

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Your Advice is Not as Good as You Think

Leadership roles frequently come with personnel management responsibilities. That often means acting as a coach and leading **OKR** (Objective and Key Result) conversations. Regardless of whether you're coaching someone through a formal OKR process or helping to guide them through an issue, the key is to spend less time telling them what to do, and more time asking questions.

In **Michael Bungay Stanier's** excellent book *The Coaching Habit*, he outlines four key questions to help members of your team find their way out of overwhelming or stressful situations.

- **What's on your mind?** Skip the small talk and get to what matters; what's provoking anxiety, what's waking them up at night, etc.
- **What else?** This question invites added depth to the issue(s) at hand, and frequently helps add context. Sometimes the conversation takes a turn and reveals a new or related concern.
- **What's the real challenge here for you?** This one is key. Here you're asking them to look inward, to sift through everything to get to the crux of the matter. (Be sure to include the "for you" piece of the question... it's really, really important.)
- **If you're saying YES to this, what are you saying NO to?** An invitation to think strategically, and to vocalize the fact that prioritization (and possibly sacrifice) is a part of the solution.

When someone arrives at a conclusion because they've thought it through, they're more likely to buy into the decision. Don't rob them of that opportunity by (trying to) solve the issue for them. And for more on this topic, here's the link to Stanier's [TEDx talk: How to Tame Your Advice Monster](#).



2 | How to Have a (Good) Conversation

Summertime goes hand-in-hand with events and outings. Company picnics... client events... networking opportunities... happy hours... Put simply: lots of opportunities for conversations.

For some the prospect of these conversations is daunting. How does one have a **GOOD conversation?** Step one is to be genuinely interested in the other person. (Not fake interested... everyone knows fake interest.) Ask questions. Look them in the eye. Ignore everyone else for a moment. Smile. Practice **active listening**. Be enthusiastic.

And remember that no good conversation is a one-sided interview. Be prepared to offer something about yourself. Be willing to be **vulnerable**. No long stories, but sharing is good. Connecting is good.

Still nervous? Start by having have one great question in your pocket, such as: "What's the best thing that's happened to you today?"



3 | Odds and Ends

- Hip hop at 50: [The story](#), and playlists from the [80s](#), [90s](#), [2000s](#), [2010s](#), and [2020s](#).
- With back-to-school on the horizon, the [Pomodoro Technique](#) is on our minds (for both kids and adults).
- The American Red Cross needs blood. We're helping with a blood drive on Sept. 7. [Sign up and join us!](#)



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