



Scott T. Fleischmann

## Resolve to Change Employment in the New Year

By Scott T. Fleischmann

The season to make resolutions is upon us. Work is a good place to start making purposeful change. Those who love every aspect of their jobs can skip this article. However, for those of us who have even minor irritations, this is a good time to commit to take the needed steps.

Employment change does not mean finding a new job, although that is always an option. Since most of us spend about half of our waking hours in some work related endeavor, we should spend some time making it as pleasurable as possible.

So, what types of changes can we make? Here are some ideas:

- Those who have a relational problem on the job could decide to correct that difficulty. The best tools to achieve that healing is sincerity and humility. Claim responsibility for the tension and ask for forgiveness. This is always difficult for those who believe that they are in the right and that the other person is wrong. However, every conflict is the responsibility of both parties. The one who takes responsibility for it has the best chance to resolve it.

- In order to gain a competitive edge many companies are attempting to get more done with fewer resources. That means that many of us are working more hours than desired. For those who need to change that situation, now is the time address it. Discuss it with a supervisor or a manager. But be aware that a change in hours may decrease salary or benefits.

- Make a decision to have fun at work and enjoy it regardless of the obstacles. Those who want more joy on the job could start by reading *Fish! A Remarkable Way to Boost Morale and Improve Results* (Stephen C. Lundin, Ph.D., Harry Paul, and John Christensen, New York: Hyperion, 2000.) It is a short story (107 pages) of very easy reading but it has had a big impact on the attitudes of many.

- Decide to stay physically fit. Although this may not seem work related, those who stay fit have a better disposition. That affects relationships, attitude, energy, and desire. Those who are healthy do a better job and enjoy their work more.

- Decide to do a career assessment. We each have a specific set of skills and experience. Are they being utilized? We all have desires that reflect our culture and development. Are those desires being met? Those who answer no need to assess what needs to be done about those gaps. There are only three answers:

1. It's not important enough to make a change, I have different life priorities.
2. It is important and here is the game plan that I'm going to use to make the change.
3. It is important but I am not going to do anything about it. This last category has an opportunity for growing into bitterness and resentment.

There are, of course, infinite other resolutions that could be made. Some are simple like improving attendance, assuring that all work is delivered on time etc. Regardless of the work situation this is a good time for reflection. Look at the last year. What would you change? Should those changes be made in the coming year? Only you can make these decisions. My wish for you is a satisfying, fulfilling 2004 work year.

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## PEOPLE... IN THE NEWS

### A Kidney For The Comeback Kid



Alonzo Mourning

After going public Nov. 24th with the news that he needs a new kidney, Alonzo Mourning has received dozens of offers from wannabe organ donors. Diagnosed with focal glomerulosclerosis three years ago, the basketball star's condition has worsened where he now faces possible cardiac arrest on court. Some observers criticized the immediate response to his health crisis, as thousands languish on waiting lists for years.

### Down, But Now Out

His battle with multiple sclerosis has not killed him yet, Richard Pryor, 62, wants to tell his fans, which moved him to host his own tribute show, "I Ain't Dead Yet," which aired Nov. 30th on cable network Comedy Central. Chris Rock, Steve Harvey and Whoopi Goldberg led a cast of popular comedians who lined up to bring humor to the program, which also featured unreleased excerpts from Pryor's diary.



Richard Pryor

### Oprah Winfrey



Oprah Winfrey

retained her title this year as America's favorite TV personality, according to a

recent poll. The Harris Interactive poll released Wednesday, named the talk-show host the most popular TV figure for the second year in a row. She also won in 1998 and 2000. Since the poll began in 1993, Winfrey has consistently held one of the top three spots. David Letterman took second place this year, followed by Bill O'Reilly.

### Sharpton Lawsuit Settled

The Reverend Al Sharpton agreed to a settlement Dec. 8th with the City of New York over an incident in which a knife-wielding attacker stabbed him in the chest during a civil rights protest. The suit charged that the city was reckless, careless and negligent when it failed to protect him in that incident, 13 years ago. The City agreed to pay \$200,000, plus hospital bills totaling \$7,447.76 to settle the suit.

### Why Write Books If Half The Community Can't Read?

Celebrating the radical Black arts movement, the San Francisco Tenderloin Black Radical Book Fair and University of Poetry will be held January 30-31, 2004. It will address critical issues in a series of presentations, panels, workshops and spoken word performances and expose people to writers not seen in the commercial media. One of the founders of the Black Arts Movement, Amiri Baraka, will facilitate a workshop for radical writers sincere about going beyond rhetoric. Other authors scheduled to participate include sociologists **Drs. Julia and Nathan Hare, Sonia Sanchez and Sam Greenlee.**