

# THE BEACON for Business Success

For People Who Want to Boost Their Business Skills And Embrace Success



APRIL 2008: Beware these warning signs

## Need To Spot Unhappy Employees?

Ever had a problem you needed to solve but didn't know where to start?

Let me show you how you can benefit from learning these 5 easy stRecently I found an article that talked about how businesses cannot afford to lose employees because of job dissatisfaction. Not only does employee changeover cost the company time and money but it can lead to more internal disruptions. It has a negative effect on the whole company culture.

Val J. Arnold of Personnel Decisions International lists the following **warning signs of an unhappy worker**:

1. **Won't go that extra mile.** Content employees usually are eager to take on new challenges.
2. **Focusing on problems.** Unhappy employees typically find something to complain about instead of keying in on the positive.
3. **Disengaged.** Unhappy employees lack enthusiasm for the job. They may be more interested in office politics than objectives.
4. **Lack of ownership.** Unhappy employees may see their jobs as a means to a paycheque and nothing more. Satisfied employees demonstrate commitment through hard work.

Are you spending more and more time dealing with unhappy employees?

Want to find out how YOU can change as a manager and get better results working positively with unhappy employees?

Learn how to spot those unhappy employees and find out how YOU can change as a manager in getting better at turning these unhappy employees into happy, contented, productive, efficient employees!

Call me at (905) 713-1352 to book your **FREE 30 minute coaching session** or email me at [lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com)

---

### I Have Learned...

I have learned that as a coach it is my job to see what's inside you and to help you express that.

### Quote

"People are definitely a company's greatest asset. It doesn't make any difference whether the product is cars or cosmetics. A company is only as good as the people it keeps."

- Mary Kay Ash

---

### It's true... You are the CEO of your professional and personal life

Let me ask you this question?

**What if I could ensure that you are on the leading edge, living your true potential?**

How is that possible?  
**Hire a personal coach!**

Coaching is the best investment you can make in yourself. AND it can happen in person (if you live locally) or more typically, it is done over the phone. Sessions can be weekly, monthly, as needed. Whatever works for you.

# THE BEACON for Business Success

For People Who Want to Boost Their Business Skills And Embrace Success



See what clients are saying about their coaching experience with Lois - visit [www.discoveryyourselfcoaching.com/testimonials.htm](http://www.discoveryyourselfcoaching.com/testimonials.htm)

Let's tailor make the best possible plan for your success.

*Now here is all you need to do...*

**Call me** at (905) 713-1352 and we'll schedule your first **COMPLEMENTARY session** to talk about how I will support you in achieving your true potential.

That's it! Simple ...  
You can also email me:  
[lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com)

One more thing ....

I also provide workshops on topics such as:

- Work / life balance
- Goal setting
- Time management skills
- How to network like a professional
- Unleashing the power of your business cards
- Creating great customer service

---

## These 9 Questions Will Help You Get To The Root Of The Problem Of An Unhappy Employee

**Do you want to get to the root of the problem with an unhappy employee?** Try asking these questions from HR expert Timothy Augustine.

When you obtain some honest answers to these questions and take the subsequent appropriate actions it could mean the difference between keeping a star employee or losing them.

### 1. If you could change one thing about our company, what would that be?

Remember, the truth may hurt a little but you still need to ask. The answer you get may reveal something that is fundamentally wrong and that could also be affecting other employees.

### 2. How do you feel the company and your team are doing?

The response to this question will help you gauge how confident your employee is in what's going on within the company.

### 3. How do you feel I am doing as your supporting leader?

In other words, what is it that you need to either start or stop doing to make the employee's job more enjoyable and successful and fulfilling.

### 4. Do you receive sufficient feedback about your performance?

Regular performance reviews are not the only times you could be offering feedback. It's a continuous process and can help an employee improve his performance and provide job satisfaction.

### 5. What is most satisfying about your job?

Finding this information out will certainly help you better understand what motivates your employees and may even allow you to enhance the tasks each employee enjoys most.

### 6. What is least satisfying about your job?

On the flip side, discovering what is the least satisfying about your employees job could reveal the need to reassign them to a different position or team.

### 7. What would you change about your job?

Receiving some suggestions in this area can help you reevaluate the job's overall requirements and pave the way to improve employee satisfaction.

### 8. Do you receive enough training to do your job effectively?

Not providing adequate training can result in dissatisfaction with one's work and directly affect an employees confidence in performing their tasks.

# THE BEACON for Business Success

For People Who Want to Boost Their Business Skills And Embrace Success



## 9. How can I or the company help you fulfill your career goals?

Showing that you have a clear plan for career enhancement is one great way to retain your star workers!

Springtime has finally arrived and what better time than now to take a fresh look at your business. Let me know if I can support you and your team in creating HAPPY employees!

---

Contact Lois for a **FREE 30 minute discovery session** either by phone or in person.

Lois Galloway  
Business & Personal Development Coach

Discover Yourself Coaching  
lois@discoveryyourselfcoaching.com  
**www.discoveryyourselfcoaching.com**  
(905) 713-1352

Lois Galloway is a member of International Coaching Federation, Coaches Canada and International Association of Coaches; trained by Coach University, Facilitation First and Relationship Coaching Institute, all well respected training facilities.



Lois provides her clients with a nurturing, non-judgmental space to engage in stimulating conversations and explore exciting possibilities that get positive results.

Her 30 years experience as a successful entrepreneur helps guide individuals on their journey toward personal and business related goals.

## Personal Coaching:

- Women in their turbulent (sometimes troublesome) 40's and 50's
- Middle-age men wanting to reshape and transform their lives

## Business Coaching:

- Business owners who can't find enough hours in the day to get things done
- Leaders who are paralyzed by fear of failure
- Team players who are frustrated with dysfunction and conflicts

## Facilitation:

- Focus Groups looking for clarity and solutions
- Business teams, meetings
- Workshops and teleclasses
- Lois is a Certified PRINT Survey Assessment provider/coach.

Lois' fees are available upon request. For fee structure and additional information, please send an email to: [lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com)

To subscribe to THE BEACON - For People Seeking Ultimate Personal Power newsletter, go to: [www.discoveryyourselfcoaching.com](http://www.discoveryyourselfcoaching.com). Or send an email with JOIN in the subject to: [lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com)

Copyright/Reprint Info: The contents of this Newsletter may be copied, reproduced or freely distributed for all nonprofit purposes without the consent of the author as long as the author's name and contact information are included.