

## **“Approved Guidelines”**

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**“Approved Guidelines”** are to most people boundaries of acceptable behavior in the work environment. But to the aggressive producer, they are just the starting gate, not the finish line.

Guideline defined: Any guide or indication of a future course of action.

Guideline impression upon general work force: Boundaries of behavior.

Guideline in the eyes of the ‘hard charger’: Limits upon all the competitors.

**Average, solid, steady performers** are preconditioned to conform to whatever is propagated as ‘being the rules’; whatever defines the expected boundaries of behavior. When faced with an obstacle, the general population will attempt to overcome it but will keep the strategies within approved guidelines. If they fail, they will rapidly quote the existence of the guideline as a rock solid excuse.

**Above average, creative performers** perceive the situation quite differently. They too will attempt to overcome the obstacle in some manner that is fully within the ‘approved guidelines’ as their initial strategies but if unsuccessful in said attempts, will seek and gain approval to implement a strategy outside the guidelines as a one-time, pre-approved exception to policy. They revel in the fact that fully 80% of the workforce does not even think this way. That is generally why they are referred to as the ones who ‘think outside of the box’ or are among the ‘20% of the workforce who produce 80% of the results’. These are the future leaders of the organization. They share the following characteristics:

- Competitiveness...loves challenges; loves to win
- Clarity of thinking...able to focus keenly upon a problem seeking solutions
- Not easily influenced or distracted
- Workaholic until acceptable results are produced
- Risk taker
- Displays an overabundance of self-initiative
- Self-disciplined
- Positive, ‘can do’ attitude
- Entrepreneurial spirit

**“Approved Guidelines”** are just the starting point for the men and women who routinely win the contests, earn the big bonuses, get promoted. They always pay strict attention, start very quickly, get the approving authority’s ear early in the game, implement ‘outside the box’ strategies well ahead of the pack and finish the race in the same manner...well ahead of the pack.