

DEVELOPING PEOPLE



It is better to hire someone without training than a rebel with knowledge.

PRINCIPLE OF THE WEEK

To develop means to become gradually fuller, larger or better. It can apply to anything such as people, products or attitudes. Life is a process and we are all involved in developing physically, mentally and spiritually. We are not born developed, but we are all born with the potential to develop. So why is it better to hire an untrained person rather than someone who is trained but has a rebellious attitude? The trained person with an attitude thinks he knows everything and could have problems in adapting to the organization. His skills may be good, but if he has a prideful attitude, he may be a problem. Attitude is more important than skill because we need to be humble in order to be teachable.

Two things are very important to the outcome of any life; the environment in which we are born and nurtured, and the environment which we choose for ourselves. The first environment is not our choice. The hands that feed us, how they treat us, as well as the things they teach us will have much to do with our outlook on life. We are like raw material that can be shaped and molded into almost anything. The first eight years of our life may well determine much of our future because of the patterns developed in us. Of course, we can make decisions for ourselves later on, but even then they will be influenced by our past.

The second environment, which we choose for ourselves, is even more critical because we are responsible for our own choices. If our first environment was good, it will continue to help us develop. If it was a negative or distorted environment, we still have the opportunity to choose or create a new one which will determine

the person we want to become. It is very important to be aware of the environment we are creating, and change it if we need to. A new environment will give us a new paradigm and a chance to develop our potential. Our environment is very powerful.

The mind or spirit of man is like a seed. Within every seed lies the potential of life. If the seed is in a cold, dry environment it will not produce or develop; it will lie dormant. If we take the seed and place it in a warm, moist environment, it will automatically grow and develop. It will reach its full potential if the environment remains suitable. We are much the same. If the environment is right, we grow and mature producing according to our potential. This principle works for our family, our business or our organization.

Benefits

1. In developing people we create the right environment which will benefit our family, business or organization.
2. Developing people also creates a culture in which we ourselves benefit.
3. Taking the time to develop others will secure their future, which in turn affects ours.
4. We can enhance peoples' lives by having a right environment for them to develop in; they grow and mature into their full potential which brings us great satisfaction.

Steps to Follow

1. It is our responsibility to develop our children, employees and organizations within a framework of values. By doing this we secure

Action Plan for

DEVELOPING PEOPLE



our future and theirs as well.

2. Study the values of life and determine which ones will create the right environment for your goals. Review them constantly.
3. Have a lifetime vision of what we would like our families, businesses and society to become.
4. Examine the past to see if we need a paradigm shift to get to our vision.
5. Develop character in people which is more powerful than ability.
6. Establish clear rules, but at the same time allow people to dream, practice and experiment. If they fail, encourage them to try again. In this way they will develop without being overprotected or have their weaknesses reinforced.
7. Create the right environment wherever we are. It is important to think in what direction we want our lives to go and by doing that we will always be improving and adding value wherever life finds us.

Many countries have not developed because they are used to the wrong paradigm. These are extremely hard to change and may take generations to do. This is why poverty and corruption prevail because they don't know any other paradigm. It is a matter of creating and choosing other values. It can be done; it's within our capability. The longer we live with a certain paradigm however, the harder it is to break. We must accept the fact that if we want to develop into our potential, we must always be prepared to change. Sometimes we want to change others rather than change ourselves. If we are going to

develop our children, employees or society, we must lead them by example always looking to improve, adjust and progress. The final outcome of all our influence and development of people is the creation of a safe and healthy environment in a culture based on values. We develop or create situations, failures or successes by the way we develop people.

Remember... Thoughts become actions. Actions become habits. Habits become our destiny.

Reflect and respond

Do you value character and attitude over ability and gifting?

What kind of environment for change exists in your family or business?

Evaluate yourself from 1 to 10	1	2	3	4	5	6	7	8	9	10
Why did you give yourself this rating										
What benefits will you obtain by raising your rating?										
What specific action can you put into practice to test the benefits of this principle?										
Check list for the daily reading of this principle	M	T	W	T	F	S	S			

Completed

Not completed