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Aspire Consulting, Ltd.

Aspire... Higher



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Aspire: Alphabetically Speaking

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Authentic according to dictionary.com; means not false or copied; genuine; real.

At **Aspire Consulting**, we know that when employees are able to be authentic, your customers are more likely to trust them. Customers who trust you and your employees are more likely to be loyal. We show you ways to understand the value each employee brings and ways to maximize individuality and authenticity.

[More Info about Aspire Consulting](#)

We have launched our Blog!

We are always looking for additional ways to get information out to our valued customers and decided that a Blog would support this effort.

Look for us at [Aspire Consulting Ltd. Blog](#)



Our goal is to bring you timely, applicable information and thoughts that you could apply to your day.

Let us know what you think and want to hear more about!

Laurie and Susan

Tip of the Month



Aspire Consulting, Ltd.

combines passion, purpose and performance to achieve results driven solutions for our customers. We partner with businesses and organizations to stimulate individual, team, and organizational development.

Our highly effective solutions lead to dramatic and measurable improvements in several key areas for our customers including the ability to:

- Lead and Manage
- Grow and Innovate
- Capture and Retain Loyal Customers
- Fuel Financial Growth

The benefits to our customers include:

- Increased Internal and External Customer Loyalty
- Improved Profits
- Improved Productivity
- Improved Performance and Quality of the Services They Deliver

We look forward to the opportunity to talk with you about how we can partner with you and your company.

Affirmations

Some people think of affirmations as heebie-jeebie stuff. If you consider the power of the mind to influence behavior, they might change their thinking and adopt affirmations as part of their routine. Take yourself back to a time that your self doubt and nerves overtook you. What were you thinking leading up to that poor performance? What if instead you went in with your affirmations of confidence and a positive outcome? Affirmations can make things happen because we cannot lie to ourselves.

Affirmations should be:

- In the first person
- Positive
- In the present tense
- A target that you may not be at YET, but certainly in the realm of possibilities

For example, your affirmation should be "I am healthy and fit", as compared to "I will be healthy and fit" (future) or "I can be in better shape" (not so positive) or "I am an Olympic athlete".

Consider what affirmations are best for you and incorporate them into your daily routine.

[More Info on Leadership Development](#)

Decision Making

Not making a decision is making a decision. When there are issues at hand, considering alternatives and moving on the current best decision is a preferred course of action. When you approach a problem, strip your mind of preconceived opinions and prejudices. Logically learn and assemble the facts of the situation. By understanding the cause and effect relationship involved in a situation, you can formulate solutions that deal with the root of the problem, not just the results. By keeping an open mind, you can creatively develop many alternatives from which to choose when making your decision. The logical, open-minded approach to making decisions involves the following process:

1. Identify and define the problem: You must clearly define the problem before you can solve it. Hazy, vague issues are impossible to deal with, and they often create new problems. Crystallize the issues so you can deal with them one at a time.
2. Gather and analyze information: You must have accurate information to solve issues appropriately. Balance the information collection with the risks and rewards of the



Aspire Consulting, Ltd.

email:

info@aspireadvantage.com

phone:

845-803-0438

web:

<http://www.aspireadvantage.com>

Food For Thought

The Value of Being Yourself

Many of us have a number of roles to play: mother, husband, salesperson, church member, son, business owner, provider, housekeeper, finance manager, etc. There are some in which we are more comfortable and some in which we are less comfortable. In some we play a role, and others we relax. We intuitively know that we each perform and work our best in those roles that we just are and not those we play. Why do we try to be something else other than ourselves at work, and at least as importantly, why do we ask our employees to be something they are not?

To be your authentic self:

1. Think of times when things were easy and recognize your strengths at those times.
2. Contrast this with difficult times and places where you were living up to expectations.
3. Consider the differences.
4. Play out your current roles, inserting the real you for the role you are playing.
5. Practice being authentic.
6. When things get tough, go back to step 1!

- decision. Riskier decisions often require more information.
3. Develop alternative solutions: If a solution to an issue surfaces quickly, it's tempting to simply use it. The first solution you come up with, although acceptable, may not be the best. Take time to develop alternative solutions even when you don't think you need them. Be creative.
 4. Choose the best alternative: Most problems have several acceptable solutions. Picking the best one becomes a matter of degree. Narrow your choices down to a few of the best alternatives by evaluating your options. Consider how the solutions aligns with your goals, how they affect costs, the time requirements, the risks, and the opinion of others you trust.
 5. Take action: Now that you have weighed all of your alternatives and have chosen the best course of action, it's time to act.
 6. Evaluate the decision: Finally, you should structure in-progress reviews and a final evaluation in order to gauge progress and evaluate final results.

Implementing these steps can be instrumental in breaking large challenges, issues, or problems into manageable steps. Don't let issues overwhelm you. Keep working and always be willing to make the next best decision.

[More Info on Team Leadership](#)

In their own words...

"Always be a first-rate version of yourself, instead of a second-rate version of somebody else." ~Judy Garland

"When the world says, "Give up," Hope whispers, "Try it one more time." ~Author Unknown

"Teamwork divides the task and multiplies the success." ~Author Unknown

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Aspire Consulting, Ltd. | One Horseshoe Drive | Hyde Park | NY | 12538

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