

Management and Performance Associates – Newsletter - March 2007

“Far beyond global warming”



Among other consequences of global warming, melting ice in some regions has shown us the existence of a species of animal believed to be extinct, up till now. Recently, we have heard about the discovery of a few specimens of the “Jurassic Manager-Rex.”

Since this is a topic very much appreciated and studied by MAPA Consulting, we immediately researched how to identify this species. Here are some behavioral characteristics, classified by degree of thawing intensity:

Early stages of thawing:

1. No greeting upon arrival, no goodbyes upon departure.
2. Extreme mood swings.
3. Lack of patience in dealing with people.
4. No active listening.

Advanced and irreversible stage of thawing:

1. Difficulty dealing with own emotions when others reject their ideas.
2. Signs (on the wall, desk, etc...) alerting others not bring up bad news without risking dangerous reactions.

When the “Jurassic Manager-Rex” is completely defrosted:

1. Shouting in the hallways.
2. Throwing objects when provoked.
3. Not maintaining civilized conversation.

4. “Whipping is the great motivator.”

Look around to see if anybody fits any of the above profiles. Discreetly, look in the mirror. It could be *you* that shows some of these signs. If so, don’t bother re-freezing yourself (or others) again, as there is no technology for that. What needs to be done is to integrate these “Jurassic Manager-Rexs” into the 21st century. The key to understanding them is in the way they deal with (or do not deal with) their own emotions. In the end, if we are controlled by emotions our reactions are instinctive, and therefore not rational.

Here are some hints to take advantage of the energy generated by emotions:

1. Emotions are the most corporeal of all mental activities. They consist of bodily changes, through which our action power is increased. Therefore, do not try to eliminate them. They make us stronger, mobilize all of our energy, and create an impulse to action in order to overcome an obstacle. We can accomplish great results if we learn how to use them to our advantage.

2. When taken by emotions, put your intellectual apparatus into action by asking open ended questions in order to accelerate the absorption of the chemicals which are released by emotions. When searching for more comprehensive answers, rationality finds room in the midst of emotion.

3. Stimulate the search for other perspectives in order to avoid considering as absolute what is simply relative. A mistaken assessment of reality can generate an inadequate emotion. Reasoning will find its space, utilizing the freed up energy.



4. Take advantage of the moments in which emotions are not in control and help to expand your horizons, looking for the connection between action and consequences. It will be easy to realize that emotions produce the best results when properly employed and balanced with logic.

5. A final tip: at the minimum suspicion that a “Jurassic Manager-Rex” is defrosting, or already defrosted, send a copy of this text to him or her.

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