

## Practice Positivity & Watch Your Success Grow!

Positive workplaces are more successful over time because employees have a greater sense of well-being. How can you make your company a happier place to be?

**How positivity relates to success.** Employees who work at being positive have better relationships, and amplified abilities and creativity. They are better able to handle stress and bounce back from hardships. When companies have positive cultures, they achieve more, allowing workers to excel in their careers.

**Manage difficult relationships.** Always be polite to a difficult co-worker. Your professionalism will get noticed; and, that co-worker could even become a friend.

**Understand the feelings of others.** If someone is having a hard time, put yourself in their shoes. How could you be of help? Tell them about the free and confidential success coaching provided at your workplace, offer a listening ear at lunch, or say a friendly hello at the start of your shift. You may be surprised at how far a warm smile can go.

*We all struggle as we have experiences, learn, and grow - no matter our job level or stage of life.*

**Know that each person is a work in progress.** We don't often fully know a co-worker's history or what struggles they are going through. "Looking at ourselves and others as works in progress can help us learn a lot from each other," said Heath Ring, Success Coach (Marion ERN).

**"Keep in mind that every single person we encounter is a work in progress – from janitorial staff to line workers to directors, operations managers and success coaches."**

**Heath Ring,  
Success Coach,  
Marion ERN**

**Show respect.** When you show respect for others in the workplace, people will show respect for you. Remember to say please



and thank you. When people are talking to you, listen to what they are saying and make eye contact to show that you are listening. Wait until other people have finished talking before you respond so that you don't cause them to forget what they wanted to say.

**Embrace new ideas.** Whether it's a supervisor with a new process, or a success coach offering help in tackling a challenge or goal, remember that life is always evolving. We excel at work and in life when we analyze what could be better about ourselves, accept assistance, and move forward with continuous improvement.

**Have a great attitude.** Having an overall positive attitude will affect many aspects of your work. It will help you cope with pressure and stress as well as help you be more flexible

### Southwest Michigan Employer Resource Network

#### Our goal...

Creating access and resources for employee success at work and in life.

#### Member Companies

- ◆ Bronson Kalamazoo
- ◆ CLS Image
- ◆ Eimo Technologies
- ◆ Heritage Community of Kalamazoo
- ◆ KRESA
- ◆ Mann+Hummel USA, Inc.
- ◆ Summit Polymers - Sturgis
- ◆ Summit Polymers - Vicksburg

#### Strategic Partners

- ◆ Kalsee Credit Union
- ◆ Michigan ERN
- ◆ Michigan Works! Southwest
- ◆ Southwest Michigan First
- ◆ WE Upjohn Institute

in your job. Sharing your positivity will help you grow in your position, encourage co-workers, and ultimately help you excel in your career.  
*Source: Ohio ERN; Michigan ERN; Harvard Business Review*

**Peter Sanchez, Success Coach**  
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### **Bronson Kalamazoo**

- ◆ Wednesday: 10:00am-2:00pm

### **CLS Image**

- ◆ Wednesday: 5:30am-9:30am

### **Eimo Technologies**

- ◆ Tuesday: 12:00pm-4:00pm (Portage Rd) (1<sup>st</sup>)
- ◆ Tuesday: 7:00am-11:00am (East Plant) (2<sup>nd</sup>)
- ◆ Tuesday: 12:00pm-4:00pm (East Plant) (3<sup>rd</sup>)
- ◆ Tuesday: 7:00am-11:00am (Portage Rd) (4<sup>th</sup>)

### **Heritage Community of Kalamazoo**

- ◆ Monday: 8:00am-12:00pm (1<sup>st</sup>/3<sup>rd</sup>)
- ◆ Monday: 1:00pm-5:00pm (2<sup>nd</sup>/4<sup>th</sup>)

### **KRESA**

- ◆ Thursday: 7:00am-11:00am (1<sup>st</sup>/3<sup>rd</sup>) (WELC)
- ◆ Thursday: 12:00pm-4:00pm (2<sup>nd</sup>/4<sup>th</sup>) (West Main)

### **Mann+Hummel USA, Inc.**

- ◆ Thursday: 12:00pm-4:00pm (North Campus) (1<sup>st</sup>)
- ◆ Thursday: 7:00am-11:00am (South Campus) (2<sup>nd</sup>)
- ◆ Thursday: 12:00pm-4:00pm (South Campus) (3<sup>rd</sup>)
- ◆ Thursday: 7:00am-11:00am (North Campus) (4<sup>th</sup>)

### **Summit Polymers - Sturgis**

- ◆ Tuesday: 7:00am-11:00am (1<sup>st</sup>)
- ◆ Tuesday: 12:00pm-4:00pm (4<sup>th</sup>)

### **Summit Polymers - Vicksburg**

- ◆ Tuesday: 12:00pm-4:00pm (2<sup>nd</sup>)
- ◆ Tuesday: 7:00am-11:00am (3<sup>rd</sup>)

1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup> = week of the month

### **Walk-in Welcome**

Call, email or text for appointments.  
Off-site meeting locations available.  
Request additional times if needed.  
Se habla español.

## **Spring Clean Your Finances: Revisit Goals**

What financial goals did you make in the New Year? Use these financial spring cleaning tips, and don't hesitate to ask for assistance from your Success Coach along the way!

### **List the things you value most.**

Creating a "I don't want to give this up" list helps you prioritize.

### **Revisit your top 1-3 finance goals for this year.**

Save how much? Pay off what debt? Invest in what? Get life insurance with what company?

### **Max out contributions to your retirement plan.**

While you may squirm at the thought of more money being taken from your check, view it as a way to save for retirement while doubling your money.

### **Embrace using a budget.**

Everyone needs a guide for their money. How much are you making, spending, saving?

### **Review insurance plans to be sure you have enough coverage.**

Include health, dental, disability or life insurance plans – have your needs changed or will they soon?

### **Check for errors on your credit report.**

Unresolved mistakes can result in higher interest rates or the inability to obtain credit. How can you increase your score in small ways?

### **Check for fees or unauthorized charges on bank and credit card statements.**

Call to have fees reversed; if that's not possible, switch to cards or accounts without fees. *Source: Michigan ERN; www.thefinancebar.com*

## **Plan Your Garden Now: Summer & Fall Savings**

Aside from watching sales and cutting coupons, how can you save this summer and fall on your grocery bill?

**Save money.** The USDA calculates the average monthly food cost for a family of four in the range of \$568.60 (thrifty) to \$1298.60 (liberal). Ideally, our diets should consist of 30% vegetables and 20% fruit. Think of how much you could save by growing your own!

**Maximize your harvest.** On average a tomato plant should yield around 5-10 pounds of tomatoes per season. If you use tomato cages, that average can go up to 20 pounds. Choose vegetables that "come again" for an endless supply including asparagus, kale, collards, chard, leaf lettuce, and spinach.

**Plan your garden.** Some plants can get started in May. Learn what to plant when, harvest times for your zone, and much more at: [www.ufseeds.com](http://www.ufseeds.com).

**Go organic.** Christie Swick, Success Coach (*West Michigan ERN*) started growing organic food for her family last summer. "We had two kinds of tomatoes, and green beans, spearmint, mint, and stevia," said Christie. "I'll add spinach, peppers and cucumbers this year. My goal is to grow the majority of our produce someday, but this is a good start!" Organic fruits and veggies can cost up to 60% more than those grown by conventional methods, so growing your own is a good way to go. Learn natural methods for pest control and fertilization without chemicals at: [www.organicgardeninfo.com](http://www.organicgardeninfo.com).

*Source: Michigan ERN; USDA*

## **Philosopher's Square**

"Progress is not achieved by luck or accident, but by working on yourself daily." - *Epictetus*

