



"We all know you can't always change the life you have, but you can change how you look at it. How you react to it, and how it makes you feel...That's Contagious Confidence."

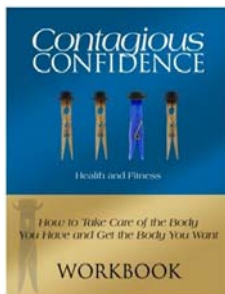
Monica Wofford



The Contagious Confidence Conference is HERE!

No matter your size, there has probably been a time when you have wished to be bigger or smaller. Few of us are ever happy just the way we are. That fact alone can change what we say in the mirror and thus, drastically change your level of confidence about you and what you look like. Make a difference for you this Feb 29. Join us at the Contagious Confidence Conference for Women. This one has a health and fitness focus. Register now at [www.contagiousconferences.com](http://www.contagiousconferences.com)

One day may change the way you look, act and feel about YOU! .



### Contagious Leadership Article Series

#### Leaders Value and Respect The People They Work With

It all begins with the following words... if you have ever been given the privilege of managing people, consider yourself fortunate. Management *is* a privilege. It is an opportunity to have a captive audience paid to listen to you and potentially follow your directions. That captive audience is not, however, a modified version of the Star Trek Borg population, living in a cube and acting as one unit. They are not waiting eagerly to be "assimilated into your collective". They are unique people with lives they lived before you became their manager and will continue to live when you are no longer their manager. The impact that you can have as a leader, instead of just a manager, may stay with them long after they have departed your command. So, how do you show those you lead that you value and respect them?



1. Call them what they are  
Do away with words such as "human capital", "direct reports", or "subordinates". You don't hear that last one much any more, but the "human capital" term is gaining ground and popularity. Remember the key to your role as a leader are the PEOPLE that you serve.
2. Describe them as those that work WITH YOU  
No one works for you, no matter how cute or powerful you are. They work for the purpose of



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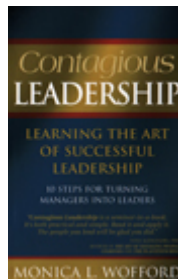
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## BOOK ANNOUNCEMENT!!

It may soon all be over. The original version of **Contagious Leadership** was published in 2002. We think that is long enough for a book to go without an update, so.... Yep, you guessed it.

**Contagious Leadership** has gone into revision and is expected to be released in a new form, with new information and updates, in October of 2008.



Now may be your opportunity to acquire your very own copy of the original Contagious Leadership, with the author's autograph. With this original copy, you can then say, "Na, na... yep, I've seen the new one, but do you have a copy of the original one where it all started?"he-he

Get your copy today at [www.monicawofford.com/Products.html](http://www.monicawofford.com/Products.html)  
Be sure to let us know who to autograph it for.

## Leaders Value and Respect The People They Work With(con't)

having status, paying the bills, putting kids through college or maybe just getting out of the house. YOU are not the reason for which they come to work, but you are the one they work WITH.

### 3. Ask and Acknowledge

Spend time asking questions of those you lead and more than just the routine "Hi, How are you?" which is always answered by "fine". I mean real questions such as what are your goals, what is it that you love to do, and what is your biggest pet peeve? The real questions are what lead you to the real people who do the real job.

### 4. Treat them with dignity

There is no reason to yell, bark at, or show the slightest lack of respect to those people you lead. Those you lead do the work every day and even if they slip up, they are still more familiar with the daily operations than most managers bogged down in paperwork. At the very least remember what it would be like if you had to do their job and yours and treat them with the respect that everyone deserves.



Monica Wofford provides key note speeches and training to large and small audiences. Contact our office for your next event in which you need an entertaining, engaging results oriented leader who happens to also be a great speaker! **1-866-382-0121** [www.monicawofford.com](http://www.monicawofford.com)

*Contagious*  
Commentary



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