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### 3 Ways to Kick Your Micromanaging Habit for Good

Are you worried that you might be a micromanager? And if so, how can you resist your micromanaging tendencies and - more importantly - how do you ditch your micromanaging reputation for good? Take these steps to show your team that you've truly kicked your micromanaging habit...

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Lessons from Leaders - In-depth Profiles

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### "5 things I wish someone told me before I became a CEO" with Robin Fleming, CEO of Anvl

I am the poster child for the young woman who didn't think she could compete with the guys in computer science. I really enjoyed the applied science and computer classes in high school and I was good. But I was better or perhaps more comfortable with writing, drawing and painting...

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Coaching Corner – Joel's Article of the Week

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### How Being Indispensable Is Hurting Your Career

You've seen multiple colleagues promoted ahead of you, despite your better job performance. You have received nothing but praise and great reviews, month after month, but still, career advancement eludes you. You don't have time to delegate and can't take a holiday without being bombarded with questions only you can answer. Any of this sounding familiar?

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Career Central - Tips for Career Changers

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### 7 Questions You Can't Leave an Informational Interview Without Asking

In order to get the insights you're so eager to get your hands on, you'll need to ask targeted and smart questions. Like what? Here are seven you should absolutely have in your back pocket...

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Joel In The News - Interviewed by Top Media Outlets

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## How to Have Difficult Conversations You'd Rather Avoid

A recent article by leadership coach and author Joel Garfinkle in the Harvard Business Review advises business managers to stop avoiding or delaying difficult conversations with workers and peers. "Such delays can hurt your relationships and create other negative outcomes," writes Garfinkle.

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### Current Executive Coaching Engagements



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- **Most Americans feel overall security in their jobs:** Americans' confidence in their job security remains high after reaching a low in the early 1980's. Today, 60% of employed Americans say it is not at all likely that they will lose their job or be laid off in the next 12 months. An additional 28% say it is not too likely, 7% say it is fairly likely and 5% say it is very likely.. (Pew Social Trends)
- **Loyalty in the workplace:** When it comes to employee loyalty to employers, 56% of adults believe today's workers show less loyalty to their employer, while 15% say there is more loyalty from workers now and 27% rank the loyalty level about the same as a generation ago. (Pew Social Trends)

## 300+ Articles For Your Development Written by Joel

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*"There is a troublesome humor some men have, that if they may not lead, they will not follow; but had rather a thing were never done, than not done their own way, tho' other ways very desirable." ~William Penn, early Quaker and founder of Pennsylvania*

*"I've missed more than 9,000 shots in my career. I've lost almost 300 games. 26 times I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life and that is why I succeed." ~Michael Jordan*

Books Authored by Joel A. Garfinkle

### Gain the Competitive Edge In Your Career



Garfinkle Executive Coaching - The top online resource for creating fulfillment at work.  
**Recognized as one of the best:** Acknowledged as one of the top 50 executive coaches in America.  
Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

Garfinkle Executive Coaching 6918 Thornhill Drive oakland, CA 94611 USA  
Tel: 510-339-3201 • Email: [joel@garfinkleexecutivecoaching.com](mailto:joel@garfinkleexecutivecoaching.com)



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