



Is talk cheap?

How much more could you achieve by walking your talk?

The motivators for surveying employees can be many and varied and most organisations will conduct a survey at some point. While a survey can be helpful and enlightening it can be challenging to figure out exactly what needs to be different where. A common area of 'complaint' amongst staff is communication. Some want more some less and some are sceptical regardless of the volume or quality of information available. Surprisingly it's this last group who, if genuinely engaged, can make the biggest difference to business outcomes.

What is it about business communication that makes it so difficult to get right? What's right or wrong anyway? In a time where we're bombarded with information from all directions at all hours of the day or night regardless of where we are at any point in time, there are always more people to update who want the same information in a different way, who may have different agendas and timeframes within which to operate. Perhaps then there's no 'right' way. Perhaps it's more about simple and effective ways to hit the spot; to genuinely engage that group of sceptics.

In this article you'll discover 5 positive effects of Walking your Talk to help you achieve more with ease.

The proof is definitely in the pudding!



Integrity

Walking your talk means moving from a 'do as we say' to a 'do as we do' state therefore showing by example that you operate with integrity.

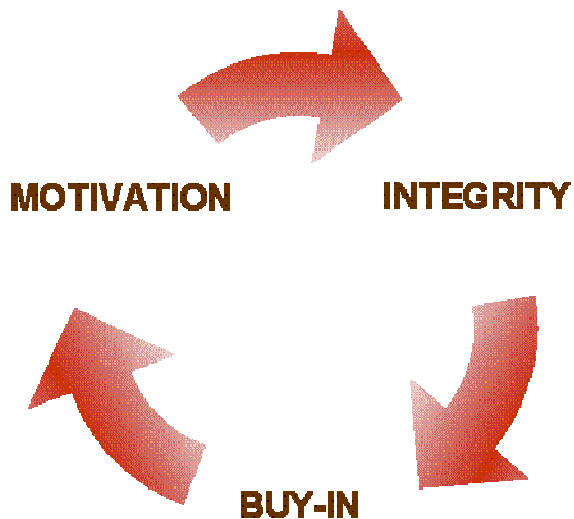
Integrity comes from consistency and perception. Consistency of actions, behaviours, principles, and values, and others perception of whether consistency exists in our behaviour. Integrity is the absolute foundation blocks to walking your talk. When we don't operate with integrity we are perceived as paying lip-service and it's therefore understandable when scepticism sets in. Why would you believe someone whose actions don't reflect their words? Consciousness of action and behaviour is the first step to achieving more with ease.

Buy-in

Through integrity the path to buy-in is smoother. Stakeholders have a positive perception and are experiencing the consistency associated with integrity. Buy-in is now about their interest and commitment to a decision that needs to be made or a project or set of tasks that need to be delivered. Now there's just the 'what's in it for me?' question to be answered to close the loop and achieve the desired outcome. A stakeholders' ability to answer that question will be less clouded by doubts associated with integrity and noise pollution associated with mistrust and hidden agendas, therefore allowing them to focus on those aspects that really matter.

Motivation

Now you have the stakeholders' attention and interest they'll probably be more motivated to do what needs to be done for that project or set of tasks. Don't rest on your laurels quite yet though. There's a lot of work to be done to achieve the outputs you desire and this loop will always remain:



As soon as you stop walking your talk one part of the loop will collapse returning you to a situation to one with more difficulties than necessary.

Respect

As we all know Respect is earned not a right and often those who expect it are least likely to gain it. People have respect for others due to their abilities and / or their personal qualities. Our behaviours reflect the words that we speak and through walking our talk we are giving others an experience of our worth and quality as a person. Through these actions we gain respect, which subsequently eases the way to achieving more.

Results

Don't be mistaken, these 5 Positive Effects alone won't make everything go swimmingly. People will continue to have their own opinions of what is good or bad and right or wrong in a particular situation or for a particular project. Each stakeholder has varying levels of expertise, ability, and overall mode of operating. Taking the time to learn about and utilise these differences in the most appropriate way for the situation is key to achieving successful outcomes. Our "**10 Tangible Tips for Effective Change**" e-book can provide further help with this.

However, if you Walk your Talk every day and in every way you will, without exception, achieve more of the results you desire with ease.

Unlike Before Ltd are specialists in effecting change in complex or crisis organisational transition and project situations. We work internationally to assist progressive organisations and individuals through a practical transformation process that inspires and delivers tangible outcomes.

