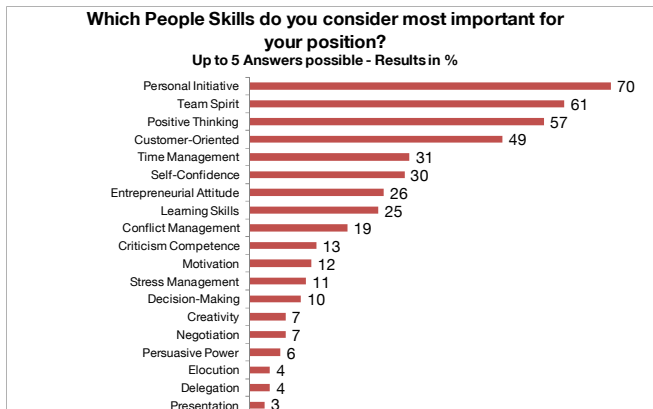


Personal Initiative – easy to destroy, hard to build

Personal initiative, team spirit and positive thinking – for entrepreneurs these three attributes are what they most want from their employees. These are the results of a people skills survey which was conducted by **BEITRAINING**® in November 2011.



Some participants stated that they doubt that these skills are learnable. We wanted to go deeper into this question and explored the top three social competences in detail.

Number 3: Positive Thinking

It seems that the ability to think positively, even in difficult situations, is either developed during childhood or by our experiences. Thus, it is important to pay attention to the right attitude during the recruiting process. If you want to advance positive thinking in your employees, you can encourage it by your supervision. Positive motivation is the key. Changing this thinking process will deliver long-term benefits. However, the employee must be willing to change his behaviour in order to change the results. This takes time, but is worthwhile for the employee as well as for the company.

Number 2: Team Spirit

Sure, some people respond faster and more easily than others within a team. Arousing team spirit and strengthening it is the task of a good leader. The 'internal customer' is a very good method. In this case, you show your employees the advantages of seeing their colleagues as customers.

Number 1: Personal Initiative

What employees need to create personal initiative:

- Clear rules within which they can make their own decisions
- A leader who is predictable
- The security of a constructive error/blame-free culture.

implies trust and the awareness of the individual's scope in decision-making. The more predictable the supervisor is, the easier it is for employees to act on their own ideas or initiative. Additionally, employees need the security that the boss can handle their mistakes and misjudgement constructively. "Don't bring me problems; bring me solutions" is an idea that builds initiative in people.

For leaders it is easy to suppress their employees' personal initiative, and it is more difficult to build or re-build it. If someone experiences that an active contribution is unwanted or even has negative consequences, he/she will learn that it is better to wait for instructions. It depends on the leadership behaviour whether employees dare to take personal initiative or not. Personal initiative

Quotation of the Month

'The best executive is the one who has sense enough to pick good people to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.'

Theodore Roosevelt

BEITRAINING® Invites you to People Skills Day 2012

People Skills Day
unterstützt von **BEITRAINING**®

On **February 29, 2012** **BEITRAINING**® will hold a Germany-wide special day with the topic:

Your Employees – Your Success

At 10 Training Centres workshops for entrepreneurs and leaders will be offered. We would like to invite you to visit us in Nuremberg.

Please find the programme and registration form using the following link:

<http://www.people-skills.eu/>

BEITRAINING®
BUSINESS EDUCATION INTERNATIONAL
INTERNATIONAL

Kleinreuther Weg 87
90408 Nürnberg
Tel.: 0911/20 600-0
Fax: 0911/20 600-14

info@bei-training.com
www.bei-training.com