



IF YOU'RE AN 'ANYTHING-A-HOLIC', IT'S NOT GOOD. WE'RE WARNED THAT ANY ACTIVITY IS BETTER DONE IN MODERATION. HOW IRONIC THAT AT THE END OF SPORTSBET COMMERCIALS, WE'RE WARNED TO "GAMBLE RESPONSIBLY." AN OXYMORON IF EVER THERE WAS ONE BUT I DO GET THE DRIFT. ALCOHOL, FOOD, GAMBLING AND SEX ALL HAVE THEIR FINE LINES WHICH WHEN CROSSED, ARE ABOUT EXCESS AND USUALLY END BADLY. WHAT ABOUT BEING A WORKAHOLIC THOUGH? THERE SHOULD BE A "WORKAHOLIC'S ANONYMOUS." LIKE MOST ADDICTIONS, THE ONSET IS INSIDIOUS. BEFORE YOU KNOW IT, DILIGENCE BECOMES COMPULSION, ASSESSING BECOMES OBSESSING, ACCOUNTABILITY TAKES ON A PARANOID COMPONENT AND THE LEADERSHIP STYLE CAN BECOME TYRANNICAL. IT'S NOT MUCH GOOD BEING THE CANDLE THAT BURNS TWICE AS BRIGHT IF YOU BURN HALF AS LONG. I PROMISE YOU ONE CERTAINTY; NO ONE'S LAST WORDS IN LIFE ARE "I WISH I'D SPENT MORE TIME AT WORK." THIS IS NOT THE FORUM TO OFFER TIPS ABOUT MANY OF THE EXCESSES LISTED BUT LET'S HAVE A CRACK AT THE WORK/LIFE BALANCE. LIKE ANY COMPULSION, THE FIRST STEP FOR A RECOVERING WORKAHOLIC IS ADMISSION. FOR POTENTIAL WORKAHOLICS - IT'S ABOUT SELF AWARENESS AND VIGILANCE WHICH KEEPS YOU ON THE RIGHT SIDE OF THOSE FINE LINES. MOST WORKAHOLICS I'VE ENCOUNTERED ARE COMPENSATING FOR UNMET NEEDS IN OTHER AREAS OF THEIR LIVES. MOST ARE IN DENIAL. ASK THEM AND THEY'LL CLAIM TO BE PASSIONATE; JUST LIKE DRUNK DRIVERS OFTEN CLAIM THEY DRIVE BETTER WITH A FEW UNDER THEIR BELT. HERE'S SOME STUFF TO CONSIDER & SOME TIPS TOO.

What's your time management like? Are you productive or busy? Do you know the difference between important & urgent? Do you prefer to resolve a crisis or work towards a goal? Do you get anxious if you're away from the office or out of touch? Do you eat on the run or skip meals at work? Would your team say you're hard to corral? Do you overlook responding to calls or emails? Are you habitually proactive or reactive? Are you offering reasons or excuses? Does ANYONE in your life miss out because of your priorities? **WORKAHOLICS AREN'T BORN. IT'S STARTS WITH AN ADDICTION TO URGENCY. THAT'S WHAT GETS YOU HOOKED. IT FEELS GOOD AT FIRST BECAUSE YOUR DAY FLIES AND THERE'S SOME ADRENALIN. DEPENDING ON HOW YOU ANSWERED THESE QUESTIONS, YOU MAY HAVE EARLY ONSET URGENCY ADDICTION. MINIMISING URGENCY IS THE KEY TO AVOIDING WORKAHOLISM. HERE'S MORE STUFF TO THINK ABOUT REGARDING DOING JUST THAT.**

### CONSIDERATIONS & TIPS

Many people think being busy makes them valuable. "Can't talk", "tell 'em I'm out", "not now! I'm flat out!" It doesn't. Only being productive makes you valuable. "Busy-ness isn't business. Only productivity is. Busy-ness makes you reactive and ineffective and ironically, complacent. You also look inefficient to the observer. **Being productive isn't just about obtaining results. It's about creating an arena or an environment that obtains results. Training, learning and morale are examples of the casualties when urgency takes over.**

For leaders - there is nothing more important than the 'mood' of your team. It will determine morale and customer satisfaction. If you are too busy to check it daily, you'll be locked in urgency putting out the fires that bad morale causes. No profit there; only loss. Plus you'll panic the troops when they see you frazzled.

**Urgency sounds important because it's noisy. Don't be fooled. Deadline driven projects, targets, unimportant issues demanding your attention are all compelling and may even be aiming at your ego. Maybe they could be delegated out or deleted altogether? Look to the time spent (or not) on planning. There's the fault and your opportunity. Time spent planning is invested time. Investments reap dividends where spends don't.**

Remember to have a 'pit stop'. You'll run out of fuel if you don't. Remember that the tortoise beat the hare? The well placed horse mostly beats the one who led at the first turn. External pressures like targets (especially in tough markets) will always strain your allocation of time to the detriment of importance. Soon, urgency creates panic. However, steady progress will sustain you and keep you in the game for the long haul.

**Like any addiction or obsession, the allocation of excessive time and attention to any endeavour must harm other areas of our lives. The damage done will cause regret and regret is THE only failure in life you cannot recover from. A lack of situational awareness will give rise to regret. Your one page solution is therefore; slow down, smell the flowers and remember that it's all a game. Like a lot of games, knowing the strategy is more important than knowing the rules. That takes time but it's an investment that gets you noticed.**

**THANKS THIS MONTH TO PAUL SLATTER, GLENN FORSTER, JANELLE WHITE & DARREN MCINTYRE**

