

Combat Negativity in the Workplace With Prevention

Here are some tips to help minimize negativity in your workplace:

- + If a decision is made about changes to an employee's job, always request their input. changes to an employee's position without prior notice are often viewed as negative.
- + Allow employees to express their opinions about workplace issues, such as benefits, dress codes, overtime, flex plans, etc.
- + Provide structured leadership, and help employees understand how their job plays a part in the company's big picture.
- + Offer job training, incentives, promotions and other various opportunities for employee growth.
- + Always be consistent and treat all employees fairly.
- + Provide recognition and rewards for jobs well done.

Are You Suffering From a Case Of the Burnout Blues?

High stress and a sense of loss of control over one's life and career contribute to burnout. Here are some factors to watch out for:

- + Expectations of a greater workload and longer hours.
- + Sleep deprivation due to work-related stress or overtime.
- + Over-scheduling, loss of predictable income, or a loss of trust and respect of your professional role.
- + Competitive pressures force your company to decrease costs

while still attempting to increase "quality."

- + Difficulty or inability to find an equal balance between your personal and professional life.
- + Decreased company or peer socialization and collegiality.
- + A lack of positive and timely feedback from management.
- + Difficulty in saying, "no," whether at work, home or in the community.
- + Unrealistic expectations from customers or employees.

GCSAA SEMINARS

TUESDAY, JANUARY 28

"Strategic Planning for Golf Course Operations"

RADISSON SOUTH HOTEL

BLOOMINGTON, MINN.

INSTRUCTOR: JOHN MILLER, CGCS

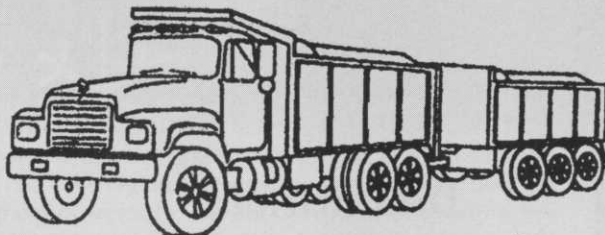
WEDNESDAY, JANUARY 29

"Effective Use of Soil Amendments"

RADISSON SOUTH HOTEL

BLOOMINGTON, MINN.

INSTRUCTOR: MAX SCHLOSSBERG



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