

LIKE A BOSS

**Don't Be a Jerk,  
Like Your Work!**

Hello  
Gorgeous

WINK WINK

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# Don't Be a Jerk, Like Your Work!

## DEDICATION



This book is dedicated to all my fellow human beings who go to work each day with the thought that there has to be a better way!

# Don't Be a Jerk, Like Your Work!

## CHAPTER ONE

We didn't expect this. We did all of the right things, went to the right colleges (or didn't go at all) and followed the rules. We were told that life would be great if we followed the rules. This was WRONG. Obviously. But our conscious still tries to tell us that we must have done something wrong. They couldn't be wrong - it was US. Nope. You now have the permission to LIVE YOUR LIFE. You don't get a second chance, this is IT. You need to think deeply about what YOU want and then go and get it.

This process is not easy. It will require you to uncover parts of yourself that you would rather not. You need to explore when you started living someone's idea of life instead of your own. You can do this alone but sometimes the process is quicker if you can invite your friends to participate and you both or all can celebrate the little victories until you breakthrough to the real core of the issue and take back control of your life. As I said, it won't be easy but it will be incredible when you realize that you have been living for someone else and not even realize it. You need to recognize this before you can start living for yourself.

If other people's opinions enter your thoughts at any time you are using them as an excuse. You can't take that job because someone will be upset. You can't speak up in a meeting because your boss told you not to. These are simple and relatable examples I am sure we have all lived through and you justify every one of them because you respect the other person. That is great - you should absolutely respect

other people....wait for it...but not more than yourself. If you have an idea and input into a situation you are doing the whole world a disservice by keeping quiet. Maybe your idea will save your organization thousands or even millions of dollars, maybe it won't, but maybe it will spark someone else's idea that DOES. This is the beauty of contribution. What you say matters. Your voice is necessary in this world and we need it.

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I think the problem with most organizations is that they don't encourage talking, in fact, they do almost everything they can to shut people up - unless they are regurgitating the company philosophy - then they encouraged to sing it out loud and proud - but we don't need repetition as much as we need free thinking. We need to see situations from a new perspective, we need to consider what we had not thought of, we need each other. This is not a new concept. You were hired because of your skillset - at least that is what you thought. The interview process is rigorous and you had to jump through many hoops before they finally offered you the job. Then once you are there they don't want you to actually contribute in any other way than to parrot back what they said. Something is definitely wrong here!

Many who went to college think: Why did I suffer through school for this? Why do I owe more money on student loans than a house payment? You didn't have to go to school for this - you could have performed all of these tasks in high school. And now you have to stay because of the student loans - not what you were planning for your life is it?

You envisioned tough assignments and a challenging work environment working on a team of equally dedicated co-workers to achieve a goal that seemed unattainable at the start. You saw yourself rising to the occasion and putting in the hours to prove your worth and position on the team. You were excited each day to come to work and contribute. In reality you work with co-workers who would stab you without flinching. They will do anything to get out of work and will gladly leave everything to you - there is no team work - there is only blocking metaphorical punches. If you are enthusiastic or passionate about anything you will be a target. Your co-workers will do everything they can to kill that enthusiasm as fast as they can so that the bosses don't realize that someone could actually do the work and be happy! It is sad.

You had so much hope when you first started your job. You were proud to be there and felt you earned the position. Within a few months you probably thought you were scammed instead. I must be weak that's why they hired me so that they could mold me into a robot-like worker who never has an opinion. They weren't impressed with my background, they saw that I was a people pleaser and they said - "perfect!" - he/she will do their work and not cause any problems and I was hired!

Sound familiar? It sucks. I said it. There is no other words to describe the pain and anguish that arises when you realize that you aren't valued for your uniqueness, you are only valued for your level of conformity. You had experienced this in college for the first time when you realized your teachers only wanted to hear what they said - but you wrote it off to that one teacher. Who can you blame now? How can you write off the rest of your life because it happens again and again? I am not writing for those in great jobs where they are valued and recognized but please call me and let me know where you are because I want to meet you.

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I have worked for over twenty years and i have not found one person who was actually able to self-actualize at his or her job. Sure, plenty were doing it on their own, but when they came to work they had their “game face” on - they became another person because they felt they had to for survival. I don't want you to survive. I want you to THRIVE. I believe we all can but it will take a movement like no other to change the workplaces of the world. To truly own our power and use it for good. I do not condone use of power for evil means. We want to bring more productivity to the workplace - give us a reason NOT to be on Facebook.

You do know we are on Facebook because we are BORED. If we had something else to do - anything else, we wouldn't be wasting company dollars on the app. It isn't where we want to be - but society has forced us to live vicariously through others

because honestly it sucks where we are and we need the hope that someone is doing better. The truth is we all want everyone to succeed - sometimes we forget this, most of the time in fact because we buy into the mantra of cut-throat business and we think that we will achieve the respect we desire if we play by their rules - YOU WON'T. The only true success there is comes from playing by your own rules - being true to yourself.

I know you are thinking now, crap, I am going to fail at that! Or, you think you already know yourself. Praise to you if you truly do but I thought that I did too. Boy, was I wrong. After deep contemplation and doing the work I realized that I lived my life according to almost everyone in my life EXCEPT ME. It appeared that I was living my life - in fact, those around me said I was selfish and therefore would only do things I wanted to do. I WISH. Now I see that was simply a manipulation. They said that so they go what they wanted. I listened to them because my mindset was that if they loved me they wouldn't intentionally hurt me. This is true in concept, but in reality they were the ones that were selfish and their selfishness is what drove them to chastise me when I wanted to follow my dream. My success would make them feel bad about themselves - this was very hard for me to understand. If they loved me didn't they want the best for me? Yes....and no. Of course on the surface they wanted your happiness above all - except their own happiness and their own happiness hinged on me doing what they wanted me to do!

When you look at the big picture it all makes sense! But seeing the big picture is rough. It is hard to do that in the moment. To step back and realize that your loved one had great intentions but their intentions may not be in your best interest. Many of us make decisions in the moment - we don't take time to reflect and question our motives much less someone else's! We think we are stuck. Especially in personal relationships with our friends or family members we think we need to accept everything they say and not think for ourselves. My husband/wife doesn't want to going back to school so I better not. The list goes on and on. Sometimes the reality is true and they don't want you to go and they make you miserable if you try. But sometimes, just

sometimes, they were in a bad mood when you talked to them and they actually don't care, in fact, they will be supportive. The stories that we tell ourselves about other people's wishes make us miserable. It's time to STOP and follow our bliss.

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I know you are thinking bliss has no place in a business book but that couldn't be further from the truth. I felt the same way when I was given that advice but that was because I wasn't ready to hear it. I was still operating from the mindset that I had to deal with reality - which we do - but we create a lot of that reality don't we? We don't have to stay in bad situations no matter how much we think we do. We always have a choice. We don't like the choice most of the time. It will be too hard. It will disappoint someone - meanwhile you are disappointing yourself every single day. We brush that off way too much. We need to consider ourselves much more often and live in the present moment. I don't know about you, but thoughts of the past seem to be always present. They aren't helpful - they are usually reminders of something we didn't do well. Why don't we remember the things we excelled at? Why are those memories so much harder to access? It doesn't make sense. But it happens.

And each day we live with all of our regrets is one more day we aren't truly living. We need to STOP. Slow down and remember who we are. What did you like to do as a kid? Are you still doing that? I am not talking diapers here kids, but when you were exploring the world for the first time what caught your attention? What did you wake up for on the weekends eager to do? What consumed your time when you had all the time in the world? Those are your clues. Those things lit you up then and they still will if you give them a chance. Reach back for the happy moments, not the sad. We spend WAY too much time thinking about what went wrong - let's spend some time thinking about what went RIGHT! What made you smile? When were in flow? Kids are great about being in flow and loving what they do. It is time to regain this passion if even for a few minutes a day.

This book is about getting back your happy by recognizing your personal strengths and

putting them to work in your job. It is deeply personal yet applicable to all of your life. Once you are doing tasks that bring you joy you can't help spreading that to others. I know a lot of jobs have tasks you hate but once you mix in a few tasks you LOVE then it will change your attitude and maybe you will even start to like the tasks you used to hate. If you can spend even 5 minutes doing something that lights you up then the next 55 will be more tolerable. And if you can switch tasks with a co-worker who happens to love what you hate then all the better. Win-win. Life is not meant to destroy your soul. It is meant to be lived fully. It is meant to allow you to see your gifts and share them with the world. You can't do that if you are angry.

Anger and Joy don't occur in the same moment - it is your choice. It is an easy choice. But since we have been in anger for so long sometimes we don't see the choice. We don't see any light in our darkness. But it is there. It is time for you to slow down and choose joy. Choose to be happy and you will be amazed at the results. It is time for REVOLUTION of the most magnificent type. It won't be all sunshine and rainbows - you will still have your moments of desperation and grief, you still will have all the problems you have now, but your attitude about them will be BETTER. You will be more equipped to handle the situations because you will have a mindset of growth and exploration.

Are you ready to get started?

Fantastic! Here is a map of what areas we will be exploring:

# Don't Be a Jerk, Like Your Work!

1. OVERVIEW: SITUATION NOW AND WHERE WE WANT TO GO
2. PART 1: FOUNDATION: TEAM
3. TRANSPARENCY
4. TASKS
5. CELEBRATE!
6. PUTTING IT ALL TOGETHER
7. PART 2: LIVING THE NEW NORMAL: CREATING THE CULTURE
8. PROBLEM-SOLVING
9. CAPTURING WHAT WORKS & THROWING AWAY WHAT DOESN'T (REFLECTION)
10. SUMMARY OF KEY POINTS & FUTURE STEPS

After completion of these items you will have a good idea of whether you should stay at your current job or look for other employment more suitable to your preferences. Life is too short to be unhappy and if you are unhappy I am sure you are making others unhappy too because attitudes spread and sometimes it has nothing to do with the organization and everything to do with you. We are unique and fascinating individuals and sometimes we want more than we currently have - this is not the fault of your current organization, but it is a fact we need to deal with. Often times it is not pleasant and maybe we don't want to want something else but you have to come to terms with the eventuality of the idea that has sparked in your mind and won't leave you alone. You have to pursue other options, your brain and your heart are very nearly screaming

at you to get out and do something else. Please don't delay when this happens and don't stay too long trying to bury it under being busy when you know you have the time you just don't want to face the truth.

Being more, doing more takes work and courage and it is a big deal. Many may not understand your drive and ambition to find another path than they took. Many people are content with staying at one job and doing the same thing year after year - that is fine for them, congratulations and I hope you have a wonderful life and never question any decision you have ever made. For the rest of us, we need an adventure, we need something else to do and a job that fulfills us in other ways. We may not like the next job either and that is okay. For so long we have stayed stuck and miserable because other people thought this was a good job and maybe it is, but not for us. You need to stop apologizing for wanting more and being more. This is your life and we only get one so decide today that you are going to make the move or stay and thrive. Don't make other people miserable, it is not fair to them and they may not have the same inclination to learn and grow as you do. It is hard for us to not share our enthusiasm, but you need to instead find a place your passion is embraced and wanted. It isn't always appreciated as you know.

Knowing you are different has probably been difficult in your life. Maybe you always knew but you never admitted it to yourself. You questioned only briefly why you were discontent and others seemed so happy with minimal effort. But you always wanted more and you were confused when they were satisfied with little. Be proud of your ambition and do not diminish it. But also do not force it on others. If they are happy - let them be happy! If you are not happy then do something about - simple right?

It is possible to love your life and I hope that by reading this book and doing the exercises you will be ready to take your life to a new level. There is so much joy in finding our path and our passion.

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Let's get started!