

SAY YES! MOTIVATION POSITIVE THINKING & PSYCHOLOGY

Simone Janson (ed.)

**LEARN RESILIENCE & MENTAL STRENGTH, FIND
YOUR INNER PEACE & SERENITY THROUGH
MINDFULNESS, GAIN MORE SUCCESS WITH
PERSONAL POWER**



Say Yes! Motivation Positive Thinking & Psychology

Learn resilience & mental strength, find your inner peace & serenity through mindfulness, gain more success with personal power

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Authors Overview

Angela Dietz

Tom Diesbrock

Sylvana Pollehn

Ilja Grzeskowitz

Mark M. Galal

Winfried Neun

Jörg Romstötter

Barbara Haag

Simone Janson

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Imprint

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Your Benefit in concrete Terms: Content, Organization and Structure of the Book

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This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

Information as desired with Membership Discounts, eCourses, Workbooks, and custom, individual eBooks

Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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One of the greatest strengths of AI is its ability to process large amounts of data and recognize patterns. By using machine learning algorithms, AI can learn from this data and make predictions. This enables you to make informed decisions, optimize your strategies, and even solve complex problems. Whether it's your personal career management, optimizing communication processes, or improving work efficiency - AI can help you achieve your goals more effectively.

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Experience Success and Inspiration: Discover your Way and support Sustainability

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Employee motivation for leaders: like the little prince

// *By Michael Hübler*

If you want to motivate a team, you do not just have to drive it to work, you have to set a goal for them. Just do it like the little prince. But is it really the job of an executive to motivate their employees?

Like the little prince

Often cited is the saying of de Saint-Exupéry, father of the little prince. It sounds so easy, yet this wisdom is often unequaled:

"If you want to build a ship, do not drum down men to get wood, assign tasks and divide the work, but teach the men the yearning for the vast, endless sea."

The purpose of leadership

The purpose of leadership is to bring people to accomplishments that they would not accomplish on their own. A team achieves more with a good coach than on its own.

Against this background, hierarchies - albeit in a less dominant guise - no longer appear as antiquated as they are depicted today (see also the section on sense and nonsense of hierarchies on page 85ff).

Example: team decisions

You must make a joint decision with your project team, as soon as possible. Is the new mixer now sea blue, moss green or rather black and red?

- **Scenario 1:** Everyone defends his contribution and hardly sees that other opinions could at least be as successful. After all, no one knows 100 percent what will happen in the future.
- **Scenario 2:** No one can take responsibility for the decision. In his new book, Gerd Gigerenzer speaks of the tendency to defensive decisions (see Gigerenzer 2013: 51 ff.): If we remain the same, we can be less accused of a flop than a completely new, still unknown strategy.

The solution

Each person prioritizes the three colors. This makes it clear that Colleague A would most like sea blue, is satisfied with moss green as well, but black and red does not want at all. Colleague B is similar, only sea blue and moss green are interchanged.

While colleague C with black-red alone stands, but could still agree on sea blue most likely. Thus the consensus clearly goes in the direction of sea blue.

Is motivation a leadership task?

You have probably already heard of a number of possibilities for the promotion of motivation - from individual goals to systemic thinking and rule of thumb, the atmospheric check up to the altruism question.

But is motivation really a management task? I take this opportunity to raise some questions that critically examine the topic of leadership and motivation.

Way with the prejudices

To clear up a widespread prejudice: leadership is not the same motivation. Leadership is more than that.

In doing so, the tasks are clearly distributed: Managers should increasingly focus on processes, and have to look at finances, structures, tools, material, resources, locations or machines.

Leadership - more than motivation and conflict management

On the other hand, executives should take care of people, how machines control, resources or locations affect their employees.

This quickly leads to the fact that, as the person responsible for the personnel, only the topic of motivation and, if necessary, the topic of conflict management on its own agenda can be seen.

The tasks of a manager

A list of leadership tasks brings light here. In order to investigate the tasks of a leadership, in the sense of human leadership, there are three central questions:

- What do your own superiors expect from you?
- What do your employees expect from you?
- What are your requirements for yourself?

Executives in the mediation role