

Managing **Diverse Talents and Perspectives** Both in **Professional** and **Personal** Contexts

Lindsay J. Hastings. Ph.D.

Clifton Professor in Mentoring Research

Research Director, NHRI Leadership Mentoring

It sounds good, but **why do we care?**

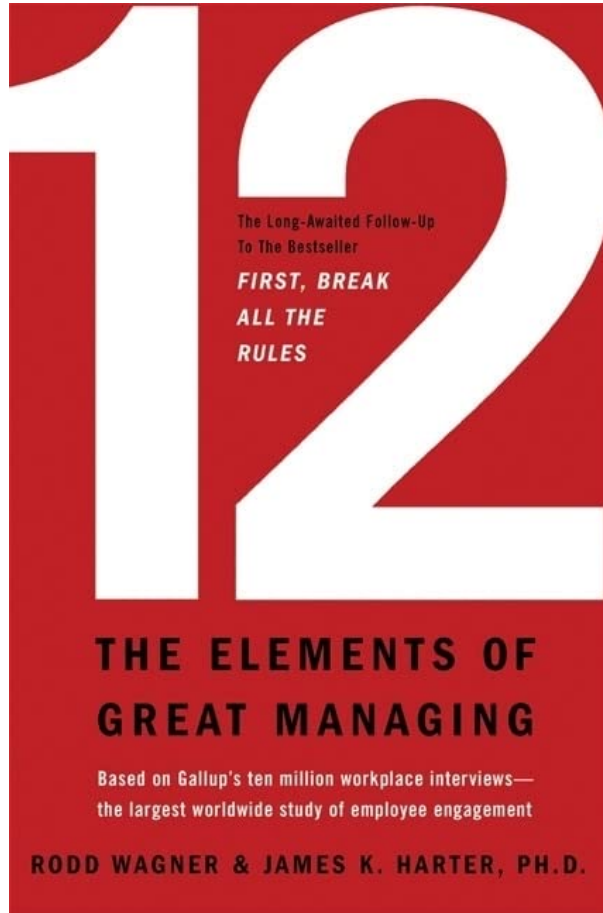
The Cost/Benefit of Employee Engagement

- 27% less **absenteeism**
- 31% more **turnover** for business units with surplus of disengaged employees
- 18% higher **productivity**, 12% higher **profitability** among engaged teams
- **Earnings-per-share** 18% higher among engaged organizations

The Cost/Benefit of a Strong Family

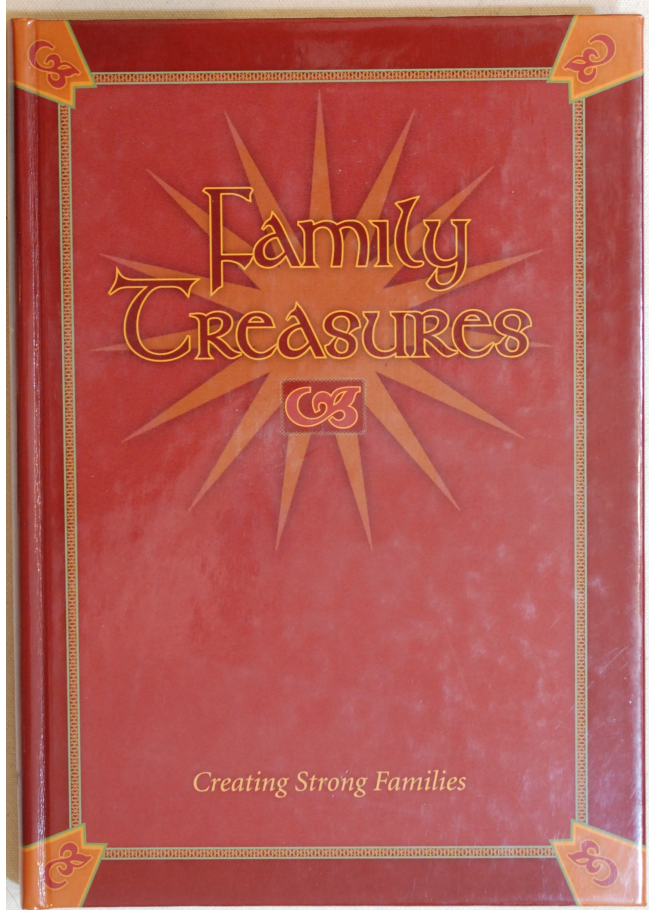
- Families are basic **foundation of human culture**
- Prolonged family **conflict** can damage child's **neurochemistry**
- **Ability to build a strong family as an adult** is directly related to **family dynamic as a child**
- Strong families, on trend, tend to produce **high functioning, emotionally stable children**

Managing Diverse Talents and Perspectives in Professional Contexts



1. I know what is expected of me at work
2. I have the materials and equipment I need to do my work right
3. At work, I have the opportunity to do what I do best every day
4. In the last seven days, I have received recognition or praise for doing good work
5. My supervisor, or someone at work, seems to care about me as a person
6. There is someone at work who encourages my development
7. At work, my opinions seem to count
8. The mission or purpose of my company makes me feel my job is important
9. My associates or fellow employees are committed to doing quality work
10. I have a best friend at work
11. In the last six months, someone at work has talked to me about my progress
12. This last year, I have had opportunities at work to learn and grow

Managing Diverse Talents and Perspectives in Personal Contexts



- Appreciation and affection for one another
- Commitment
- Positive communication
- Enjoyable time together
- Spiritual well-being
- Ability to manage stress and crisis

References

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