

# DRISCOLL LEARNING

*Empowering Environments Where Learning Is Embraced*

www.DriscollLearning.com



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## ***Got Executive Presence? (Hint: It's Important)***

**D**o you feel like no matter what you have accomplished, you're not getting ahead in your career? Have you stopped to consider whether or not you have executive presence? It is more important than you realize and could be the very reason you are not advancing.

Here's what you need to do to develop the executive presence that is keeping you from your high-level position.

### ***1. Be Seen***

There's no hiding in the back of the room if you want to be a leader. Speak up during meetings when you have something of value to share. Show up to meetings early. Shake hands with people and introduce yourself.

### ***2. Think Before You Speak and Answer Strategically***

Before you share your ideas, really think them through. Then, give others a strategic answer.

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Are You Presenting An Executive Presence?

## ***Science Discovers Why Some People Are Motivated To Succeed While Others Aren't***

**W**hy are some people motivated, focused, and successful, while others seem to get distracted, and have little to no motivation to get things done? Is it due to their upbringing? Maybe something about their personality?

Believe it or not, science has made a discovery as to why some are motivated

while others aren't.

### **Here's what studies have shown:**

#### *Motivation Really Is All In Your Head*

Everyone talks about having the right mindset to get things done in life. To be truly successful, it starts with self-talk and what's in your head. Well, it turns out that part of that is true. Motivation really is all in your head.

Studies have shown that motivation comes from the nucleus accumbens which is a small section in the brain that sends chemical messages to your body. This is the area of your brain that keeps you focused.

#### *Dopamine Is the Key Ingredient to Motivation*

Dopamine is one of the 4 happiness hormones, listed among serotonin, endorphins, and oxytocin. When this chemical is released into the body, it passes information from neuron to neuron.

As it moves around in your brain, it comes in contact with other receptors.

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Talk about the big picture and don't get bogged down in the smaller details. If you are a strategic thinker, people will recognize that and want to hear you out.

### 3. Dress Like a Professional

Even if your office has a casual Friday or out of work event, you should still dress the part. Never be too casual in your workplace, no matter what day it is. If you want to be an executive, you should dress like one.



### 4. Listen To Your Own Voice

As weird as it may be to listen to your own voice, you should hear what others are hearing. Record a video and listen to how you sound. You might be shocked by what you hear. Use those recordings to train yourself to speak in a way that is clear and distinct.

### 5. Get Honest Feedback From People You Trust

Find a few people that can be honest with you about your presence. These need to be people that you trust, and that will share with you openly a few things you can change. Ask them to give you 2-3 specific things they suggest to increase your executive presence.

After you hear what those advisors say, you should make the changes. Really listen to them without becoming defensive. Go back to those individuals after a few months and check in on how you are progressing.

If you are ready to move to the next level, you must develop the right presence. Start separating the way you do things from those that are lower level. Pay attention to what executives are doing and then follow suit. ❖

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*"Success is liking yourself, liking what you do, and liking how you do it."*  
~ Maya Angelou

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The way dopamine plays a role in motivation has to do with the mesolimbic pathway it takes in the brain to communicate. This pathway lies in the middle of your brain and leads to the cerebral cortex. When dopamine goes through this pathway, it provides your brain with the ultimate reward.

### Dopamine Encourages Us to Act So We Can Reach The Reward

The main job of this chemical is to get you to move on your thoughts. While it is present when we are happy, it also helps us through pain, loss, or stressful situations. Its job is to get us to do something while avoiding things that are bad.

### Motivated People Have More Of This Chemical



Scientists at Vanderbilt conducted a study between those that were highly motivated and those that were considered lazy. They found that the more motivated group had higher levels of dopamine in their system.

### Ways to Increase Dopamine

Since you know that this chemical is responsible for more motivation, there are things you can do to increase this in your body. Here are a few things you should implement in your life:

- Focus on one task at a time to keep from depleting your brain's energy
- Be an endgame thinker
- Eat foods high in L-tyrosine which include vegetables, avocados, bananas, green tea, and apples to name a few
- Tell others what you've accomplished
- Lend a helping hand to others
- Take note of the things you have accomplished

These are a few things you should add to your daily routine so that you increase the dopamine in your system. The greater this chemical, the more motivated you will be to get things done. ❖

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## Four Things To Avoid In Your Work Email

While some things are just understood and best left unspoken, there are times where email is forgotten in this model. Sure you don't want to bash your boss when they can hear you or let a coworker hear you whine about the performance. However, are you careful with your email correspondence?



Often, employees forget to be cautious with their work email. This has gotten people in trouble because emails last longer than the spoken word. In fact, email is a written record and can come back to bite you if are not considerate of what you say and how you say it.

Be sure to avoid these four types of conversations in your work email:

**1. The Quality of One's Work** – Make it a habit to never talk about the performance and work quality of anyone at the office in an email. You miss the inflection of someone's voice and can't tell whether they are joking or being serious when you email. It is better to just avoid talking about how someone is performing because it can be misinterpreted and once it's written, it is out there forever.

**2. The Rumor Mill** – Nip all gossip when it comes to your work email. The rumor mill is an ugly place to be and with email, the info is out there and can't be changed or edited. Gossiping in an email will likely haunt you in the future.

Maybe you trust the person you are emailing completely. While that is fine, the person looking over your shoulder or theirs when the email is read could be an issue for you. Also, the email could get sent to someone by accident, forwarded, or used as something to hurt you in the future.

**3. The Critical Eye** – Don't be overly critical in email. People get offended easily and remember the way an email comes off is in the "eye of the beholder." You can't be sure that they will take the criticism well. Try to keep those conversations out of email and in-person instead.

**4. The Touchy Topics** – Leave the touchy issues and sensitive topics out of email and discuss them in person instead. This can include discussions about pay, annual reviews, opinions about someone's recent work, and work schedule.

You'll be glad you avoided these types of conversations in your work email and so will your superiors and coworkers. There is wisdom in keeping appropriate conversations in-person rather in a written record. ❖

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## One Minute Ideas

### Positive Thinking Produces Positive Results

Just as someone can affect your attitude, you can influence your attitude as well as the attitudes of those around you. How? With affirmations! An affirmation is telling yourself that "you can" instead of "can't." An affirmations is a positive statement which describes the "you" you want to become.

Affirmations should have the following criteria:

- 1) Affirmations should be positive.
- 2) Affirmations should be statements in the first person, present tense.
- 3) Affirmations should be related to your goals.
- 4) Affirmations should be within the realm of possibility. (realistic) ❖

*"The function of leadership is to produce more leaders, not more followers."  
~ Ralph Nader*

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Tel: 614-873-7227

E-mail: [bryan@driscolllearning.com](mailto:bryan@driscolllearning.com)

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## *Exceptional Leaders Display A Sense Of Humor*

You all know that none of us are getting out of this alive; so why take things so seriously? Many great leaders have had a terrific sense of humor in good times and bad. These include Abraham Lincoln, John F. Kennedy, Winston Churchill, and Ronald Reagan.

Not taking yourself or external events so seriously, even in dire situations, releases stress. Others around you are more at ease. Scientific studies have shown that moods are contagious and can be motivational. Seeing the humor in situations creates positive feelings. Positive moods generate positive action. Negative moods generate negative action or inaction.

Exceptional Leaders know that others take their cue from them and act accordingly. They can be funny on occasion.



### Thought Provoker

- ✓ Are you able to inject humor into tense situations?
- ✓ Can you be self-deprecating; seeing the humor in your own actions when needed?
- ✓ Can you see how having humor in what appears to be important or ominous situations can actually improve others' abilities to address difficulties?
- ✓ As a leader, are you continually aware of your mood?
- ✓ Can you see how your mood impacts others?

For Exceptional Leaders, when things get tough, the tough lighten up and then get going. ❖

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## DRISCOLL LEARNING – Seminar Schedule

For more information, visit our web site at [www.driscolllearning.com](http://www.driscolllearning.com)

Session Title	Time	Date(s)
<b>The Sales Connection Breakfast</b> (Note: Held at IGS Energy in April)	7:30AM – 9:00AM	Friday, April 6 <sup>th</sup> Go to <a href="http://www.thesalesconnection.org">www.thesalesconnection.org</a> or <a href="http://www.dublinchamber.org">www.dublinchamber.org</a> for details & registration
<b>Professional Sales Development</b>	9:00AM – 12:00PM	Thursday, April 12 <sup>th</sup> Connect with Bryan for location change
<b>Business Briefing: What is Talent? Talent Selection &amp; Job Benchmarking</b>	1:00PM – 3:00PM	Friday, April 20 <sup>th</sup>
<b>Professional Sales Development</b>	9:00AM – 12:00PM	Tuesday, April 24 <sup>th</sup> Connect with Bryan for location change
<b>Complimentary LinkedIn Training</b>	9:00AM – 10:30AM	Tuesday, April 24 <sup>th</sup> Go to <a href="http://www.thesalesconnection.org">www.thesalesconnection.org</a> for details & registration
<b>DISC &amp; Driving Forces Certification Process</b>	4:00PM – 4:45PM	Monday, April 30 <sup>th</sup> Go To Meeting (email Bryan for details)

Unless otherwise specified sessions held at: Dublin Entrepreneurial Center 565 Metro Place South, Suite 300, Dublin, OH 43017



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