

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**

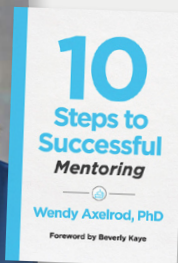
1 | Good Leaders Ask Questions

What's the least expensive way to strengthen and support your team members? Ask questions. Especially if someone is struggling or underperforming, finding time to intentionally communicate will typically shine a spotlight on the issue, and frequently lead to a quicker, more satisfying resolution for all involved.

Leadership consultant, author, and [business advisor Michael Hyatt](#) outlines some [key questions to ask](#) an underperforming staff member. He starts with getting personal: finding out if there's something outside work that may be impacting performance or productivity inside the office.

For those of you wincing at the notion of getting personal with an employee or worried about "overindulging" staff members, Hyatt reminds us that: "Accommodating (a team member's) needs for a season is almost always more profitable than re hiring. And more importantly, it's usually the right thing to do." Read the whole [article here](#).

2 | A Framework for Mentors



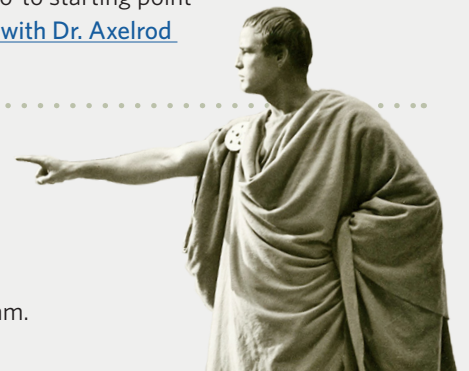
Whether you're in a formal mentoring relationship or simply looking to better mentor your team, having a framework to follow is crucial. Without one, the interactions may become haphazard, meandering, or even counterproductive to the progress of the mentee.

In her excellent book, [10 Steps to Successful Mentoring](#), former HR executive and author [Dr. Wendy Axelrod](#) lays out seven guiding principles of successful mentors. Two that grabbed our attention are the first principle ("Start where your mentee is ... and not where you think they should be") and the fourth ("Be flexibly goal oriented"). In this latter principle, Dr. Axelrod reminds us that "your conversations should not feel like a project team meeting ... allow for off-the-path exploration and leave open the possibilities for surprises."

Don't let the unexciting book title fool you — it's legit, and is widely recognized as the go-to starting point for new mentors. And if you're more of a listener than a reader, check out this [interview with Dr. Axelrod on the Be More Podcast from Workday](#). It's worth your time.

3 | Odds and Ends

- Friends, Romans, countrymen, lend me your ears! It's been too long since you've read [Marc Antony's speech from Shakespeare's Julius Caesar](#). Do it now.
- Justin Tucker, the most clutch kicker in the NFL today, responds to a question about pressure — and it's a [90-second masterclass](#) on performance, focus, mindset, and team.



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