



Helping Leaders, Individuals and Teams
**Learn,
Communicate &
Connect**

KCS

Kacik Consulting Services, LLC

Compare Yourself with Others or Not?



Comparing yourself with others can, at best be motivating and inspiring, but on the flip side, at worst, can be demoralizing.

Look around you and pay attention to others in your field, on your team or in your leadership ranks. There is a lot to be learned. What do others do that get them positive recognition? What do they do that helps move the team forward or encourage others to do their best? Where do they excel in an area where you want to grow and what can you learn by working with them or observing them?

There's also plenty to be learned by watching folks who get recognition for the wrong reasons. What do they do that inhibits or impedes the work of the team? When do their words or body language have a negative impact on others? What do others say about them behind their backs that you can learn from?

When you look at others, compare and contrast. What are the positives you can learn from them, and also, what can you learn about what not to do?

If someone is an inspiration to you, great! If they



Years ago, a friend gave me a poster for my office. It said, **"If I cannot do great things, I will do small things in a great way."** I understood it on its face, but admittedly, I disagreed with it a bit – I didn't want to be doing small things.

It really took me years to fully embrace its meaning. When I did is when I truly found my joy – no pun intended.

When I embraced my talents without looking at what I wasn't or that I wasn't the very best or that I wasn't recognized for changing the world in great ways, and I really focused my energy on what I am good at and doing that with all the passion I have is when I found the sweet spot of fulfillment and satisfaction in my life. I learned how much I could help others and impact the work lives of individuals and, in many cases, teams and sometimes whole organizations.

I am not changing the world in great ways, but I am helping individuals, teams and organizations make changes that are of great value to them in making their part of the world better.

Embrace who you are and what you are good at. Give

inspire you, why do they? They can be a motivating force in your life and give you focus, energy, and a desire to learn and hone your skills or even learn new skills. It's fine to think, "I want to be able to do that, or I want to learn how they do that, or I want to be more....". That gives you goals and desires to stretch and grow which is all positive.

However, if you are saying, I want to be just like them, you may be undermining your own gifts, skills and talents. I say that because you are not them. We are all created differently. What works for someone else may not work for you. It's fine to have goals to stretch and grow, but if you are trying to stretch and grow in a direction that isn't what you are cut out for, then it may end up working against you. I say that carefully, because there is a balance here and I am not trying to discourage you from becoming something through desire and will, of which others might not think you capable. When you have a strong will to do something, with enough energy, effort and work, sometimes you can exceed all expectations – maybe even your own. But let's face it, we can't be everything we see in others. We're different! We're not them.

Sometimes when we look at a person and see something in them we don't see in ourselves and we want to be just like them, we are diminishing ourselves and our own greatness or potential for greatness.

What I believe to be true is that if you are true to yourself, value yourself and work hard to stretch and grow in your own right, then you will become the best version of who you are!

When you try to be something or someone you are not, it can backfire and it can detract from the value of who you really are. What works for someone else, may not work for you. The same is true in reverse. If that person were to try and mimic the talents at which you really excel, they might very well fall flat on their face.

When comparing yourself with others, if you find yourself thinking, "I'll never be as good as them", then a big red flag should be popping up in front of your face! Maybe you won't ever be as good as them in some specific way, but maybe that's not your gift or your talent. What makes one person exceptional isn't always what every person needs.

it your passion and you will find your sweet spot too!



BE CONFIDENT

Too many days are wasted comparing ourselves to others & wishing to be something we aren't.

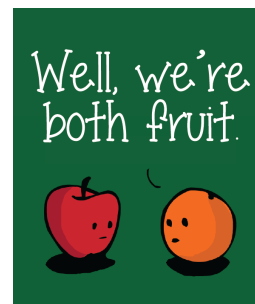
Everybody has their own

strengths & weaknesses,

and it is only

when you accept, everything you are & everything you aren't that *you will* truly succeed in life.

-Ritu Chatourey

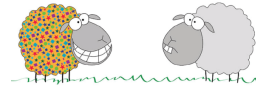


Your style and your approach may be very different, and for some, what you are is exactly what they need. So say for example, you are comparing yourself with someone who is always at the forefront, always charismatic and it seems that everybody is drawn to that person. Well, ok, that's nice. What you may not be noticing is that there are many people who will never be that charismatic and they sit in the background thinking less of themselves, but you are the person, with your different style who has the ability to encourage and motivate those folks and bring out the best in them. They might shy away from, be intimidated by, simply be turned off by and not be able to learn from Mr./Mrs. Charismatic, but from your style, they receive what they need to excel and be amazing team contributors. They are inspired by your style! So what if you compare yourself to the charismatic person and it causes you to lose your confidence? What are you modeling for others? Be confident in who you are and contribute in the way that you are at your best and the way that you shine!

I remember a colleague years ago who was part of our research department. I'll call him Joe. He was a genius at statistics and getting us data we needed to do our jobs. In our organization, there were plenty of stage-grabbing dynamos who could easily command an audience. The competition in that regard was stiff. Occasionally, Joe needed to make a presentation to our staff. He was slow in his speech style, not dynamic and actually spoke in a monotone. So, what did he do? He made the best of it. He used to make jokes about how his grandmother tried to teach him how not to talk in a monotone. He didn't try to change what he couldn't. It's who he was. He acknowledged it, went ahead with his monotone presentation, that was a phenomenal presentation, and he threw in a few jokes. We loved him and nobody minded his monotone. He became the best version of who he was and we totally appreciated him for his skill and contribution to our work.

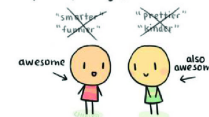
I watch a new TV series, called The Good Doctor. In a recent episode, a young resident missed a diagnosis because she didn't want to listen to another resident who was pushing for an extreme diagnosis. She felt he was grandstanding and she was doing a better job addressing the patient's best interests. She was, unfortunately, wrong in her diagnosis which resulted in amputation of the patient's arm – a patient who was a professional

Personality
begins where
comparison
leaves off.



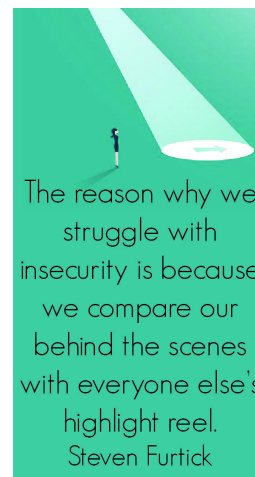
Be Unique
Be Memorable
Be Confident
Be Proud.

stop comparing yourself to others.



No one can
make you feel
inferior
without your
consent.

Eleanor Roosevelt



Upcoming
Newsletters

violinist – who lived for her musical passion. As this young doctor agonized over her mistake, her mentor shared a story from his own residency when he was constantly competing against another resident which often cost him. He said that while he always felt he was competing with her, she was never competing with him. Instead, he said, she was only competing with herself to be the best doctor she could possibly be. As a result, she became a very well recognized expert in her field.

What a great lesson! The moral of the story is, “If you want or need to compete, compete with yourself to be the best version of yourself possible!”

Do you want more? More for your career, a new title, more compensation, more of ????. Let’s chat. If you’re interested in coaching, contact me for a complimentary coaching session. I can help.

Be Yourself and Shine,



Click below to schedule time with me.



March

The Secret to
Recognition as a Leader

April

Making the Mental Shift
from Subject Matter
Expert to Manager

May

Components of
Personality Styles:
How Introversion and
Extroversion Relate to
Team Synergy

KCS Services

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