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The Business of Runkle Consulting

Runkle Consulting coaches people through tough spots in organizations by providing organizational development consulting: executive and team coaching, change management, and strategic facilitation.

Finding Your Superpower

Every day leaders all over the world devote great amounts of energy to getting the job done. But how often do we stop and think about the effectiveness of the energy we're expending? One school of thought is to focus our energies on the one skill we do best in this world, the one thing that makes you who you are and so good at what you do. Answer these three questions to find your superpower and use it more every day:

1. What skill (think: superpower) of yours has the potential to change the world if you went all out?
2. What difference would it make – to you and to the world?
3. How could you spend more time flexing that superpower?

Working With You is Killing Me

A great new book just came out about freeing yourself from emotional traps at work. Think of that one person in your work life who gets under your skin and use this diagnosis to examine their effect on you:

- When you speak with this person do you feel...
 - Tension in your head
 - Tightness in your shoulders
 - Knot in your stomach
 - Pain in your neck
- Before meetings with this person do you....
 - Sleep poorly
 - Feel on edge
 - Have a queasy stomach
 - Fight with your loved ones
- After meetings with this person do you....
 - Want to lie down
 - Eat more or less than usual
 - Feel the wind was knocked out of you
 - Have a sense of relief
- When you get voice or e-mail from this person does your....
 - Head hurt
 - Stomach drop
 - Body shudder
 - Blood boil

Source: Working with You is Killing Me Crowley and Elster, 2006

Winter 2007 Recommendations

- Book: *The Hedonism Handbook*. An irreverent review of ways to take time out and enjoy life.
- Book: *The Happiness Makeover*. For a look at ways to increase your satisfaction with your life and your work.
- Book: *Death by Meetings* by Patrick Lencioni. A great parable about ineffective meetings – and what to do about them.

