



Julie Bartkus Presents
Motivate Teachers™
 The Leadership Resource for
 Attracting & Retaining Great Staff

October 2011



Create The Positive and Productive Workplace That You Desire and Deserve!

Kiss Your Own Booboo!!

Do you know how kids fall down and need someone to kiss their boobos? It seems like the tears won't stop and the pouts on their faces remain until they receive that magical kiss.

I remember a time when I was visiting my niece, Ashley. She was 3 years old at the time and personality-rich! I was sitting on the back deck with a few family members while the kids were playing in front of us, around us, and sometimes on top of us. You know what I mean, right?

As they were playing, Ashley fell down and hurt her knee. I observed her from across the deck and noticed the corners of her mouth were beginning to veer down toward her chin. I thought for sure tears were coming with a frantic call for mom to kiss her knee and make it feel better.

But to my surprise she quickly looked around, noticed mom was not close by, and then bent over to kiss her own booboo. She looked up with a smile on her face and then took off running to play with the other kids. It was as if she thought: *Hmmm, do I wait for someone to kiss it and make it better or do I kiss it myself so I can get on with playing and having fun? Yes, I'll kiss it myself! Why wait?*

I've reflected on this situation many times. Thinking about this little girl deciding to kiss her own booboo. Also thinking about how many times adults wait and wait and wait for someone to kiss their boobos. Yes, mostly their internal ones.

Perhaps it's the feeling of not be appreciated or valued. You think your efforts are worth gold but it seems nobody notices. Or perhaps it's the staff member who you bend over backward for but your efforts are hardly recognized. Or maybe it's the team member who spreads rumors about you.

There's one success strategy that I'll share with you. It comes straight from a 3-year-old child. Kiss your own booboo!

When you're in a place where you think nobody appreciates you, appreciate yourself. On your way to work buy yourself your favorite flowers and proudly display them. Write yourself a thank you note for all the wonderful things you've done. Indulge in your favorite treat. Buy yourself something to celebrate a recent success. Bake yourself a cake. See one of your favorite movies in honor of yourself.

Sometimes you have to decide that it's not worth the wait for someone else to recognize you or for a co-worker to stop her hurtful behaviors. Sometimes you have to kiss it and get on with it!

Leader Spotlight



Becky Mazurek
 Member Since: June 2007

Director, Hays Hills Baptist Church Preschool, Buda, Texas

I am a director of a Christian two-day preschool. I love my job, the people I work with and its ministry along with the quality of work being done within early childhood education. I consider it a blessing to have found my place and passion in life. I also love learning new ways to get things accomplished - I will always be a lifelong learner and I enjoy it when it is in an encouraging and enthusiastic environment.

Celebrating: 20th Year as a Director

Favorite Movies: True Grit, Sense and Sensibility

Favorite Restaurants: Top Notch Hamburgers, Hey Cupcake, and Chuy's Restaurant in Austin Texas

Favorite Colors: Deep Red, Light Pale Green, and Gold

Favorite Publications: Exchange, Parent Life, and Motivate Teachers

Favorite Saying: "I have no greater joy than to know my children are walking in the truth."

Let's Talk about Health and Wellness!



Olive Oil: Nature's Gift

The people who live on Greece's most southerly island of Crete are rumored to live longer than those in most other countries around the world. What is their secret? Well, some put it down to "raki," the local firewater, but actually what is much more likely is their high consumption of locally produced extra virgin olive oil.

Unlike vegetable oils, which are high in polyunsaturated fats and do a great deal to contribute to heart problems and have even been linked to an increased risk of cancer, olive oil is largely monounsaturated fat, which helps to lower the levels of "bad" cholesterol (LDL) and stimulate an increase in the levels of "good" cholesterol (HDL).

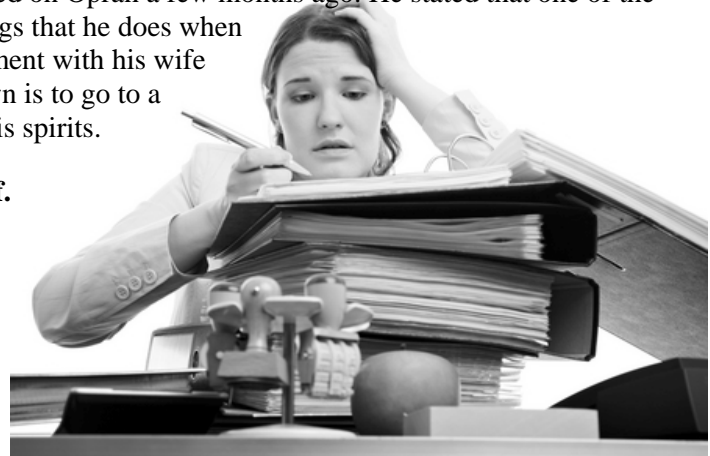
Olive oil is basically the natural juice of the olive fruit and can be consumed when it is freshly pressed. Aside from the fact that it preserves all the vitamins and goodness of the olive, which is what gives it all its excellent health benefits, it retains all the taste and smell of the fruit, making it a much tastier and appealing option than processed vegetable oils.

Whether for use in salads or for cooking, nature's gift of olive oil is simply the best!

Staying Motivated in the Midst of Madness

Do you need some motivation? If you've answered *yes*, you've come to the right place. Listed below are action steps, things that you can implement into your life immediately to help you generate a wealth of self-motivation.

- **Listen to motivational audios.** Motivational messages are a wonderful tool that you can use to help you remain (or become) positive and motivated. If you get depressed or upset and no one is around to provide you with some positive support and you're really not in the mood to give yourself a pep talk, listen to a motivational audio program. Even if you listen to someone's message for only ten minutes, it can help you eliminate a few of your negative thoughts while lifting your spirits. My top motivational messages come from Les Brown, Jack Canfield and David Neagle.
- **Write down your goals, and read them daily.** This is a powerful tool that can help you to reach your goals and follow through on your plans in spite of the obstacles you face. Written goals keep you focused and motivated. Here's a powerful technique for you – write one of your most important goals on several index cards. Place these index cards wherever you spend a lot of time – in your car, bathroom, and office or on your refrigerator, dresser, and computer. The key is to read your goal statement several times each day. This may sound like a lot of work, but it's not – it only takes a couple of minutes to do each day.
- **Practice daily meditation.** I recently heard a speech on the benefits of meditation. The speaker said that ever since she started to meditate, her personal and professional life improved. Begin by meditating a few minutes each day. Find a place where you can be comfortable; then simply close your eyes and take deep breaths. While your eyes are closed, visualize what you would like to happen in your life, or repeat affirmations to yourself. For example, you might say *I deserve success* or *I am happy*.
- **Keep a joy list.** Wayne Gignac, Director of Show Works, a training and consulting firm, uses a joy list to help himself and his clients lighten up and keep a positive attitude. To create a joy list of your own, simply write down everything that gives you joy. Read your list often. You will gain a new perspective.
- **Go to a movie.** John Gray, author of *Men Are From Mars and Women Are From Venus*, appeared on Oprah a few months ago. He stated that one of the most energizing things that he does when he gets into an argument with his wife and he's feeling down is to go to a movie. It helps lift his spirits.
- **Appreciate yourself.** That's right! When you achieve a goal, appreciate and reward yourself. Don't wait for someone else to recognize your accomplishments.



October's Tele-Class



Twenty-Something At Work

- Do you ever struggle motivating or understanding your employees who are in their twenties in your workplace?
- Do you wonder what motivates them?
- Do you wonder how to deal with their dependencies on technology such as their cell phones?

This month I had the pleasure of interviewing Christine Hassler, author of *The Twenty Something Manifesto*. Christine began her evolution as a twenty something expert with a discussion group for quarter-lifers in Los Angeles struggling with questions about themselves and their lives. As she continued her investigation of herself and others, she began to craft a roadmap for how to transform “twenty-something” into a time of discovery, self-acceptance, self-forgiveness and clarity. Christine has dedicated her life to researching and speaking about this rite of passage in life.

How can you engage your twenty-somethings at work? Tap into their gifts and the special things that will motivate them. This generation has gifts to offer including their knowledge of technology, their multi-tasking skills and their desire to be a part of the big picture. They think globally and are incredibly tolerant. They will be incredibly loyal to you as long as you establish a relationship with them. They want to get to know you and feel like they are making a difference.

Be careful leaders — here’s where big frustration can set in with twenty-somethings at work. It sets in when they are working on a task or a project and they don’t see all of the little steps or details that need to be accomplished to get to the desired outcome. This is a specific area where they can be coached or paired up with a mentor who can help them break down the details of the tasks that need to be accomplished.

Here’s what Christine has to say:

“If you really recognize it and look at it as part of what a manager’s responsibility is with Gen Y - to mentor, to guide a little bit, to give them steps and feedback. You can learn a lot from them as well, in terms of the way they think and the way they see the world and how they actually bring meaning to the work they do.”

This audio is the latest to be mailed out to our Gold and Platinum Members. Upgrade or Join Julie’s Inner Circle Today and get a copy of this audio program and the transcripts. Visit www.MotivateTeachers.com and click on Join Today!

About Julie Bartkus

Julie Bartkus is the "Staff Motivation Solution" for early care and educational professionals and the founder of www.MotivateTeachers.com. If you want to know what is really de-motivating your staff, ask Julie Bartkus. She is an internationally known speaker and coach who is dedicated to helping leaders create the positive and productive workplaces that they desire and deserve. She is best known for helping leaders transform their workplaces through eliminating the destructive communication patterns (such as workplace gossip) and mindsets that keep their teams stuck.

Her articles have been circulated throughout the world through publications such as Child Care Information Exchange, The School Administrator, Child Care Business, Television and Entertainment Guide, Illinois News.



Julie offers customized keynote presentations, full-day retreats (on-site and through associations), group coaching and one-on-one personal coaching. **Can I reprint any articles in this newsletter?** If you would like to reprint any articles, you may do so in its entirety with copyright information and “About Julie” in tact.



Discover How To Gain 5, 10, 15 hours or more each month!!

Registered for my ***Reclaim Your Time Challenge*** today and discover how to have more time in your day so you can do the things you value most!

We have some amazing child care leaders registered and some amazing prize giveaways lined up.

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[www.MotivateTeachers.com!](http://www.MotivateTeachers.com)



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Create The Positive and Productive Workplace That You Desire and Deserve!

Boost Morale in Minutes without Spending a Buck: Quick Tip

When one staff person comes up to you and asks you to address a conflict or issue for him/her, clearly state your goal (such as: *My goal is to empower team members to work through issues directly with one another.*) - then model and implement a system with specific action steps to getting conflicts resolved.



Our Newest Members

Becky Wilson Tomball, TX
Cynthia Schlichting New Providence, NJ
Susan DeLoach Palmer, AK
Kathy Hoszkiw Jackson, MI
Crystal Dudley Cleburne, TX
Sindye Alexander Petoskey, MI
Stephanie Eliot Hesperia, CA
Vonetta Floyd Lexington, NC
Polly Kaat Oshkosk, WI
Tahera Hyder Glenwood Landing, NY
Catherine Mohan Bellerose Village, NY
Samantha Vu Orlando, FL
Cha Cha Junior Orlando, FL
James Condon Orlando, FL
Sarah Morrison Windsor, CA
Deborah Burdette Loma Linda, CA
Heather Pollock Owasso, OK
Debbie Welborn Pauls Valley, OK
Rosalva Sepulveda Chula Vista, CA
Beth Harben Dallas, TX
Natalie Perro Arlington, TX

5-Year Anniversary

Jeanne Thomas San Jose, CA
Shelly Buckmeier Aberdeen, SD

1-Year Anniversary

Kelli Hansen Omaha, NE
Ann Porter Wheeler, TX
Norah Therrien Portsmouth, NH
Tami Nix Sumter, SC
Shelley Ealy Chattanooga, TN

150 Logins!!

Ruth Freeman Bronx, NY

Steer Staff with These 4 Questions

Simply telling an employee what to do won't drive that person to high performance. But if you ask the right questions, you can push that employee in the right direction. Ask the following types of questions:

- **Dreams:** "What would you like to do if anything were possible?" You might need to prod the person by asking for additional information, such as what activities deliver personal satisfaction. Or steer the discussion back to work by showing the employee how work activities could lead to reaching a personal dream.
- **Targets:** "What could you do to take a step closer to that dream?" Help the employee set specific and measurable goals.
- **Successes:** "What would it look like to achieve that dream?" Lead the employee to imagine a scene of success. Example: "I can see you walking across the stage at the fall meeting to accept our Employee of the Year Award from our CEO as your peers deliver a standing ovation." Appeal to as many of the five senses as possible to make the image vivid and solid.
- **Roadblocks:** "What is the most difficult part of this challenge for you?" Help employees create positive statements to counter the negative voices in their heads. Tell them "I know you will succeed."

