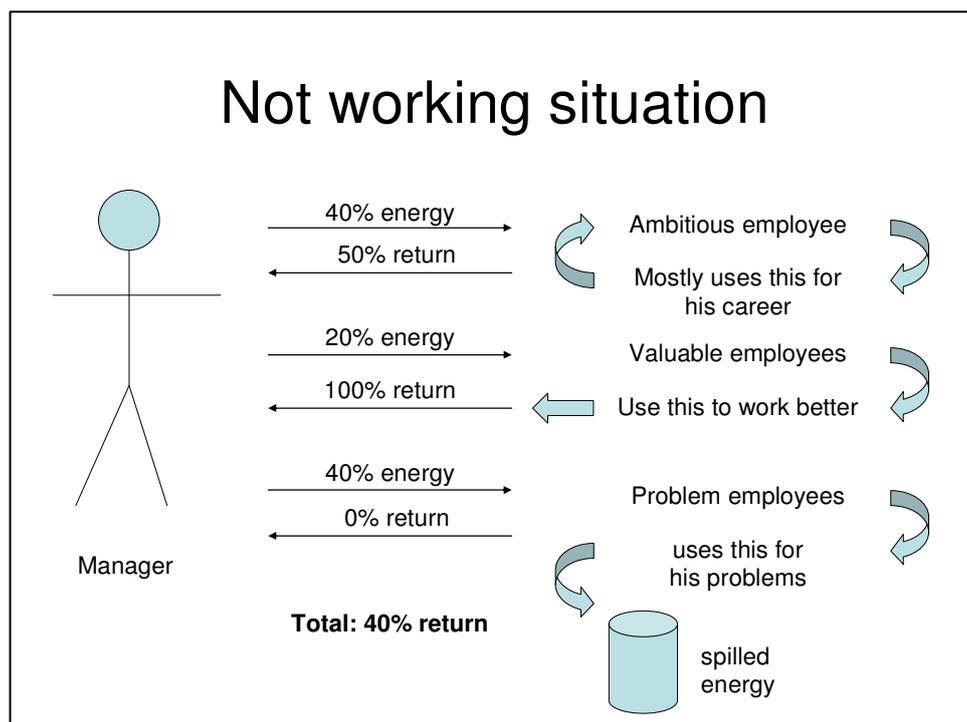


Top or Flop, or Right on Top?

Success often depends on having enough energy, but unfortunately too often we spend our energy on the wrong things. A wise manager divides his attention (=energy) over all areas that demand his attention. But how do you set the right priorities? This article is about managing one's energy in the area of people management.

Warning: this article exaggerates things to bring across a very clear realisation!

As a manager you waist approximately 80% of your time and energy on people and situations that give very little in return. These are either the ambitious employees, mainly focussed on the progression of their own career (the TOP 10), or the problem cases, that constantly create new problems to draw your attention (the FLOP 10).



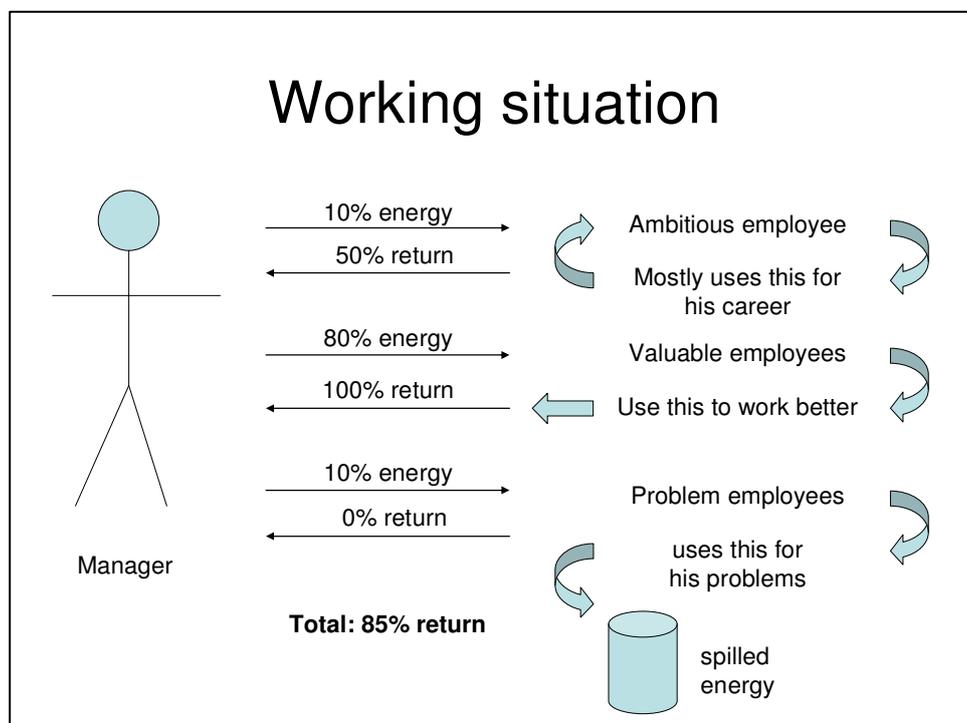
Only 80% of your energy goes to the quiet hard workers, that do use your invested energy into a better performance. Besides, the ambitious employee uses your energy for his development, to make more Money elsewhere. The problem employee uses your energy, not to solve his problems, but to feel better. This creates a dependency, which in the end turns you into some kind of a social worker.

The first aim of a working relationship is for it to be mutually beneficial. Next to that we try to be human, and support people in their development and their wellbeing.

How does it work?

There is a natural law that says that everything you pay attention to will grow (compare to growing a plant). Same for ambition and problems. Try to realise that all energy you spend on your toppers and your problem cases, may only make your situation worse.

When you, as a manager, decide to divide your energies more evenly, and to invest more into people that will use it to perform better, the performance of your team or department will increase rapidly, as will your job satisfaction. Plus the toppers and the problem cases will start to notice that they have to earn your attention (=energy) by performing.



The choice is not to become more humane, or to become harder, but to be more clear and act more consequent about what you expect of your people, in return for their salary. By investing your energy in desired (=constructive) behaviour you will be more successful.

This applies not only in work, but in all contacts you have in life.