

# **How Employees Can Quickly Adapt to Change and Increase Productivity**

By

**Drew Laughlin**  
**Achieve National**



**ACHIEVENATIONAL**  
training • development • success

[www.AchieveNational.com](http://www.AchieveNational.com)

**NOTICE: You DO Have the Right  
to Give this Report Away to Anyone You Feel Could  
Benefit From It's Contents!**

© 2010 Copyright AchieveNational.com

**ALL RIGHTS RESERVED.** You may sell or give away this report as long as it is not altered in any way, falsely misrepresented or distributed in any illegal or immoral manner.

**DISCLAIMER AND/OR LEGAL NOTICES:**

The information presented herein represents the view of the author as of the date of publication. Because of the rate with which conditions change, the author reserves the right to alter and update his opinion based on the new conditions. The report is for informational purposes only. While every attempt has been made to verify the information provided in this report, neither the author nor his affiliates/partners assume any responsibility for errors, inaccuracies or omissions. Any slights of people or organizations are unintentional. If advice concerning legal or related matters is needed, the services of a fully qualified professional should be sought. This report is not intended for use as a source of legal or accounting advice. You should be aware of any laws which govern business transactions or other business practices in your country and state. Any reference to any person or business whether living or dead is purely coincidental.

## **When Employees Are Slow to Change it Costs Your Company Money!**

Do your people spend more time blaming the market, the competition or your company instead of producing results?

How often do you hear questions like these?

- Why do we have to go through all this change?
- When is someone going to train me?
- Who dropped the ball?
- Why can't they communicate better?
- When is that department going to do its job right?
- Why should I help, it's not my job?

May I be so bold to say, "I can almost guarantee you've heard one or more of these questions today!"

The reason I can say that is because you're not alone. In fact, those questions get asked, at some level, in every company I've ever been in contact with.

Why? We'll get into that in a minute.

But first, let's take it one step further. Do you find yourself frustrated with:

- Employee low morale
- Decreasing belief in your company's products and services
- An overall lack of productivity
- A refusal to adapt to the changing world around them...

### **Three Categories of Employee Problems**

The reason these frustrations exist is because of the internal problems employees face within them. It can be pinpointed to an unwillingness to change.

In short, as a whole, people hate change. And when they are not open to change the end result can be disastrous.

This impending disaster comes in the form of three distinct problem categories. They are:

- Blame
- Complaining
- Procrastination

There are other things like finger pointing, victim thinking and entitlement that are valid topics for discussion but they are all closely related to their big brother in the list above.

And 99% of the time these problems can be defined further by an employee's refusal to change. Whether it be a new manager, new company policies, a new role, cutbacks, etc. It doesn't take much change to send an employee reeling in a downward spiral of frustration, anger and resentment.

Every company has organizational politics at some level. In many cases these politics can destroy the productivity of employees. For example, does your company have the "We/They" or the "Them vs. Us" syndrome?

Typically this happens when one department and another can't seem to work together. Ask your sales department who they feel is their "Sales Prevention Club". Unfortunately someone in sales is probably more than willing to tell you who that is. Ughhhh!

What about these scenarios? How many are happening right this second in your company?

**Poor morale. "I'll follow these guidelines when "they" do."** Employee morale is decreasing with every new change that is implemented in your organization. Resistance to change is a surefire way to low morale. Unfortunately for some, we are in an ever changing world. Change is not only inevitable its mandatory to be successful. "We need people that can adapt to the changing world around them."

**Decreasing productivity. "When is someone going to train me?"** When an employee feels that they are not properly trained they believe they cannot or do not have the knowledge and power to contribute to the team. "We need people that can "succeed within the box" by using the resources they already have to be successful."

**Diminishing belief in the company and/or its products. "Why didn't they ask me? That idea will never work."** Employees that do not believe in their products, services, colleagues, management and company is a death

sentence to any organization. "How do we drive belief back into our greatest asset...our people?"

**Rising turnover of top talent. "Why would I want to stay here? They don't care about me."** How much does it cost us to hire someone? Keeping top talent should be a priority to our organization. If its not we are failing our people. "How can we keep our best people and ensure they are happy, excited and motivated?"

**Poor teamwork. "When is that department going to do their job right?"** Effective teams are a vital part of any organizations success. Without it projects are delayed, job dissatisfaction escalates and infighting tears groups apart. "What can we do to build better, stronger and more productive teams?"

**Employees not feeling valued, appreciated or a sense of accomplishment. "Why won't "they" acknowledge my efforts?"** It is proven that money is not the single greatest motivator but rather a feeling of accomplishment or a pat on the back goes along way towards building a loyal company employee. "How can we show appreciation and value to our people?"

Let's be honest for a second. We could go on and on discussing these problems that are paralyzing the productivity and efficiencies of your company. Blame. complaining and procrastination are productivity killers that your company must learn to beat.

But in order to beat these problems you must first understand why they exist in the first place.

## Why Do These Problems Exist, Why Do People Resist Change

Whose fault is it when employees blame others for their problems? Or ask, "Why do we have to go through all this change?" Or when they complain about different departments not doing their job? Or finally when an employee starts to procrastinate by putting off a difficult task?

Unfortunately most problems exist because of one simple reason.

Human Nature!

It's human nature for us to blame others for our problems or to complain when things don't go our way. The reason human nature allows us to behave this way is because we don't know any better. **We've never been taught a way to overcome these problems, eliminate our excuses and adapt to change in an easy way.**

Sure we could BLAME our parents, teachers or politicians. But its not their fault either because they don't know any better. No one has ever been taught the right way to truly eliminate these problems and in-turn create a productive environment.

Negativity is one of the most contagious "diseases" in our existence. It is so much easier to be negative towards someone or something than to commend them. If you disagree with someone what do we do? We put them down! We don't see it from their side until after its already turned into an argument and feeling get hurt.

As people, we're unaware of how to control these emotions on a conscious level. We behave the only way we know how and that is to mimic and copy the behavior of the people we've been around our entire life. Unfortunately, these people have never been taught anything different either!

For example, if a new employee starts in a department where the manager is a micro-manager the only way they will learn to manage is as a micro-manager themselves.

Does that make sense?

They will be taught how to manage by a micro-manager. Therefore they will not know any better. They will just be duplicating the things that were taught to them. They have no choice.

The same thing goes for everything we do and have done in our lives.

## **What Happens If These Problems Don't Get Fixed**

The number one reason these behaviors like; blame, complaining and procrastination are unacceptable is because they destroy the productivity, morale and teamwork of your employees.

How much does employee blame, complaining and procrastination cost your company?

It's hard to put into cold hard numbers but you know the costs are high. Most likely at a ridiculous level. It's hard to think about though, isn't it? Because it's painful. You know these traps are costing your company a ton of money but you either hope it will go away, or most likely you struggle to find out how to solve the problem.

## **Bottom Line**

The bottom line that we're trying to get at is all employee problems, and all personal problems for that matter, happen because its human nature to act that way.

We simply don't know any better unless we're taught a different way. Isn't it time you found a better way?

## **An Easy Solution Because There is a Better Way**

I think you'll agree that all organizations suffer from these problems. At least at some level. But what is the solution?

The solution is Personal Accountability.

Yes. It's that easy. Being accountable for ones own actions and accepting responsibility is the only way to eliminate these all-to-common problems and allows them to adapt to change easily.

Instead of your employees asking questions like,

- "Why didn't you do your job right?"
- "Who's going to help me?"
- "Why do we have to go through all this change?"

They start asking BETTER questions.

Ones like,

- "What can I do to help the shipping department do their job faster?" and
- "How can I sell our products at higher prices?" and
- "What can I do to help her be successful?" and
- "How can I help my people be punctual?" and
- "Change is everywhere, everyday, what can I do to adapt?"

Wow...What a difference these questions will make.

All it takes is a slight adjustment in mindset and a little know-how in the proper way to ask these better questions.

But the best part, the "know-how" of all this is so simple to learn. In fact, we've broken it down into an easy, 3-step system that anyone can learn immediately and implement daily, multiple times per day, to eliminate blame, complaining and procrastination once and for all...and forever.

So what is the secret 3-step system that is proven so successful?

## **What is QBQ! and How Does it Work?**

QBQ!...That is "The Question Behind the Question".

QBQ! is a complete, turn-key personal accountability training system. It is the same training program that thousands of companies throughout the world have been using for years to end workplace problems while at the same time dramatically increase productivity, morale and teamwork.

Companies like;

- American Express,
- Dell,
- Jazzercise,
- Merck,
- Farmers Insurance,
- Blockbuster...the list could go on and on.

We have hundreds of testimonials from elated customers everywhere. Here's a typical response we hear everyday:

"I recently facilitated a small group in the QBQ! Among those present was a middle-aged man who has worked for our organization for a number of years. The division in which he works is known for its general lack-luster approach to their "everyday's" and for their, frankly, lousy attitudes. He was sent to me for QBQ! at the request of his supervisor. Kind of reminded me of "Ed".

I was surprised at how well he participated in class and after the second session, he began to initiate discussion and showed his heretofore unknown sense of humor. He completed the course and went back to work. In just a few days I heard from his supervisor who amazed me by saying that this gentleman was telling everyone how great QBQ! is and she noted that he was "like a different person." His performance and attitude improved and he continues, after a few weeks, to be that "new" guy.

Yeah, again, for the QBQ!"

Regards,  
Jeanie

QBQ! has a major objective of establishing a ***Culture of Personal Accountability*** in business and in life. It is a flexible, customizable video-led training system that can be used as a one-day course or a series of four 2-hour sessions. **QBQ!** is designed to be facilitated by an internally or externally provided facilitator.

"Just wanted to let you know that my first QBQ! session was a success. Very well received. I was a little worried that the video format would not be as captivating as the other "live" workshops we do. I got over that quickly when I saw the group in our room respond to your questions, laugh at your stories, and act as if you were standing there. At the first break, I encouraged them to continue that behavior throughout the session and they did.

Actually, the combination of activities, DVD, and discussion kept their attention more than a single type of presentation. The day flew by."

Mark

Honestly, this report is designed to give you a high-level overview of why employees have the problems they do and then introduce you to the solution of how to solve those problems. But there is not enough time to cover everything you need to know about QBQ! in this report.

Let me explain...

## **Next Step: How Do I Learn More About QBQ! So I Can Eliminate These Problems**

My guess is you're like most people who hate a hard sales pitch from a crazy car salesman type guy. I know I do. I want to eliminate any pressure you feel right now because I am not trying to sell you anything. The reason for that is because I don't even know if what we have is the right fit for you and your company.

The only thing I want to do is educate you on what QBQ is and how it may (or may not) solve some of your employee productivity problems. The best way I know how to do that is to provide you with a ton of free, un-biased information....

Part of that free information has been this report. The remaining free information is back at the same web page where you downloaded this report.

If you were given this report from someone else the web site I'm referring to is:

<http://www.achievenational.com/free-info>

There you will find a 3-step process that will teach you everything you'll ever need to know about the QBQ! Training System. How it works, who it works for, why it works and how much it is.

By reviewing these 3-steps, by the way Step One is this report itself, you'll be able to decide for yourself if it even makes sense to bring QBQ! into your organization. If it is, then I am available anytime to answer all your questions.

Again, my goal is to educate you so you can feel good about your decision. Whether its to invest in QBQ! or not.

Does that sound fair?

If you go to the "Free Info Kit" web page you'll find the following:

First go to:

<http://www.achievenational.com/free-info>

Remember, by reading this report you've already completed **Step One!**

At the web page you will see **Step Two** which is an online video of actual training footage of the QBQ! system in action. This alone will help you discover whether or not QBQ! is right for you. While viewing the video continuously ask yourself, "How will this part of the training benefit my employees?" I guarantee you'll have several "a-ha" moments!

Next, **Step Three** is a free 90-minute keynote audio presentation. This keynote covers the entire QBQ! training system. You'll be able to hear it all! This is especially powerful because you will begin to see the flexibility and how you can customize the content of the QBQ! training to your organization.

Finally, you will see a **Bonus Step** that is another online video. But this video covers every single detail of how the actual implementation will work for your company. We cover everything you can possibly expect when using QBQ!

- Why QBQ! is not only a training system but a BUSINESS TOOL that can be used immediately and repeated daily to eliminate common employee problems
- What's included with the QBQ! Training System
- How to conduct the training
- How long does it take to complete the training
- How does the Facilitator prepare.
- What are the requirements of the Facilitator
- The expectations of the participants
- The features and how they benefit you
- How to customize the training
- How to make the training flexible so it works for you.
- Why our Training Methodology works better than any other training program on the market today
- The results you can expect
- How QBQ! compliments your other training rather than replaces it

If you've even said, "Maybe" to what we've discussed so far, don't you owe it to yourself to at least review the rest of the free information? You have nothing to lose and only "Hero" status to gain!

Please go to the private web page now:

<http://www.achievenational.com/free-info>

Best of luck!

**To download the rest of your  
FREE Information Kit please go to:**

**<http://www.achievenational.com/free-info>**

For further information feel free to contact us directly at:

Drew Laughlin  
Achieve National  
8118 South 92<sup>nd</sup> Avenue  
La Vista, NE 68128  
402.682.2825 direct  
[drew@achievenational.com](mailto:drew@achievenational.com)