

# STUFF

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**HANDS UP IF YOU'VE EVER FELT STALE OR RESTLESS IN YOUR PROFESSIONAL ROLE. IT'S INCREDIBLE HOW MUCH ANXIETY THIS CAN CAUSE. EVER BEEN OFFERED A LUCRATIVE JOB BY ONE OF YOUR CUSTOMERS? MAKING A DECISION TO CHANGE THE COURSE OF YOUR CAREER IS A BLESSING AND A CURSE. IT'S A BLESSING BECAUSE SOMEONE ELSE RECOGNISES TRAITS IN YOU THAT THEY VALUE. IT'S A CURSE BECAUSE IT REQUIRES YOU GETTING OUTSIDE YOUR COMFORT ZONE TO CONFRONT THE CHALLENGE; LET ALONE TO MAKE A LIFE CHANGING DECISION. WELL, FORTUNATELY FOR THIS NARRATIVE, I'VE BEEN THERE AND DONE THAT; AS WELL AS WITNESS QUALITY PEOPLE I KNOW DOING THE SAME. WHAT I'D LIKE TO DO THIS MONTH, IS SHARE SOME OF THE INSIGHTS THAT THESE EXPERIENCES HAVE PROVIDED. LET'S START WITH WHAT HAS BECOME A MANTRA FOR ME. 'THE BEST WAY TO HANDLE CHANGE IS TO CAUSE IT'. THAT'S WHAT MOVERS AND SHAKERS DO & THAT'S WHAT ENTREPRENEURS DO.**

## **SPEAKING OF 'CAUSE'**

If you're restless, the first thing you need to work out is why? Are you bored? **Monotony** comes from **routine**. Routine can be a challenge to your growth because it narrows your vision as to the potential to act outside the parameters of your job description. Procedures might keep you legal but might not allow you to differentiate your skill set. If you're in a routine, be careful not to default to 'type.' It's too close to **stereotype** for comfort. It will lead to **disillusionment** because your results (win or lose) will be repeated and a lack of variety becomes **monotony**. It's therefore worthwhile to understand the relationship between **ROUTINE, MONOTONY & DISILLUSIONMENT**

## **A CAUTION ABOUT GRASS LOOKING GREENER**

Sometimes, the grass does look greener on the other side. It's always tempting to graze where the grass looks the greenest. Sticking with the metaphor, sometimes grass that looks green from a distance turns out to be weeds. So, the question is; why are you looking? The answer is subjective but Jack Welch's question comes to mind; "is it better to work for a **bad boss in a good company** or a **good boss in a bad company**?" I ask this a lot and invariably, the answer is overwhelmingly "a **good boss in a bad company**." People generally seek short-term comfort over long-term satisfaction. More on this!

## **THE FOLLY OF CAREER SHORT-SIGHTEDNESS AND THE POTENTIAL TO BE FOUND IN ADVERSITY**

If your current role is an unhappy or unfulfilling one, the first place to look for the cause, is in the mirror. You need to exclude yourself as the reason why things aren't ideal before you go looking externally. There is no such thing as the perfect working environment. If there was, the only reason you'd ever get noticed is when you fail. You'd be expected to win all the time! That would be worse than failing occasionally. Next, you need to exclude the boss. Look to the brand, the corporation, the industry. Great companies don't get great because they tolerate bad bosses. They get great because they offer succession plans, training, mentoring, resources and a fulfilling environment for you to do something special. But...then **you need to do something special** and guess when the best time to get noticed is? When things **aren't** ideal. Winning **in spite** of your circumstances is much more rewarding than winning **because** of your circumstances. Soldiers don't win medals in boot camp. They need to be in danger. So, don't ever be victim of your circumstances – instead, always be a product of your decisions!



## **THE DIFFERENCE BETWEEN PERSONALITY & CHARACTER AND THE ADVANTAGE OF KNOWING IT TO MAXIMISE YOUR CAREER**

Personality changes with circumstances. Happy versus sad will alter it. So will healthy versus sickly or zillions of other externals. Personality is only a veneer. Character is the substance. Personality can't be used to judge the quality of the individual. It's only bait. **Enduring** personality on the other hand, comes from attitude which is a factor that has been cultivated over long periods of time. **Mood is chosen** in the moment and depends a lot on the circumstances. Just know that **your mood will dictate your results**. Your results will have a collateral effect on your attitude and your enduring attitude builds or destroys your character. Your character is what you'll be judged by and having a good one is your ticket to being noticed, supported and rewarded. This will happen in spite of a bad boss or a bad day. It's actually an advantage if it happens this way because there's a heap more merit in it. So, the bottom line is a simple one. Prioritise your character. Do things and say things that preview it and do and say them when everything in you screams at you to do what's **easy, comfortable, safe** or **convenient**. How tempting are those four words? Acting within their meanings will make you lazy, soft and entitled. My final point is a personal example. I sold cars to two companies in my day that offered me senior roles in their corporations. They were extremely lucrative positions. I accepted both offers and I failed at them both. Sacked from one and resigned from the other. However, I prefer to confess these failures to you now, rather than to reflect on opportunities that I never explored. I have no regrets because I learned from those failures. The things I learned were like a trusted vaccine. They built my immunity from subsequent failures. Is this a guarantee that I'll never fail again. Absolutely not but it's built in me, an alarm system that keeps my ego in check (I trust) and my battle stations at readiness levels.

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