

# Inspiration

Snippets of information to inspire.

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# Think Like a Farmer



1. Don't shout at the crops.
2. Don't blame the crops for not growing fast enough.
3. Don't uproot the crops before they have had a chance to grow.
4. Choose the best plants for the soil.
5. Irrigate and fertilize.
6. Remove weeds.

7. Remember you will have good seasons and bad seasons - you can't control the weather only be prepared for it.

# ATTITUDE Additive Theory

A + T + T + I + T + U + D + E

$$1 + 20 + 20 + 9 + 20 + 21 + 4 + 5 = 100\%$$

# Coincidence

OR  
Not ???

If...

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

Equals...

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Then

$$K + N + O + W + L + E + D + G + I \\ 11 + 14 + 15 + 23 + 12 + 5 + 4 + 7 + 5 = 96\%$$

$$H + A + R + D + W + O + R + K \\ 8 + 1 + 18 + 4 + 23 + 15 + 18 + 11 = 98\%$$

Both are important, but fall just short of 100%.

But

$$A + T + T + I + T + U + D + E \\ 1 + 20 + 20 + 9 + 20 + 21 + 4 + 5 = \underline{\underline{100\%}}$$

# Toxic Workplace Behaviors that Damage Mental Health

# TOXIC WORKPLACE BEHAVIOURS THAT DAMAGE MENTAL HEALTH

 @BELIEVEPHQ



## MICROMANAGEMENT

Micromanagement reduces autonomy and confidence and can lead to a culture of distrust



## LACK OF EMPATHY

Negative judgement is made when people share and talk about struggles



## SELF ENTITLEMENT

Staff are not treated equally. Leaders find themselves superior to others



## INCIVILITY

Staff are ignored, undermined and belittled



## LACK OF SUPPORT

There is a lack of support and care for those who need help



## UNREALISTIC EXPECTATIONS

Staff are expected to work long hours and be available 24/7



## BLAME

There is a culture where individuals are blamed for mistakes

**BELIEVE**  
**PERFORM**



# Management Styles: Umbrella vs. Funnel

## Umbrella Management Style

Umbrella management style refers to a leadership approach where a manager provides a broad framework or guidelines for their team, but allows team members to take charge and make decisions within that framework. This management style empowers employees to use their creativity and expertise, and encourages them to take ownership of their work. The manager acts as an umbrella, providing support and guidance when needed, but also giving team members the freedom to operate and solve problems on their own. The umbrella management style can lead to increased motivation, job satisfaction, and creativity among team members.

## Funnel Management Style

Funnel management style is a leadership approach where a manager tightly controls the flow of information and tasks within a team. The manager acts as the narrow end of a funnel, filtering information and tasks before they reach the team members, who are at the wider end. In this style, the manager makes most of the decisions and delegates tasks, often with specific instructions and deadlines. This management style can be effective in ensuring consistent quality and meeting strict deadlines, but it can also lead to a lack of creativity, innovation, and employee motivation. The funnel management style is often used in highly structured and controlled environments, such as in government agencies or large corporations.

## Which is Best? Umbrella or Funnel?

Neither the umbrella nor the funnel management style is inherently better, as each has its own advantages and disadvantages. The best management style will depend on a variety of factors, including the nature of the work, the skills and experience of the team members, and the organizational culture.

The umbrella management style is better suited for environments where creativity, innovation, and independent problem-solving are valued. It can lead to increased motivation and job satisfaction among team members and can foster a sense of ownership and responsibility for the work.

The funnel management style is better suited for environments where control, consistency, and adherence to strict deadlines are important. It can provide clear direction and minimize confusion, but it can also lead to a lack of creativity and reduced motivation among team members.

Ultimately, the most effective management style is one that balances the strengths of both the umbrella and funnel approaches and is adapted to the specific needs and challenges of the team and organization.

## Is the Funnel Management Style Bad?

The funnel management style is not inherently bad, as it can have some advantages in certain circumstances. Here are a few reasons why the funnel management style can be beneficial:

**Clarity and direction:** The funnel management style provides clear direction and guidelines, which can reduce confusion and help ensure that tasks are completed efficiently and effectively.

**Consistency:** By tightly controlling the flow of information and tasks, the funnel management style can help ensure consistent quality in the work produced by the team.

**Strict deadlines:** In environments where strict deadlines are a priority, the funnel management style can be effective in ensuring that tasks are completed on time.

**Control:** The funnel management style provides a high level of control, which can be important in highly regulated or sensitive industries, such as government agencies or financial institutions.

However, it's also important to keep in mind that the funnel management style can lead to a lack of creativity and employee motivation, as team members may feel limited in their ability to make decisions and take ownership of their work. In such cases, a more flexible management style, such as the umbrella approach, may be more appropriate.