



WorkStyle by design

Issue 35
September 2006

A bimonthly e-newsletter brought to you by **merrymentality**

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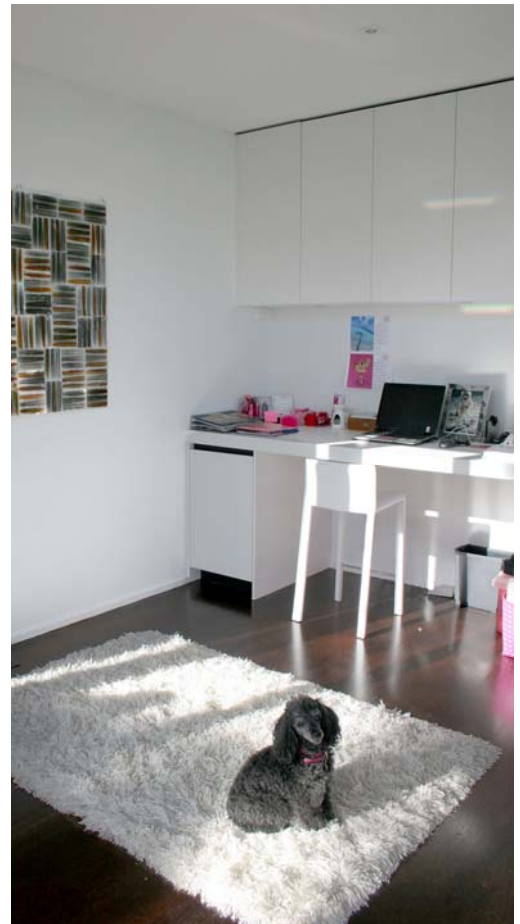
Welcome

Welcome to the September issue of **WorkStyle by design**.

merrymentality has moved into our new office, with sea glimpses! Not quite full blown sea views, but we can see Point King where the passenger and car ferry docks every hour. Here in southern Australia, having a north westerly aspect gives us plenty of light and the sunshine comes streaming in the huge glass doors and windows. Please note we have a new phone number **+61 3 5985 1488**, and a new fax number **+61 3 5985 1455**.

This issue of **WorkStyle by design** focuses on holidays. Do you remember last issue when I wrote about holidaying with your notebook (laptop)? Well, that caused quite a response from readers AND from the subject of the article Mark Bergin. He robustly argues the freedom that living in a connected world can bring, turn to page 2 to read more.

With warmest regards, **Belinda**, India and the merrymentality team. xxx



merrymentality inspires leaders and emerging leaders to have increased sustainable energy.

Our unique approach of discovering and designing your WorkStyle creates an ascending spiral of continuous choice and sustainable energy.

work+lifestyle=WorkStyle®

Professional Coaching and Speaking

Killer Stats - Why we don't take holidays

Did you know that more than 60 per cent of full-time Australian workers do not use their full annual leave entitlement in a year, and more than one third do not take any annual leave in a year at all?

Yet, studies have proven people are much better emotionally and physically after taking a holiday.

Visit www.merrymentality.com.au/stats.html to find out why we don't take holidays. (Tourism Australia's *No Leave, No Live* study) You will also see our other Killer Stats...one of the most popular pages on the merrymentality website.

Living in a Connect World by Mark Bergin



Mark Bergin washing
Dok Mah the elephant

Recently I've realised there are two camps emerging when it comes to technology. One camp thinks technology allows them to do more with their life and the other camp feels technology interrupts their life. I have to declare I'm in the camp that feels technology enhances my life.

During the last 20 years I've explored most new technologies. Not because technology gives me a buzz. In fact it drives me crazy. Most of it starts off so 'dumb'. It seems like every new technology needs to be trained, almost like an infant. Can you imagine constantly bringing up infants for 20 years? The reason I explore technology is because it gives me so much more potential; so much more flexibility. It's like personal development. There will be things that reward to a high degree and others that help you learn more about what you are really after.

My belief is that many people adopt two behaviours that obscure the potential of new technologies - 'change rejection' and 'glass half empty'. Those who feel the impact of 'change rejection' get a sense that the new thing has to be worse than the old. They will often find the smallest of small problems with the 'new' and use this as the cornerstone for an argument about why the 'new' isn't as good. The funny thing is, I've often found when you agree and offer to take away the 'new' and return the 'old', the 'old' is seldom wanted back. More often than not it comes down to showing empathy for the pain someone is experiencing by not being familiar with the little idiosyncratic aspects of the new. After all, surely they didn't have to go through this much pain learning the old?

The group that takes the 'glass half empty' approach generally like to sing in a choir. Their lyrics are often repeated and the meaning is often hidden in a tribal belonging. They heard that someone else had a problem and just like a viral epidemic, their new thing has also become infected by it. Unfortunately, this viral thinking isn't confined to personal technologies. A prime example was in the mid 90's in the USA where some European car makers were being accused of having their pedals in the wrong place, resulting in dangerous driving. When the engineers measured the pedals they were the same as the USA cars. The tribal knowledge about the pedals came via a legal case where a mother ran over her baby and alleged that the car was at fault, not her. After all, she was the mother so how could she have done anything wrong! What I've observed is at some magic point this group turns their perspective upside-down so it is "glass half full". Whatever small problems there were are forgotten and similarly, the small points must now have reasons.

I hope my viewpoint is quite clear. For those that want technology to be a benefit, it is. Those that want it to be a burden will make it that way. This is quite rewarding to both groups as they have the potential to project their own outcomes.

How do I leverage personal technologies? I love everything technology allows me to do more easily, be it in a place of my choice or at a time of my choice. I also like good old-fashioned paper. I read from it, I write on it and I enjoy the many things about it that technology can never replace. However, I don't have to be a fundamentalist about either option. If one system is better for something then why not use it. After all, the only things money can't buy are time and health. Although it appears that health is becoming easier to buy! Time is one of the key considerations in my life. If I can travel somewhere and shift my need to be someplace else then I've created the opportunity to be where I'd like to be and still attend to my commitments. At other times I might go somewhere I'd like to be, have my notebook with me and not attend to my commitments. For me, not attending to commitments is called a holiday. However, I still use my notebook on holidays as it allows me to enjoy things such as music, video, text and even personal email exchanges.

Recently I realised that the No. 1 item on my holiday packing list is my notebook. I use it for my photography; I use it for my music, both playing and listening; I use it to write down ideas and reflections; I use it to connect with others; I use it to ensure I'm connected to the things that will enhance my life. It gives me flexibility, it gives me options and it gives me time: my time, my place and my options.

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Living in a Connect World cont... by Mark Bergin

Some people would think I'm addicted to my notebook but I'd have to disagree. Would you think someone who uses a car for work then for pleasure, addicted to their car? If they drove their car away on a holiday are they still working? If they hired a car when they reached a distant location would they be locking into work? Well, I suppose they might be but it depends on their mindset. If an individual decides to think about work on their holiday then that's a personal choice. It's not the responsibility of the machinery or technology around them.

Another perspective is that I can often be somewhere only because I can location, and time, shift my work. So it's not so much that I'm taking work with me, but rather I'm going somewhere to live that includes some work, but not just work.

Visit www.eventoffice.com.au to see Mark's current project.

Spotlight on...Kim Reed

I am a Finance Consultant. I solve clients finance problems and help them realise their financial objectives by saving them thousands on their home and investment loans. I guide and project manage people through the finance maze to ensure they maximise their tax effectiveness and equity through sound advice and structures with minimal risk to their financial world.

How would you define your WorkStyle?

My WorkStyle is definitely challenging and rewarding.

How did you discover your WorkStyle?

I love a challenge and through having the attitude of anything is possible, the challenges are continually rewarding both professionally and personally.

Has it changed over the last few years? Why?

Yes! Children landed in my household. I'm a mum to two beautiful boys. Life became even more challenging and rewarding.

What has been your biggest shift?

Don't aim for work/life balance, its impossible.
Aim for harmony, be authentic in the moment.

Which single WorkStyle practice has had the most impact? Why?

Time management and celebrate the successes.
It has helped me to be focused on the job at hand and acknowledge mine and my teams efforts in the moment.

What are or have been the biggest issues for you around designing your WorkStyle?

The juggle of being a working mum.

What tips would you give others to improve their WorkStyle?

1. Know what you do best and go for it.
2. Know what you don't do best and pay someone else to do it.

(PS. I love cooking, but I loathe cleaning!)



Kim Reed who loves a challenge.

"Don't aim for work/life balance, it's impossible. Aim for harmony..."

Kim Reed



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The problem with English!

Foreign signs in English as reported on the internet:

In a cocktail lounge, Norway:

Ladies are requested not to have children in the bar.

On a brass plate at a doctor's office, Rome:

Specialist in woman and other diseases.

At a dry cleaners shop, Bangkok:

Drop your trousers here for the best results

On Athi River highway, Kenya:

Take notice: When this sign is underwater, this road is impassable.

In a furrier's window, Sweden:

Fur coats made for ladies from their own skin.

In an airline ticket office, Copenhagen:

We take your bags and send the in all directions.

Even in English speaking countries...

A sign on an automatic restroom hand dryer:

Do not activate with wet hands.

On an adult education poster:

Are you an adult that cannot read? If so, we can help.

From a list by Shann Gibbs in Ergonomics Australia, Vol 20, Number 3, December 2005

Update from Belinda

Last month I moved into my new home so here I am typing in my new purpose built office. A big part of this move has been to de-clutter and live lightly. With that I resolved to only take into the new house the things I absolutely loved and let go of the rest.

Now I only have 2 filing draws (compared to the previous 5). I equate filing space with a woman's handbag. The bigger the handbag, the more junk it holds. So with the filing I've said "If in doubt, chuck it out". Fortunately, my wardrobe had plenty of space for new, beautiful, flattering and seasonal clothes. In the southern hemisphere, moving 2,000km south means that I now need warmer winter clothes and less summer clothes so I am looking forward to attracting just the right clothes to support the new climate.

Unpacking my treasures - mostly PINK - has been great fun. I've found a number of items I forgot I had (after only 8 months in storage!). Best of all I can fully express my value of BLISS by living a truly beautiful home, with sunlight streaming in, my wonderful Stress Management Consultant, India, by my side (well, under my desk actually); and functional technology thanks to my boyfriend Mark, who spends much time here too!

See you in November.

Until then, warmest regards, **Belinda x**