

Subject: The Talent Monitor

The Talent Monitor

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

May 2009

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Dear William,

If you are struggling with employee hiring and staff development concerns, we have the tools, systems and experience to turn management challenges into opportunities.

We seek an opportunity to serve you and are willing to complimentarily prove that we are more than capable to help you overcome your people challenges. 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 5



The essential qualities of solid High Performers Part 5. Over the last several months, we have discussed these 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
- **MOTIVATION** - ability to add the internal fuel to meet your commitments, even through difficult times.

This month the focus is on **SELFLESSNESS**. The dictionary defines SELFLESSNESS as the quality of unselfish concern for the welfare of others and acting with less concern for yourself than for the success of the joint activity. High Performers are noticeably aware of their talents and weaknesses. However, those few High Performers with this trait seem to draw others to them in energizing ways that maximizes their collective talents to achieve extraordinary results. This quality of SELFLESSNESS encourages others to trust them. Selfless individuals commit themselves to the greater good of common goals. They seek the shared sense of accomplishments verses any selfish short- term personal gain. They epitomize the slogan "for the greater good." This gift often suggests that they are the true informal leaders and those others come to depend upon in times to great challenges.

SELFLESSNESS is not a common quality and may seem counter-intuitive to High-Performers, but this unique quality is at the heart of teamwork. I hope you have SELFLESS examples from which to learn.

Look at those you work with and think about their selfless acts to support a greater good. Then think of your own. Think about how you are drawn to a SELFLESS team member verses a selfish team member. Are you more likely to commit to the person interested in a greater good for all? SELFLESSNESS is a quality worth the price.

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



My Latest Blogs:

Weasel Words (I hate them)
The Art of Giving Performance Feedback
The on-going Leadership Challenge!

[Just My Thoughts...](#)

STRATEGIC TALENT MANAGEMENT

STM is a solution provider to ensure your talents are being maximized to their fullest potential. We provide a full range of assessments for business and staff development. Delivering beyond your expectations. If you've got 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

H. Ross Perot:

Inventories can be managed, but people must be led.

Henrik Ibsen:

A community is like a ship; everyone ought to be prepared to take the helm.

Jawaharlal Nehru:

A leader or a man of action in a crisis almost always acts subconsciously and then thinks of the reasons for his action.

Jesse Jackson:

Time is neutral and does not change things. With courage and initiative, leaders change things.



Quick Links...

- [Managing Employees](#)
- [Business Planning Tools](#)

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