

## What FOOW? Blog Readers are saying ...

I have spent the last 45 minutes reading your blogs - I really like your style! J. Simmonds

I just read your last 2 blog posts (exiting gracefully and networking) and really appreciated what you offered. I've bookmarked your posts. T. Coates

Love your blogs. You are an incredible writer and I can't thank you enough for sharing your prose and talent with us. Cynthia

You have great ability of breaking things down so people can relate; great analogies. D.L. Hardy

I'd love to read your blog! Debra § You did it again! Enjoyable! Yvette F

Gwendolyn. The bullying post is great, as is "Exiting Gracefully." The topics you write on are interesting and original. E.Chase

Hi Gwen- Whenever I get the chance, I read your blog posts and I always find them extremely insightful and relevant. Thanks for another great post! Terry H

## Networking: Hate to miss it, but I really don't want to go

I love your take on the networking conundrum. It is well thought out and written. I have also been swept up into the networking cycle and accosted by the "aggressive" and "back to me" people... nearly turning me into one of the "weary networkers. Posted by J. Gilmartin

I think Gwendolyn's last point is key. Many people dislike networking because they see it as a pushy activity - trying to talk about yourself and get your cards into as many hands as possible. If you approach networking as a 'pull' activity - seeing what you can find out about the needs of others and how you can help people - it leads to greater rapport building and feels more comfortable. Posted by P. Evans

A former colleague forwarded me your blog piece on networking and I was wondering if I could reprint intact with all your contact information on our blog and mention it in our weekly newsletter? You made some very valid points. Joy P.

Haven't joined the face to face social networking scene and really loved your description! Gave me a good laugh but also made me think about which groups to join and what I can offer. Joining groups based on passions makes sense. Attending events that cover your interests' deepens your knowledge. Both give you a wider range of contacts. I'm more excited than ever to get going! Posted by R. Liebersohn

Thanks for your thoughts about networking. I couldn't agree more. Posted by T. Parker

Gwendolyn nice piece; I am a business development person but I agree most of the networking events are crap and I do hate. You collect heaps of cards; put an artificial smile and most of them are not interested in genuinely listening. Everyone wants to sell something. I guess keeping in touch and creating a visibility within your interest group definitely helps. Also qualifying is very important. Posted by Roger S

I'm right there with you. Posted by D. Gentry § Wow! You got it just right on networking. B. Hench

## Bullies At Work: Exceeding Corporate Limits

I sooooo enjoyed this entry. So often managers are not "breaking a policy or law;" however their behavior is fundamentally acceptable. Coaching employees that they have every right to set professional boundaries is fundamental, key feedback to all levels in an organization. Posted by K. J. Martin

What a great article. Wish I read it over a year ago before my bully boss chose to fire me. He is a classic bully - drops the f-bomb frequently, blows up over next to nothing and does everything he can to intimidate people. While I never felt or acknowledged his intimidation; if I had handled it better, I'm sure I would have kept my job long enough to find a better exit. Posted by C. Hunsinger

Good article - If those companies could see how much money they are losing from the "flight" of good employees who know that there are organizations that treat people respectfully and professionally. Posted by K. Boas

Very interesting article; I am an HR professional and have seen bullying in all shapes and sizes. Whenever staff complained of being bullied, we took it very seriously and made appropriate intervention as it costs a lot more to ignore such incidents as well as can land you in court. Posted by S. Purandare

I have been in Human Resources for more than 25 years and I do not think I have ever seen an example of workplace "bullying" that was not from a manager. There has always been the issue of treating employees respectfully and professionally although allowing each person to define what that means leads to just as many problems as not treating them in that fashion. Posted by G. Chartier

Very well done. A co-worker is going through something right now in which case this may help. J. Newsome

## Giving Advice - Come Again When You Can't Stay So Long!

I laughed out loud when I saw this. I need stickers of this! And it was my pleasure to feature your blog in my post. Truly, I couldn't have said it better. Debbi

I like your get in/get out plan. After all, there is probably a reason people started saying "don't kill the messenger." Posted by B. Talbot

Your advice is sooo on the money!! I guess it's just human nature for people to be that way. B. Dixon Trenier

Had to really love these words; they just seemed to stand out at me..."I've learned professionally and personally that even if you are invited to give your opinion, you shouldn't accept every invitation. The simple truth is that people aren't always honest about looking for honesty. In some cases, they are looking for you to co-sign their views instead of presenting a different one."

"Complete honesty can derail a conversation or relationship faster than an oil spill on wet pavement. Tread lightly when you are asked for advice, because sometimes you need to leave people in the ditch until they are ready to be set free"... **This was Some very great information And awesome topic that you put into words and understanding So vividly, very Nicely And So So True!** Paradise

Hello Gwen, I just want you to know that I agree wholeheartedly with your 'Giving Advice blog'. But you know, a lot of people can't handle the truth even if it's staring them in the face. C. Jones

OMG; this is right on the money! People are going to be People, regardless. Enjoyed it. M.L

It's just too good. One of the important things your blog teaches is comedy. Truth can be swallowed with a little sugar on it. I laughed out loud in several places but you are absolutely DEAD-ON! Your blog is an example of the lesson itself; extremely well-written. Joyce N

Funny as always... I've learned that sometimes being kind is better than being right at times. The journey continues. I love it! Y. Fey

### **Painfully Employed - They Got it Bad and That Ain't Good**

The points you make here are spot on! So often people look around for what's wrong instead of looking inward for the source of dissatisfaction. Good advice here! Catherine

Awesome post Gwen! I know a lot of people will recognize their own situation, or that of someone they know! It's good to be pain free! C.S.R.

### **Exiting Gracefully: It's Complicated!**

Well written with excellent advice! Exits and transitions are some of the best times to take the "high road." I especially liked the part about unresolved relationship issues. I always tell teams I can only be responsible for what happens going forward. Posted by C. Ellis

Gwen, just read your article, Exiting Gracefully: It's Complicated! Wonderful advice backed up by an excellent example Thanks for some great insights. S. Buck

Great post. Thank you! L.Calandrello § Awesome! F.Time § Good insight, Gwendolyn. [SelfGrowth.com Admin](#)

Good article! L. Falkerson § You strike again! Lovely, Lovely. Bravo!!! Y. Fey

I read your article "Exiting Gracefully: It's Complicated" on SelfGrowth.com, I was impressed with the clarity with which you write. My first thought was: This is a pro and I admired your clear cut writing style." B. Coleman

### **Career Growing Pains: Some Grow UP and Some Grow Old**

Wow - Great observations. In this economic time we really do need to be flexible and open to all sorts of changes and possibilities. It also helps to have a trusted advocate to look at us from the outside and tell us in no uncertain terms that we need to make changes. Posted by B. HENCH

I just finished my MBA and was in a funk. These words were exactly what I needed to get going. J.W. Posted by J. Weiland

I completely agree with what's written here. All too often, I watch friends graduate from college and take on meaningless jobs. When asked "Is this what you see yourself doing" the response is nearly always "No way." When confronted with the question "Well, then why are you doing it now?" the same answer is given over and over - "Because it pays more than an internship." Getting the dirty work done early will provide room for success later... my thoughts... Posted by H. Miracle

Great blog. It can be all too easy to believe the excuses people give us for their lack of success. And even if we don't believe their excuses and blaming, it can still be difficult to confront the person to tell them that the problem to focus upon is their self. Posted by Curt Buermeyer

### **The Accidental Manager: In some train wrecks you may be the train!**

Awesome! R. Vervliet

Hi Gwendolyn, I enjoyed reading your article, The Accidental Manager. It's exactly the type of article that members will find helpful, and that I like to publish [it]. Dan

This appears to be the topic of the week for me. This is a subject matter that needs to be talked about often with constant resource sharing. This very topic was the center of discussion at lunch last Friday and it made me think that we need to keep this dialog moving forward! Posted by A. Slyker