen when we reject aspects of ourselves. Those tendencies or "sub-personalities" tend to resist letting go of their ways of functioning and behaving. Thus, we often delay our freedom from such undesired habits or characteristics when we reject them or ourselves for having them.

Say for example, we smoke or eat or drink too much. Or, we might tend towards aggressiveness, jealousy, anger, fear or other unwanted emotions. We might prefer to be more assertive and dynamic in achieving our goals.

Rather than reject ourselves for what we would like to change, a much more effective approach is to:

1. Accept that undesired aspect of ourselves as a natural evolutionary response to the various stresses, disappointments, difficulties, and challenges we have encountered until now in our lives. We have developed these habits and tendencies as an attempt to "protect" our selves from "dangers" or to "relax" from our tensions.

2. Learn to understand these aspects of our being. They are the part of us which deserve our love and acceptance. We need to under-

stand what those parts of ourself are actually seeking through our behavior - security, affirmation, freedom or perhaps release of tension.

Our "aspects" or sub-personalities can search for security in money, food, relationships, sex, smoking, coffee or even through conflict. We have been programmed to doubt our security and self-worth and to fear for our freedom and to seek them at times in strange and sometimes self-destructive ways.

Thus, the second step is to understand these parts of ourselves and realize how they feel and what they need.

3. The third step is to begin to reeducate these parts of ourselves and help us understand what really benefits us and how we can

"We're constantly being told what other people think we are, and that's why it is so important to know yourself."

-Sarah McLachlan

achieve real security, self-worth, freedom and fulfillment. This might take the form of a dialogue with that aspect of ourselves in which we listen to our needs and then explain how we perceive our lives and share our goals and needs. We can write a dialogue between these two parts of our being - the one who wants to keep on with its habits and the second which wants to move on to other ways of behaving. They can each express to each other their:

- a. Needs
- b. Feelings
- c. Beliefs
- d. Goals

This can also be done by setting up two chairs and creating a verbal exchange in which we speak alternatively for each part of ourselves

as we change positions sitting in each chair as we change perspective and seek to feel and express that aspect of ourselves.

4. The fourth step is to take the position of our higher wiser self and speak to both parts of ourselves. The part which wants to the change, and the one which does not, are equal aspects of our being. They are like our children and they need to be accepted and loved as they are. They need to be helped to love harmoniously in the same body and mind.

5. In the end we need to understand that our true being is not limited to either of these aspects. We are something much greater.

This mutual inner acceptance and communication between these conflicting aspects of our being opens the door to a type of inner cooperation which brings about a much more effective and lasting change than can ever be accomplished through self-rejection and conflict.

The same is obviously true about our need to change others. We can get much better results if we accept and understand them and their needs and then express our needs in an atmosphere of mutual understanding and respect.

As for the fear that we might relax too much and not move forward if we accept ourselves, we would do well to remember that all of nature seeks to evolve. Our inner being naturally seeks to evolve. This is our basic inner need. We are all driven by an inner pressure towards perfection. How else can we know that we do not have perfect love or justice, unless we have an inner frame of reference.

We want to create health, harmony, peace and love in our lives because these remind us of our true inner self. These encompass who and what we are.

No matter how much we accept ourselves we will always want to move toward that manifestation of our inner potential.

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