



Bucket Fillosophy® 101

Words of Wisdom to Keep Your Bucket Filled

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Don't Take Your Bucket To Empty Wells



Over the years I have enjoyed working for many outstanding bucket fillers. Marge Toth, Dr. Cecil Lepard, Paul Flynn, Susan Bennett, Dick Brady, Dick Isham and Joe Barker were just a few of the wonderful people who taught, encouraged and appreciated me at some time in my career. Fortunately, I recall only one supervisor who was not a bucket filler and it took me many years to understand that this person's well was empty.

The importance of filling employees' buckets cannot be overstated. According to research by the Gallup Organization, "lack of appreciation" is the #1 reason for job burnout and resignations. The importance of giving positive feedback is also clearly documented in the management book, *The Customer Comes Second*, meaning our employees come first. Not everyone understands the importance of filling buckets on the job.

As employees and members of other groups, we need to realize that taking our buckets to "empty wells" is self-defeating. When we seek recognition from someone who, for whatever reason, rarely notices or appreciates good

work, it can dip into our bucket. We need to see that an empty bucket or empty well is the problem. Our buckets remain full only when we learn not to take this lack of appreciation personally.

Our Bucket Fillers Team teaches adult audiences about "using their lids" in bucketdipping situations and learning to "Quit Taking It Personally," or QTIP. Whenever we are ignored, unappreciated or disrespected, our bucket lid helps us step back and understand that it is the other person's problem, not ours.

A full-bucket life requires us to learn that when we don't get a pat on the back from others for a job well done, we can fill our own buckets with positive self-talk - "You Go Girl" or "Atta Boy." We keep them full by avoiding "empty wells" and continuing to excel in our work and our lives.

Happy bucket filling!

Carol

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