

# The Choice Connection

~ PERFORMANCE... It's A Demonstrated Choice ~

Constructive Choices, Inc.  
Discover and acknowledge your strengths...



## In This Issue

*Performance...  
It's A Demonstrated  
Choice...*

Jean's Latest Choices

Jean Recommends

Quotable Quotes

Interpersonal  
Challenges ... Do you know  
what they are?

Administrivia

## Quick Links

Newsletter Archives

CCI Web Site

About Jean and CCI

The Choice Store

Articles & Workshops

Complimentary Coaching  
Intro

Contact Jean

Greetings!

CHOOSE TO... PERFORM and ALWAYS AT YOUR BEST

CHOOSE to assure others that you are

CHOOSE to demonstrate excellence from mediocre achievement.

CHOOSE to identify the competency(ies) that strengthens your  
choice to perform

CHOOSE to... live and work in an environment that supports  
performance excellence.

## Performance... It's A Demonstrated Choice...

I ended last month's newsletter with the statement, "a person may actually be competent and choose not to perform." And I continue to be surprised by the surprised looks from those who hear me say this.

Why wouldn't anyone who is competent also choose to perform? And ... that is a good question.



I have been a witness, as you may have been, while working with colleagues that are very competent to perform a task and yet ... they just choose not to. The reasons are many - physically tired, angry at their manager, lack of confidence, too much other work, too little time, other priorities, etc. The list of excuses go on for a bit and most of us would have just one more special excuse to add to this list.

I was looking through the index of a book on performance management and came across a multiple listing of performance related topics - performance improvement, performance appraisal, performance planning, performance diagnosis, performance management systems, performance problems and performance reviews. I could tackle anyone of these and never have enough space to say much about performance at all - a lot of words speaking to what ultimately is a person's choice on how they show up - whether it is with their family or in their work environment.



### Jean's Latest Choices

- Teaching a fall term at Webster in 'Career Management, Career Development'
- Presenting a crackerbarrel session at the ISPI's fall conference here in ABQ
- Working with a team on a community project...
- Stitching again...
- Exchanging a guest room for a sewing/crafts room...
- Inviting an awareness that the choice of retirement at 55 (my definition, my work is my choice) has now moved me into a year and a half of learning to design and prepare for retirement's next stage.

*Interpersonal Challenges*  
(taken from "What Got You Here, Won't Get You There" by Marshall Goldsmith, 2007)

Habit #1 - Winning too much

Habit #2 - Adding too much value

Habit #3 - Passing judgment

Habit #4 - Making destructive comments

Habit #5 - Starting with "No," "But," or "However"

Habit #6 - Telling the World How Smart We Are

Habit #7 - Speaking When

I do know that organizations today place a lot of emphasis on the performance of their people. It has almost begun to become a field of discipline. A lot of time and money are being spent on really trying to answer one question when speaking to one's performance - why do you choose to perform in just this way?

Presume you have the knowledge and skill(s) to do your job competently. And then ask yourself... are YOU performing at your best? Are YOU satisfied with your performance?

If yes, then what is it you do to perform at a level of excellence and with confidence and assure others that your performance is effective? Know this and I believe you may begin to have an understanding for how you can always perform at your best.

If the answer to that question, "are you performing at your best?", is NO, then have you figured out why you believe you aren't performing at your best? And then here are a few more questions to ask of yourself. Is something else competing with my choice to perform at my best? What is it that keeps me from committing to a choice to perform at my best? Is it OK for everyone I work for and work with that I just perform adequately?

If you can't or don't presume to have the knowledge and/or skill(s) to do your job, then how will you answer these questions - What do I NOT know or know how to do? Do I want to even continue doing this work or job? And am I ready to choose a next step to move on or move forward?

Choosing to perform adequately and go through the motions is OK for many. Is it for you or does your need for personal satisfaction demand that you move forward to achieving performance excellence?

Choice often requires understanding and action, and not necessarily in that order. Competence is the mix of blessings and gifts you are given - what you know and learn easily along with the talents that naturally evolved for you over time. Performance is your choice and sometimes appears to be the more difficult commitment to make. You can stretch the bar and choose not just performance ... rather performance excellence!

May each of you live and work in an environment where the choice of performance excellence is the right thing to do regardless of whether expectations and leadership are in support of your choice.

Warm Regards,  
Jean

Jean Strosinski, MA, PCC, CPT  
Constructive Choices, Inc.



**Jean Recommends...**

Performance Management  
by Robert Bacal

Angry

Habit #8 - Negativity, or "Let me explain why that won't work"

*\*Energize every employee. \* Improve performance through feedback. \* Learn how to measure performance.*

Habit #9 - Withholding information

**Patterns of High Performance: Discovering the Ways People Work Best**  
by Jerry L. Fletcher

Habit #10 - Failing to give proper recognition

*Discovering the ways people work best.*

Habit #11 - Claiming credit that we don't deserve

**What Got You Here Won't Get You There: How Successful People Become Even More Successful**  
by Marshall Goldsmith

Habit #12 - Making excuses

*Discover the 20 workplace habits you need to break. How successful people become even more successful.*

Habit #13 - Clinging to the past

**Quotable Quotes**

*"Always do right. This will gratify some people, and astonish the rest."*  
~ Mark Twain

*"The best job goes to the person who can get it done without passing the buck or coming back with excuses."*  
~ Napoleon Hill

*"Great leaders are never satisfied with current levels of performance. They are relentlessly driven by possibilities and potential achievements."*  
~ Donna Harrison

*"People perform better when leadership roles are defined."*  
~ Stan Toler

*"Gentle in manner. Strong in performance."*  
~ Claudio Aquaviva

Habit #14 - Playing favorites

Habit #15 - Refusing to express regret

Habit #16 - Not listening

Habit #17 - Failing to express gratitude

Habit #18 - Punishing the messenger

Habit #19 - Passing the buck

Habit #20 - An excessive need to be 'me'

**Albuquerque ISPI Fall Conference 2008**

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**Administrivia**

My Constructive Choices Audience...

- Professionals wanting to be at choice in their career and daily work
- New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities
- Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and...
- Coaches who choose to step out, show up, and say - *YES, it IS all about YOU!*