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## 6 Phrases You Should Have in Your Back Pocket If You Want to Ace Your Performance Review

If the mention of "performance review" makes your heart race and your palms sweaty, you're not alone. Many people get unnecessarily anxious when it comes time for the common annual evaluation...

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Lessons from Leaders - In-depth Profiles

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## Katie Sowers' impact on 49ers driven by belief in herself, players

Belief. It's at the center of what made Katie Sowers a trailblazer as a woman in a man's sport. It's how she became the second female to earn a full-time coaching job in the NFL. It's how she became the first woman and openly gay coach to coach in the Super Bowl...

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Coaching Corner – Joel's Article of the Week

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## The New Rules for Getting Ahead

Talent and results alone will not see you succeed. That may seem like a harsh statement after all the hard work you've done, but time and again, studies have shown it to be true - good work alone is not enough. So, what are you going to do? In the new art of getting ahead, you'll need to expand your efforts, and manage the following...

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Career Central - Tips for Career Changers

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## You Received a Salary Counteroffer. Now What?

Negotiating a salary or compensation package is a stress you can manage. It's like an intricate dance learned over time: take one step forward, two steps to the side, spin, then come together. Now that you have an offer in hand, it may be time to negotiate. Malhotra shares his best advice for how to handle a salary counter offer like a pro....

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Joel In The News - Interviewed by Top Media Outlets

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## First time boss? Avoid these major sins

There's no escaping it. At some point in any career, you will probably be a boss for the first time... and you will undoubtedly make some of the big mistakes that new supervisors

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inevitably make. The key, of course, is to avoid some of the most egregious missteps. Here's how...

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### Upcoming Speaking Engagements

#### Learn to Break the Habit of Rush Syndrome

Webinar

February 25th, 2020 - 1pm Eastern/10am PST

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#### Executive Presence: 4 Ways to Convey Confidence and Command Respect as a Leader

Genentech - San Francisco, CA

February 26th, 2020

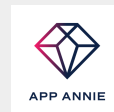
#### Stop Avoiding Difficult Conversations: Practical Tactics for Crucial Communication

Webinar

March 4th, 2020 - 1pm Eastern/10am PST

[View Details](#)

### Current Executive Coaching Engagements



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- **On a scale from one to 10, Americans rate their stress level as 4.9:** American Psychological Association stress statistics from 2014 show that US citizens rated their stress level as 4.9 on a scale from one to 10. This was an improvement from 2007 when the rating was a disturbing 6.2. (APA)

- **Highly engaged teams show 11% greater profitability:** Teams who scored in the top 205 in engagement realize a 41% reduction in absenteeism and 59% less turnover. Engaged employees show up every day with passion, purpose, presence, and energy. (Gallup)

## 300+ Articles For Your Development Written by Joel

(Leadership, Management, Work Issues, Productivity and Career Advancement)

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*"The true mark of a leader is the willingness to stick with a bold course of action - an unconventional business strategy, a unique product-development roadmap, a controversial marketing campaign - even as the rest of the world wonders why you're not marching in step with the status quo. In other words, real leaders are happy to zig while others zag, They understand that in an era of hyper-competition and non-stop disruption, the only way to stand out from the crowd is to stand for something special." ~Bill Taylor, from the article "Do You Pass the Leadership Test?"*

*"There are three things you do with your life: You can waste it, you can spend it, or you can invest it. The best use of your life is to invest it in something that will last longer than your time on Earth." ~Rick Warren*

Books Authored by Joel A. Garfinkle

## Gain the Competitive Edge In Your Career



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Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

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