

SOME QUICK TIPS FOR MANAGING THE RENAISSANCE SOUL

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***DON'T MISS* Such Potentially Valuable Employees:**

- Don't automatically rule out resumes that show a "checkered work history" especially if the references are all positive
- Be careful about the questions used in interviews. For example, the familiar question "Where do you see yourself in five years?" rarely brings out the best in Renaissance Soul candidates. They are far more likely to get good ideas for next steps as they move along rather than having a set plan for themselves that goes that far into the future. While this flexible quality may produce a stilted answer in the interview, it may be your company's key to staying alive in an ever-changing work environment.

***PLACE* Renaissance Souls Where They Can Be The Greatest Asset:**

- in the brainstorming, product creating, ground-breaking areas of your business;
- as inter-departmental team leaders
- where creative trouble-shooting is needed

Think About *STAFFING PATTERNS* For Such Employees:

- Consider using Renaissance Souls as mentors for employees who need help developing their ability to see the big picture, to problem-solve, to innovate
- Pair Renaissance Soul employees with detail-oriented, follow-through staff and get the best from both!

Focus In On *WAYS TO KEEP* Valuable Renaissance Souls:

- Pay more attention to the language used in work assignments. Instead of implying a singularity of focus "Find out the cause of this problem and fix it!" try framing things in terms of multiples: "What combination of things do you think may be causing this problem and what solutions can be applied?"
- Allow as much flexibility as possible in terms of when and where the Renaissance Souls work; in the long run, they are far more likely to be workaholics than shirkers if given free rein to follow their own rhythms
- Often times Renaissance Souls will be more interested in a horizontal move that offers them a chance to learn a new area of the business than in a vertical one, where they are essentially doing the same type of work, only with greater responsibility. Create ways to make such horizontal moves as respected and rewarding as vertical ones.
- Encourage asking Renaissance Souls to explore a variety of relevant journals/periodicals/web sites and funnel relevant info to the right people in the company
- Give help in areas of typical weakness for such employees: distractibility, tendency to take longer than expected on projects that they find interesting because they get *too* interested