

The Talent Monitor

Preparing Talent to Think, Behave, Communicate, Learn and Perform!

April 2009

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Dear William,

We have the tools, systems, and experience to turn management challenges into opportunities.

To learn more about our programs and methodologies, take a moment to call 603.766.4935 or email me for more details about Re-Energizing your company.

STRATEGIC TALENT MANAGEMENT

William Maloney
Chief Talent Officer

High Performers - Part 4



The essential qualities of solid High Performers Part 4. Over the last several months, we have discussed three important qualities of a solid performer:

- **PASSION** - desire to work and achieve
- **COMMITMENT** - dedication to see the work completed
- **RESILIENCY** - ability to bounce back from adversity

This month the focus is on **MOTIVATION**. When hiring a prospective candidate be careful not to think that their motivation to get the job will be the same motivation to

do the job. I cannot tell you how many times I have heard this quote: "they seemed motivated when they interviewed." Shame, shame...shame!

A High Performer has the ability to maintain their motivational level through difficult times. They have the talents to look above the bumps in the road and keep their eyes focused on their goals. When things are not proceeding as expected, they dig deeper into their "reservoir of self" and replenish their energy and determination. They have a spirit that will not give-in nor give-up. Their good name and self-image are on the line.

They know what they need to maintain their motivation and take personal responsibility and ownership for it. For some High Performers, they find their motivation in a difficult challenge, some in a reward, some through their relationships and others in new opportunities.

The risk to High Performers is their expectation of their management to not de-motivate the motivated. The proverbial lighting a fire just after you poured water on it. It is hard work to motivate the un-motivated. It is easier to hire motivated employees and keep them motivated, then to motivate the un-motivated, especially if the source for de-motivation comes from their manager.

A good management practice is to get to know staff members well enough to know what motivates them. Once this is learned, continue to learn more about them, because what may work today, may not work forever.

We have the capabilities to help you determine the qualities of High Performers and the tools to help you develop them.

High Performers are worth the investment, because they have the MOTIVATION to succeed.

So how is your Motivation?

Do you know what motivates and de-motives you? Because awareness is the first step to change.



Thank You

Thank you to all those that follow my weekly Blog and take part in my one-question survey.



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Bill's BLOG



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About Us

STRATEGIC TALENT MANAGEMENT

STM is a solution provider to ensure your talents (resources) are maximized to their fullest potential. We provide a full range of assessments for business and staff development. WE pride ourselves to deliver beyond your expectations. If you have, a challenge...put our resources to the test.

Contact Strategic Talent Management Today! Call 603.766.4935 or visit our website by clicking on the link below.

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Quotes on Leadership

You do not lead by hitting people over the head - that's assault, not leadership. Dwight D. Eisenhower

I cannot give you the formula for success, but I can give you the formula for failure: which is: Try to please everybody. Herbert B. Swope



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