

# Chart Your Change Newsletter



*Chart Your Change to create another dimension of meaning and growth; trust yourself to achieve what is possible without yet knowing.*

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## THE GIFT OF INSPIRATION

*"..the H.A.L.T. method.  
Never make a decision  
when you are Hungry,  
Angry, Lonely, or Tired."  
-- David DeNotaris*

*"Nothing is more difficult,  
and therefore more  
precious, than to be able to  
decide."  
-- Napoleon Bonaparte*

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## MONTHLY DESTINATION

Articles on enhancing skills, evolving and transforming

Dear Flo,

## EMOTIONS AND DECISION-MAKING SKILLS IN THE WORKPLACE

*"Logic is important, yet irrelevant if you ignore emotions."*

**In a time-honored experiment** measuring decision-making skills, a game is played between two people. One person is given a \$100 and told to determine how to split it with the other person. The second person determines whether or not to accept the split. If she rejects it, neither party gets the money.

The question is - does the person with the \$100 recognize her advantage and will she choose to make an uneven offer in her favor?

The expectation is for the second player to accept the split, even if it's lopsided and unfair because, if the person is thinking rationally, the conclusion will be that any amount of money is better than none and the person won't care if it's unfair. Right?

Actually everyone cares about what is fair to them and most people who realize they have an advantage, offer a 50-50 split. It's also the smart decision. It insures that both parties get the money.

Interestingly, those few individuals in the experiment who perceived an advantage and offered a lopsided split, were surprised that their offer was rejected. The other person would rather walk away from the offer than allow the offerer an unfair advantage. This is the emotional reaction based on our sense of fairness.

The research study shows that the second person based her decision to reject the unfair offer out of anger and disgust. It was an emotional decision. It felt right to reject the offer when so outraged. But was it the right decision?

Making good decisions always includes an emotional component (balanced with rational thinking). Understanding our emotions as they come up, will help us in our interactions - to play nice, to negotiate well, grow our business or excel in the workplace.

Getting back to the experiment, what would you do? Would you make the most of an unpleasant situation? Would you accept the uneven deal even if it felt unfair? Making a good decision means being aware of the emotions you are feeling, appreciating the difficult situation, taking full responsibility. There are no victims and no hostages in good decision-making.

So, is it a better decision to accept \$30 or \$40 or reject the offer and get \$0? What would you decide?

**Do you have a question for me? [Click on Ask Coach Flo.](#)**

**TRUE NORTH:**  
Articles on Direction and the Road Less Traveled

**UNCOVER YOUR  
DECISION-MAKING STYLE**



*"Standing in the middle of the road is very dangerous; you get knocked down by the traffic from both sides."*

*Margaret Thatcher*

**Emotions impact people's decisions in different ways.** According to "Impulse Factor" by Nick Tasler, there are two types of decision makers in the workplace. Some are risk managers (75%) and some are Potential Seekers (25%). Which are you?

**The Risk Managers:**

- They tend to focus on managing risk rather than pursue rewards
- Make their worst decisions under pressure
- Are more likely to consider consequences
- Be less likely to take short cuts

**The Potential Seekers:**

- They tend to focus more on obtaining rewards rather than avoid risk
- Are much more likely to prefer making decisions under pressure
- Are twice as likely to pursue entrepreneurial activities
- Are quick to identify new opportunities

Both types of decision makers are needed: the ones who are inherently cautious, who protect the existing opportunities and who provide the stability that businesses need to survive, as well as, the brash kind who seek new opportunities and are comfortable making important decisions

(shooting first and apologizing later).

To learn more about your decision-making style, go and take the [Impulse Factor test online](#) (for a fee).

**Do you have a question for me? Click on [Ask Coach Flo.](#)**

**JOURNEY'S END:  
Articles, thoughts, insights and taking the leap**

*"Each indecision brings its own delays and days are lost lamenting over lost days... What you can do or think you can do, begin it. For boldness has magic, power, and genius in it."*

*-- Johann Wolfgang von*

*Goethe*

*"Stay committed to your decisions; but stay flexible in your approach."*

*-- Tony Robbins*

*"Once you make a decision, the universe conspires to make it happen."*

*-- Ralph Waldo*

*Emerson*

*"Whenever you see a successful business, someone once made a courageous decision."*

*-- Peter Drucker*

P.S. Do you know someone else who'd enjoy this newsletter? Why not forward them this email today?

**Have a joyful month.**

A handwritten signature in blue ink, consisting of the letters 'F' and 'L' intertwined.

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