

# DOWNLOAD PDF GUIDE TO LIFEWORK: WORKING WITH INTEGRITY AND HEART

Chapter 1 : Leonard Lang [blog.quintoapp.com](http://blog.quintoapp.com) and Leadership Coach, Creativity Trainer

*Guide to Lifework: Working With Integrity and Heart: A Four-Part Program to Find Meaning and Fulfillment in All the Work You Do.*

HPuschmann Preserve your integrity. You do not wake up one morning a bad person. It happens by a thousand tiny surrenders of self-respect to self-interest. Many of us have to make decisions that define who we are and what we believe in. Most often, the choices we face may seem insignificant. Download M4A You can subscribe to our podcasts using iTunes. Click the menu icon in the upper left corner of iTunes and select Show Menu Bar. However, it feels good to live and work with integrity and, when we become known for this highly valued trait, our lives and our careers can flourish. But what does it really mean to have integrity? The Random House Dictionary defines integrity as: Adherence to moral and ethical principles; soundness of moral character; honesty. The state of being whole, entire or undiminished. A sound, unimpaired or perfect condition. Although the definition is sound, it can be a bit more complex to define integrity in our everyday lives. Alternatively, look at the second and third of these definitions. These were likely meant for structures, such as the integrity of a building. But we can just as easily apply this definition to ourselves. Why Is Integrity Important? There are several reasons why integrity is so important. First, living a life of integrity means that we never have to spend time or energy questioning ourselves. When we listen to our hearts and do the right thing, life becomes simple. Finding This Article Useful?

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## Chapter 2 : Why You Need To Lead With Your Heart

*Guide to Lifework: Working With Integrity and Heart: A Four-Part Program to Find Meaning and Fulfillment in All the Work You Do.* by Leonard Lang (Author) Visit Amazon's Leonard Lang Page. Find all the books, read about the author, and more.

Your Personal Values What do you believe in? What values are you willing to stand up for? Personal values are the beliefs, principles or ideas that are important to you in your life. Values are what you stand for in life -- they are often things that you are for or against -- what you believe in and are willing to support and stand up for. Ideally, your personal values guide your life choices, big and small. Personal values are important because they provide us with a road map for the kind of life we aspire to lead. The more our choices line up with our values, the better we generally feel about ourselves. And we can reap rewards in our love life and sex life as well. Identifying your personal values. For help identifying your values, spend some time answering each of the following questions: Think of 2 people you really respect. What characteristics do you admire in them and why? What about in the world in general? What issues get you the most fired up when you talk about them, or hear others talking about? Why do those issues effect you in this way? Think of a moment in your life that was really satisfying or fulfilling for you. What was that moment and what made you feel that way about it? Now look over your responses. Do any themes emerge? What principles, beliefs or ideas stand out most in your answers? These are likely some of your personal values. My Personal Values Rating Activity. How do personal values influence our relationships? Life has taught us that love does not consist in gazing at each other but in looking outward together in the same direction. They may guide your decisions about For example, if getting a college education is very important to you, you may look for a partner who feels the same way. For example, if your religious beliefs are very important to you, you may choose to wait to engage in some forms of sexual activity. Your partner should support your values.

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## Chapter 3 : The Best Guide to Life: Your Personal Values

*Guide to Lifework [Ebook] - [blog.quintoapp.com](http://blog.quintoapp.com) GUIDE TO LIFEWORK Working with Integrity and Heart A Four-Part Program To Find Meaning And Fulfillment In All The Work You Do Leonard Lang Published by Beard Avenue.*

Your Comfort Zone vs. Have you noticed something going on in our world today? Is it because everyone is corrupt? Just out for themselves? Think about it for a moment. We ignore our inner voice and look outside ourselves for answers. Our lack of trust, our tendency to look outside for what should come from within, leads to stepping over our truth. Because so often, when we make the wrong decisions, we do it knowingly. We see the truth right there in front of us. This job will suck the life out of you. But we step over that truth. Think about the ways you have broken promises to yourself, leading to a pervasive state of distrust. You vowed to speak up at work, and then sat silent in the meeting yet again. You convinced yourself that this time you were going to stick to your diet, only to find the number on the scale inching up again. Even though we can sometimes undo something that has been done, or fix it in the outer world, the imprint it leaves on our psyche cannot be undone. If you hammer a nail into wood, you can pull the nail out, but the hole in the wood cannot be gotten rid of. We all have holes in our soul that represent the many ways we have betrayed, lied to, or disparaged ourselves—all the ways we have stepped over our truth. These holes serve as evidence to our already suspicious psyches—you are not trustworthy! We are cut off from the very essence of our being and end up living a life that feels wrong, inauthentic, and disconnected. Integrity, however, is an invitation to a whole new way of being in the world. An invitation exists in every moment—actually, in every moment, a multitude of invitations exist, all dancing right in front of us, ready to be received, promising to shower us with new possibilities. Integrity is an invitation to honesty, to being authentic with yourself, listening within, learning to trust and value yourself—your whole self, not parts of yourself. The good, the bad, and the ugly. When we stop denying, when we stop being propelled by fear, we can finally start living a life of integrity. Being in integrity is the ultimate advantage. We can finally start living a life that feels right to us. It was the day so many women dream of—my wedding day. It was a day that was supposed to be full of promises. A day of new beginnings. My beautiful white dress was ready. The flowers were ordered, the cake was being adorned with handmade flowers, caterers were hard at work, and the makeup artist and hair stylist had cleared their schedules. Everything was ready for a meticulously planned, lavish celebration. Sounds like my fairy tale was about to come true, right? Nope, I knew that day. There had been one red flag after another during our courtship. But I was too scared to admit the truth. Instead, I put that towel over my head. Here is the good news. It is possible to step into the next, best version of yourself. Through declaring to yourself and the Universe that you deserve more, that you are ready to stop stepping over your truth and are ready to start living the life of your dreams. I call this living a life of integrity. They do as they say, and they say as they do. Who they are on the inside is who they are on the outside, and who they are on the outside is aligned with how they feel on the inside. They have declared what is important to them and who they want to be in this lifetime. The actions they take and choices they make are aligned with that declaration and reflect that they feel worthy and deserving to manifest that which they most desire. Now, you may be thinking that integrity is a lofty, unattainable goal, where you must measure up to a certain standard of perfection. It is a way of life. It is an internal guidance system that will never guide you astray! We are all born with a knowing deep inside us—we realize when something is right or something is wrong. The house is burning down! Every time you bite your tongue, you swallow your integrity! When we learn to live in alignment with what we know deep down is right for us, we live in integrity. And living in integrity means we no longer live a conflicted, disjointed, insecure life. We work in jobs that we hate, stay in marriages that suck us dry, spend beyond our means, hide how we truly feel. We live in a state of constant conflict, always engaged in an internal tug-of-war. No wonder so many of us are walking around exhausted! Integrity is an invitation to something different. When I finally separated from my husband and divorced, people constantly commented on how

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great I looked. When we learn to stop stepping over our truth, we shed all the baggage that has been weighing us down. We can move forward into a life that feels right. It could be a health issue that you want to avoid dealing with. Integrity is about starting to live life on your own terms. It can show you how to recognize the right choices for you in every single situation: It will empower you to speak your truth in a neutral way, perhaps confronting someone who is gossiping about you or sending your meal back at a restaurant, without worrying that you will be judged for being a complainer or spoiled and entitled. It allows you to live a life without conflict, one that is whole and peaceful. And the problem is, the more we lose touch with our integrity, the more likely we are to continue to make choices that widen the divide, taking us further and further away from it. Think of it as being adrift at sea. Your integrity is the lighthouse on the horizonâ€”when you swim toward the shore, the beacon grows stronger and brighter until, at last, you are home. But when you get too far from shore, the tide pulls you away. As you drift farther out to sea, the lighthouse grows dim in the distance. Once we let integrity guide us, everything becomes easierâ€”clearer. That someone is you. She is a leader and teacher of emotional education, shadow work, and personal mastery. Kelley recently authored *The Integrity Advantage*. Truly gifted in supporting people to realize their limiting patterns and beliefs and self-sabotaging behaviors. In , Kelley joined the Ford Institute staff. She was hand-picked and personally trained by the Debbie Ford to lead her programs and continue the legacy of her life-changing work. Kelley has been featured in local and national media. We welcome you to join the conversation. Your email address is required but it will not be published.

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## Chapter 4 : Career E-Book “ Career Coaching ” Beard Avenue

*GUIDE TO LIFEWORK Working with Integrity and Heart A Four-Part Program To Find Meaning And Fulfillment In All The Work You Do Leonard Lang Published by Beard Avenue.*

In its simplest definition, a system of moral principles is called ethics. They affect how people lead their lives, for life is an unbroken stream of decision-making and ethics are concerned with what is the right moral choice, for individuals and for society. This is also known as a moral philosophy. The etymology of ethics is derived from the Greek word *ethos*, meaning habit, custom, disposition or character. Ethics are therefore concerned with these sorts of moral decision: Contemporary notions of ethics have been handed on from philosophy, religions, and global cultures. Ethics are debated in topics such as human rights, right to life, and professional behavior. Among staff ethical behavior ensures work is completed with integrity and honesty and staff that are ethical adhere to policies and rules while working to meet the aims of the enterprise. An ethically positive, healthy work culture enhances morale among employees. Work Ethic Definition and Meaning Traditionally, work ethic has been understood as a value based on hard work and diligence. These values have been challenged and characterized as submissive to social convention and authority, and not meaningful in and of itself, but only if a positive result accrues. An alternative perception suggests that the work ethic is now subverted in a broader, and readily marketed-to society. In recent times, many say that a work ethic is now obsolete and that it is no true any longer that working more means producing more, or even that more production leads to a better life—this is, of course, not to be confused with quality productivity. Here is one of the views about work ethic from Will Smith and how important it is where Will says about 2: This leads them to consistent higher productivity, without any prodding that many require to stay on track. Therefore, whether staff are naturally this way or need be trained, if possible, into such an attitude is determined by the managers. Productive Work Individuals with a good work ethic are usually very productive people who work at a faster pace. They regularly accomplish more work, more quickly than those who lack a work ethic, for they do not quit until the work which they are tasked is completed. At least in part, this is also due to the fact that they wish to appear to be stronger employees, and thus, they wish to appear to be of more benefit to their managers and the company. Cooperation Cooperative work can be highly beneficial in a business entity, individuals with a good work ethic know this well. They understand the usefulness of cooperation, e. Such people usually respect company authority enough to cooperate with anyone else with whom they are paired, in a polite and productive way, even if the individuals in question are not so ethically inclined. Ethics in Organizational Culture Employers, executives and employees, all adhering to an ethics code stimulate an ethical work culture. Business leaders must lead by exhibiting the behavior they wish to see in employees. Reinforce ethical conduct by rewarding employees who show the integrity and values that coincide with company policy, and discipline those who make the wrong ethical decisions. Positive ethics culture improves morale in a business, plus it may increase productivity and employee retention which cuts the costs of employee churning, consequentially financially benefitting an organization as improved productivity improves company efficiency. One of the best ways to communicate organizational ethics is by training employees about company standards. Basic work ethics for any organization should include: Uniform rules and regulations: An ethical organizational example is the common treatment of all staff, i. Therefore, small company managers should desist from favoring any one employee, for it can lead to lawsuits and is also highly counterproductive. Communication of the rules and regulation to all employees: Company policies must be clearly communicated to each employee with a transparency at all levels of the hierarchy. Employees are the spine of all organizations and should have a say in the goals and objectives of a firm. Respect employees and in return receive the same. Allow a degree of freedom to employees without constant micro-management: Employees should be inducted into training if needed. Clear cut salary and promotion policy: Employees crib if they are underpaid. Make sure they get what is deserved and decided in the presence

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of the person. A major attrition factor is a poor appraisal, promotion prospects are ideally based on merit, not favor. Clear and uniform holiday schedule: It is the responsibility of human resource professionals to prepare the holiday calendar at the beginning of the year and circulate the same among all employees. Effects of Work Ethics within an organization: Preferably a workplace ethic culture will ensure that employers guide and mentor staff appropriately while management treats all as equal. How Leadership ethics and Employee ethics can impact the organization: Owner and executive level accountability is a vital function of leadership. Executives, as equally as employees, are expected to be honest and transparent. Organizations need to abide by ethical norms; all of which benefit the consumer, the society and the firm. What are the core ethical elements that define the ethics of an organization: There are at least four elements that aim to create an ethical behavioral culture of employees within an organization. A written code of ethics and standards ethical code. Ethics training for executives, managers, and employees. The availability of ethical situational advice i. A confidential reporting system. As a positive work ethic is vital to a business success, then each person from the CEO to new staff, must inculcate this to keep the company functioning optimally. Get to work promptly, arriving late always starts a workday badly, and signals that you are not committed. Take into consideration traffic, weather and so on and leave home to reach on time. Take responsibility for your actions, which includes being punctual. Practice being cordial and positive while refraining from gossip. Knowing how to communicate constructively and positively, while respecting the feelings of others is an invaluable tool. Respect others and develop a reputation for having integrity, meaning honesty, fairness, and consistency in what you do and say. Work ethic is more than completing long hours for its foundation is integrity. To develop integrity, one can: Act the same when people are not watching you, as when they are. Perform consistently at the same level of quality. Be honest in all things. A work ethic is fundamental to success at anything, plus it makes you a valuable employee. For career advancement this is more important than ever before. In work assignments strive to exceed expectations by paying attention to details and making the quality of work your central priority. Everyone can work fast, but few will deliver best quality outputs with few mistakes. Keep everything in an organized method like a good file system for documents both soft and hard copy, so you can retrieve these easily to get on with the essential tasks. All of us have times when we are more productive, some in the early morning, some later at night. Identify and schedule the difficult work to be completed in those periods. Be consistent in delivering good quality work and earn good reputation: Everything worthwhile accomplishing requires discipline. Remain focused on a long-term goal while avoiding getting side-tracked by a short-term gratification. To be persistent and able to follow through on assignmentsâ€¦ Train yourself. Effectiveness means doing the work that matters. Be effective first, then become efficient. Efficient is achieving improved output in less time. There is no point in becoming efficient at doing that non-value added work. Manage your time Know your strength and weaknesses including potential distractions, so you can avoid them: One way of evaluating this is to create a list summarizing the skills and requirements of your work, and the strengths and weaknesses. Be honest about weaknesses, and what it is that distracts you â€” this is step one in learning to manage those weaknesses. Distractions are everywhere â€” Twitter, Facebook, TV, mobile, etc. Complete these before arriving at work for a no-distraction period. Turn off the internet and see how you start doing work in due time. If the work is nice-to-do but not need-to-do. Accelerate becoming a more productive employee by regularly visualizing yourself as channeled toward higher accomplishments. Vision yourself as highly efficient and feed the subconscious mind with this vision until it is accepted as a command. Lastingly successful people have one common denominator: Being able to complete your tasks and finish what you start, is an essential part of character building. You cannot imagine a fully mature, fully functioning person who is unable to finish what she begins. The development of this habit is the key to long-term success. Constantly evaluate to check which things absolutely must get done. Prioritize tasks and set the most important ones in the morning: Complete projects and tasks immediately. A trademark behavior of a worker with a poor work ethic is delaying work until another day, which usually only leads to an incomplete or late project.

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## Chapter 5 : How to Preserve Your Integrity - From [blog.quintoapp.com](http://blog.quintoapp.com)

*He is the author of the step-by-step career book: Guide to Lifework: Working with Integrity and Heart, now in its second edition. His career ideas blog contains dozens of articles on everything from choosing a career you'll love to resumé tips.*

Our values and culture Our culture is about not only what we do, but about how we go about doing it. So having a culture where our values are shared by everyone and those values are demonstrated through how we work is really important to us. Our values and purpose were uncovered by our people and are at the heart of who we are. In everything we do, we are guided by our values to deliver on our purpose: Our purpose is what drives us. It gives meaning to everything we do, and it is the reason we come to work each morning. Our values guide the way we behave, make decisions and treat each other every day. When we act on them, we actively contribute to bringing our purpose to life. Our values and purpose represent those qualities that make us unique. They guide the way we think, act and make decisions, as we learn to work better together.

Improving health, making people feel better This is our purpose and our driving force. It is about us, the people of Teva, applying our capabilities and skills, as well as our passion and human touch, to improve health and make people feel better. It is simple and realistic, and yet it is also powerful. It is what we do, what we have always done, and what we will continue to do. Our purpose opens for us a new way of looking at people: We, the people of Teva, apply our expertise and skills, as well as our passion and human touch, in order to improve the health of people around the world and make them feel better. Our Guiding Values Our values guide the way we behave, make decisions and treat each other every day. We go the extra distance. We love it when we lead and shape the industry. We stay ahead of the game by daring to be different, stretching ourselves and aiming higher. We identify opportunities in unexpected places and act on them to address unmet needs. Leadership happens with and through people. We bring out the best in each other and celebrate shared wins. We combine local knowledge with global resources. We work more effectively and tap our joint potential when we align, collaborate and partner with each other. We are creative problem solvers; imaginative and inventive. We strive to excel and generate value: This means asking new questions, learning and making new connections in order to provide sustainable value in a differentiated way. We care about sustainable healthcare for all. We care about the wellbeing of our patients, families and colleagues, as well as the communities we touch and the planet we live on. We strive to be true partners in trust-based relationships. We are attentive and considerate to people on their personal health journey, striving to enable them to take better control of their health. We each take responsibility to work with integrity and honesty, applying the highest ethical and moral standards in all we do. When we go back home and tell our families about our day, we know they can be proud of us, and of Teva.

Diversity for all We have a distinctive culture, and look for people who share our values, but we have a business that values the difference in all of us too. We respect all our employees and we want talented people in our workforce regardless of race, gender, sexuality, age, religion, belief or disability. Our employees come from all walks of life and we view the differences in each of us as a vital asset. We focus on creating an inclusive organisation where all employees feel engaged and know their work makes an important contribution to our vision of becoming the most essential provider of medicines to the UK.

Work life balance We want you to be able to do your best work. Our approach is to support flexible working arrangements, where possible, while ensuring business needs are met. And there are plenty of ways to be heard, through our Employee Consultation Forums and our face to face quarterly employee briefing sessions. Not forgetting our annual Your Voice staff survey which gives us a great insight into how our employees feel, and give us clear direction of where we need to improve things so we keep on being a great place to work. We want to keep on improving on what we already do, ensuring Teva is a great place to work for years to come.

## Chapter 6 : Work Ethic Definition & Elements of a Strong Work Ethic

*GUIDE TO LIFEWORK Working with Integrity and Heart A Four-Part Program To Find Meaning And Fulfillment In All The Work You Do Leonard Lang Published by Beard Avenue Guide to Lifework [Ebook] - [blog.quintoapp.com](http://blog.quintoapp.com)*

But in general we can say that most coaching adheres to the following process 1. Clarifying what you want The first step will be to clarify exactly what it is you want. This is really important. This is a mistake because it limits you from the get-go. Most coaches will therefore start by calibrating your values using some sort of coaching assessment. The end goals you come up with during this process are the inspiration, Whitmore explains. They are often not under our control because there are so many overlapping systems and fields of influence that come into play. For instance, it might depend on people we work with, or the weather, or the economy. This is why we then need to create and focus on performance goals. These are steps or milestones that lead to the end goal, but are smaller and more achievable. Even within each coaching session, there is attention paid to goals. This allows you to be purposeful in your coaching right from the start. Assessing where you are right now Coaching is about helping you get from where you are to where you want to be. Now that you know where you want to be, your coach will help you objectively assess where you are right now. As we saw earlier, Gallwey explained how an objective point of view is critical in mastering our own inner opponent. In order to reach our goals, we need to be able to fact check our reality in an unbiased, detached manner. To help you, your coach will ask you questions that call for answers that are specific and descriptive, instead of general and judgmental. For instance, you might have a bad habit of perfectionism that will slow you down and perhaps even cripple your efforts of getting the first chapter of your book written. Reviewing your resources and options Next, you and your coach will start to review all the resources, options and courses of action at your disposal that could help you to accomplish your goals. According to Grant and Greene, "Resources could be personal experience, mentors, influential people in your life, teacher, books, paintings, music. They center us and help us accomplish our goals. For instance, Grant and Green quote Louise, a year-old coaching client who lists as her resources family, walking, music, hard work, her partner, her health and a favorite author. Creating an action plan The next step is that your coach will help you design a plan that will take you from where you are right now to where you want to be in the future. What types of obstacles will be in your way, and what support you need. How this action will contribute towards meeting your goal. Your coach will also measure and calibrate your motivation and commitment to this action step. Your coach can also create an action item for you, to enable you to report on your progress in between coaching sessions. Instilling motivation and commitment All throughout the process, your coach will work to keep your motivation and commitment high. Motivation always originates from within" your coach will work with you to tap into its wellspring. Your coach will also help to uncover and dispel anything blocking your way, such as fears or limiting beliefs. Calibrating and keeping you on track As well as keeping you motivated, your coach will make sure you stay on track. By using a series of coaching tools, your coach can keep you on track. By writing about them, you increase self awareness and the ability to recalibrate. Your coach will also keep calibrating by giving you self-assessments to measure such things as your values, or gaps in your life that need addressing. Celebrating successes along the way Throughout your coaching journey, your coach will be sure to mark your victories along the way. This gives you confidence and keeps you motivated. Coactive coaching Your coach will design an alliance with you and then ask powerful questions to help you get inside new perspectives, create a plan, and commit to it. NLP coaching Your coach will use techniques from neuro-linguistic programming to help you shift limiting beliefs, uncover hidden patterns of thinking and create rapport, in order to bring out your full potential. Positive psychology coaching Your coach will draw on the work of Martin Seligman to help you create authentic happiness. Ontological coaching Your coach will help you identify breakdowns in your life, and change the parts it that are preventing you from fixing those breakdowns by exploring your physiology, moods, emotions and language. ONE Supporting you and guiding

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your attention Your coach is your biggest supporter, and their work is geared towards your values and goals, rather than their own agenda. TWO Giving meaning to what you say in a way that goes beyond your own thinking Then they reflect back a different and more productive perspective to help you develop new strategies and habits, and initiate change. Coaching is very solution focused and taking action is at the heart of it. Doing the same thing in the same old way has not gotten results.

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## Chapter 7 : ZOLL Medical Corporation - LifeVest Wearable Defibrillator |

*Guide to Lifework-Working with Integrity and Heart is my quick, easy-to- follow ebook guide that gives you a complete career decision process in 4 parts. This is the same creative, original program of creative exercises I've used to help conference and seminar participants as well as my coaching clients.*

Call around to local centers and home-based care providers to get an accurate and up-to-date picture of what people are paying in your area. Of course, nannies who double as household managers, those with advanced degrees and specialty nannies get paid more, as do nannies in areas where the cost of living is higher. What about benefits – will you offer paid holidays and sick leave? How about health insurance? Again, speaking with a local placement agency or other families with in-home child care will help you determine a fair rate in your area. For more information on your responsibilities as an employer of a nanny, the International Nanny Association offers a guide to payroll and taxes. Check with your employer to see whether a Flexible Spending Account for child care expenses is offered. These accounts allow you to set aside pretax dollars for eligible dependent care, which could mean considerable savings throughout the year. Evaluating outside child care If you opt for a family day care or child care center, you should begin looking at local options before your baby arrives. Recommendations from other parents can be especially valuable in your search for good care. As you tour, pay attention to such things as cleanliness, whether the children are engaging with one another, whether the staff is engaging with the children and whether everyone looks happy to be there. Ask whatever questions come to mind. What is the adult-to-child ratio? How many children are in the room where your child will be? What are the training and hiring standards for caregivers? What is the staff turnover rate? Are all providers licensed in CPR and first aid? How does the facility ensure security, and what is the protocol for child pickup? Is there a waiting list and if so, how long is it? How much is the application fee and tuition? What hours and days is the center open? Check to see whether your state operates an online database of licensed child care operations. This map from Child Care Aware can help you locate the proper agency in your state. Before making a final decision, drop in at least once at a different time from when you toured. Evaluating in-home child care Interviewing a nanny may be far more intensive than distinguishing among child care centers. Although you can find nannies advertised on community bulletin boards and even Craigslist, the Nerds recommend you contact an agency or a local training program or get a referral from a friend or family member about potential candidates. If your preference is for a nanny, but the costs are too steep, consider a nanny share program, growing in popularity across the U. Nanny sharing is when two or more families share the services of a single in-home provider. You pay a fraction of the cost of a full-time dedicated nanny. These agencies come at a cost, however. Their previous nanny experience and what ended their relationships with prior families. Any medical, specialty and additional training they might have. Their willingness to take on household management duties. How they foresee their time with your child being spent. Ask candidates about their interests, get a sense of their personality and be transparent about any quirks, special needs or conflicts that could crop up. Start early for peace of mind Finding the right child care solution for your baby can be stressful and heart-rending. Bolster your decision making by reaching out for input from other parents in your community, your circle of friends and online social networks, and trust that although no one can care for your baby exactly like you would, there are many competent and trustworthy providers out there. Elizabeth Renter is a staff writer at NerdWallet, a personal finance website. NerdWallet is a free tool to find you the best credit cards, cd rates, savings, checking accounts, scholarships, healthcare and airlines. Start here to maximize your rewards or minimize your interest rates. Get instant quotes for term life insurance. See a price comparison for multiple carriers.

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## Chapter 8 : Life Quotes - Inspirational Words of Wisdom

*The founder of Beard Avenue, Leonard offers a complete self-coaching program in his book, Guide to Lifework: Working with Integrity and Heart. He also reviewed books for five years on Minnesota Public Radio and was senior editor of Home Words, a book of creative works by people who were homeless.*

Crowley 4 minute Read According to the Conference Board, job satisfaction in America has been on a steep and steady decline for an entire generation. The century-old research organization reported this summer that more than half of all US employees are unhappy in their jobs today—effectively an all-time low. Clearly, all this discontent is bad for business. We now know that the path to engaging workers is through their hearts. What We All Were Taught: Traditional leadership theory assures us the best managers are the brainiest and most analytical—intentionally insulated from emotions. But according to research conducted by the Institute of HeartMath, organizations that will endure and even thrive will be those that reject flat-earth attitudes about heart and leadership, and accept that both feelings and emotions play an enormous role in driving employee human behavior. The signals the heart sends affect the brain centers involved in our decision-making and in our ability to perceive. In other words, each beat reflects our current emotional state. More caring leaders set off the neural machinery that produces optimal workplace performance. But the new research is very clear that the repression of them greatly inhibits human functioning. Feelings and emotions, therefore, determine our level of engagement in life, what motivates us and what we care about. The US military has contracted with HeartMath to teach its soon-to-be deployed personnel how to maintain psychological composure when enduring the most stressful wartime circumstances. Dignity is doing the right thing when no one is looking—that kind of integrity. These are all the emotions that really motivate us and determine what we care about in life—why we choose to do the things we do in life. But pay in all of its manifestations now ranks no higher than fifth in importance globally as the reason why people excel in their jobs. Provide them with opportunities to grow and to contribute at a higher level. Make people feel they matter. Crowley is the author of Lead From The Heart: Transformational Leadership For The 21st Century. Reach him on Twitter markccrowley or via his website. Flickr user Michael ].

## Chapter 9 : The Legacy Center - Preserving Stories, Values, and Meaning

*A definition that makes more sense to me is this: Integrity means your thoughts and actions are integrated and your worlds (home life, work life, social life, etc) are intergrated--that you adhere.*