

T
T
M

T. T. Mitchell Consulting

Changing Attitudes and Perceptions for Unlimited Growth

February 18, 2005

Issue 49

Embrace The Lead - Strategies for Management in the 21st Century, is the first book of its kind on management and leadership. I have taken the principles of management and not only broken them down into easy to understand concepts, but also answer specific issues that every manager has had to deal with at some point of their careers. You can see more information on the book by clicking on [this link](#).

Respect

Last week, my wife and I went to a holiday party being put on by an organization for whose board I sit on. The evening was fun, and when it was time to leave, I told my wife I was going to get the car so she didn't have to walk with me in the cold. As I was walking up the stairs of the garage, there were these three younger men coming down the steps, dressed very casually and cussing up a storm. Even when they saw me, an obviously older man wearing a suit and tie, it meant absolutely nothing to them.

What happened to real respect in this country? I hear many young people today talking about being disrespected, but I don't really believe any of them have any concept of what respect is about? I hear them say they should be allowed to express themselves in any way they feel. Sometimes I feel I should be allowed to express myself also and take them out back and show them how much I don't respect them because of how they're showing their disrespect to me and others.

This isn't a rant against young people. The reality is that the culture of America has swung almost 180 degrees from what I remember when I was a child. Sure, we live in a society that frowns upon physical punishment of

children, and I full agree with that (my parents didn't spank me), but my parents were still able to find a way to instill in me that I needed to respect my elders, and to always try to respect those of my age also. In my own way, never hitting anyone else first when I was a child was my own sense of respect, because my thought was if I didn't take a swing at someone first maybe we wouldn't have to fight, and we'd have the chance to talk to each other and settle our differences.

We live in a culture where people are ready to not only argue with someone who's upset them, but actually kill them. Because it's easy to get guns today, there are more people being killed in the workplace because someone has gotten upset than at any time in history. And people aren't just going after the person who made them mad; they're taking as many people with them as possible.

So, let's talk about this word respect. What does it mean to you? What do you think it means to others, especially your employees? The word itself has different connotations; which one of these fits you? One, hold in high honor or esteem; two, to show consideration for; three, to relate to, or show concern for; four, courteous expressions of regard, to show polite regard for.

Each of us knows how we want someone else to talk to us. Sometimes, though, some people step outside of that zone and speak to others in a much different way. There are some people who are predisposed to conflict, yet if you ask them about it, they either don't recognize it or try to say it's just their way. Yet, I've never met anyone who will actually admit that they want conflict in their lives 24/7. Sometimes, I hear that term "politically correct", and if you've read anything else I've ever written, you've seen me write that anyone who complains about political correctness is just looking for a reason to be rude, obnoxious, and inconsiderate. When the tables are turned back on them, they'll usually say that you're just being sensitive; in other words, they can dish it out, but they certainly don't want to take it.

When you work with others, I always say that you should treat people the way you want to be treated, not the way you expect to be treated. This may seem like the same thing, but it's not.

Some people think that the way to do business is to get their shot in before someone else gets to them; preemptive strike. Some people tend to believe that being direct with someone else is the same as being mean to them. That couldn't be further from the truth. There's only two ways to react when someone's been mean to you; angry or upset. Both of these can manifest themselves in many different ways, and those feelings won't go away easily or quickly.

One should always strive to treat those they work with, and everyone else they meet, in the same manner as they really want people to treat them. What's so wrong with saying thank you every once in awhile? What's so wrong with looking people in the eye when you're talking to them? Do you have to use bad language as though those are the only words you've ever learned? How would you feel if someone was pointing out your obvious difference to you on a daily basis, whether it was in fun or as a form of harassment? Do you really want people to fear you, avoid you, hate you, be mad at you, or think about killing you because you haven't given them the respect they feel they deserve?

This isn't about deferring to someone you may work with who treats you badly. However, respect breeds respect, and someone always has to take the first step. How can you take some first steps towards showing respect and courtesy towards others, if it's not a part of your every day demeanor now?

I give every person I meet respect until they prove to me that it's not deserved. It doesn't matter if it's a rich person or not; if it's someone at the top of the working world or someone working in housekeeping, or in the kitchen washing dishes. Every position is important, otherwise those jobs wouldn't exist. I give the same respect to homeless people who might ask me for money as I do to clients I work with who are paying me money. I give respect no matter what someone looks like, where they may be from, and sometimes no matter what they've done. Each person deserves to be treated fairly, unless they've shown that they don't deserve it. And if that's the case, don't disrespect them; just walk away.

Keys To Leadership, a series of live seminars, are now available on CD, individually or in a two CD set. Each seminar, presented in front of a live audience, takes on a different aspect of my theories on leadership and management principles. The first one addresses leadership principles that all good leaders follow. The second addresses communications, as well as what I call "Nine Direct Management Keys". For more information, as well as the opportunity to listen to a sample, [click here](#).

Would you like to take advantage of a **free** 30 minute coaching session? I guarantee that I can help you with your career goals, as well as your interpersonal skills, and that whatever we work through concerning you and your business will ultimately improve your personal life also. Doubt me? Why not send me an email by [clicking here](#), or giving me a quick call at [315-622-5922](tel:315-622-5922), and let's schedule an appointment for your free session. And, of course, if you feel someone else could benefit from this type of service, by all means share. If you'd like more information on what coaching is all about, visit that page by [clicking here](#).

Did you know about two other products T. T. Mitchell Consulting presently markets? First, there's the [Mitchell Management Evaluation Module](#), which was created to help evaluate current managers and set up the real criteria for hiring managers with the qualifications you really want. Second, there's the [Mitchell Manager Training Program](#), a 5-part program geared to be a guide as much as an educational tool for new and inexperienced managers or leaders. You can find out more on each of them by clicking on the links above.

T. T. Mitchell Consulting is dedicated to helping companies produce more effective leaders at all levels, as well as helping individuals feel and work better and be more content in their professional and personal lives. Concentration is along the lines of management, leadership, customer service and diversity. Group or individual executive [coaching/mentoring](#) or motivational sessions are available.

If you are receiving this newsletter for the first time and wish to subscribe, please email to [management](#). You will not receive another newsletter if you do not subscribe. If you wish to unsubscribe, send email to [unsubscribe management](#). *If you are a current subscriber, please feel free to share this with others.* Any questions or comments should be directed to mitch@ttmitchellconsulting.com.

T. T. "Mitch" Mitchell
T. T. Mitchell Consulting
(315) 622-5922

<http://www.ttmitchellconsulting.com>

Changing Attitudes and Perceptions for Unlimited Growth