

Did you know?

The Labor Day Holiday was borne out of workplace conflict that centered around the Chicago Pullman Worker's strike in 1894 when George Pullman eliminated jobs, increased working hours and decreased hourly pay. The union workers protested and the conflict ultimately required the intervention of then President Cleveland and United States troops. Labor Day celebrates and pays tribute to the contributions, achievements and conflicts of the American worker. For many, it also signals the end of the summer and the transitions back to school. Happy Labor Day!



Model the Behavior You Want to See

"If you think you're leading but nobody is following, maybe you're just taking a walk." - Chinese Proverb

People do what they see...at home, in the workplace and in the mall. If you want members of your work team (or your children) to behave in a certain way, model the behavior you expect. Here are a few tips to help you manage that process and successfully address conflicts when they do come up!

Under-react or 'respond'. Many of us have a first instinct to react – or overreact – especially when there is a conflict, problem or issue. Frequently it is emotional. Instead, focus on a 'response'. (And yes, there is a difference!) When we react or overreact, we usually do so quickly, based on emotion with no consideration, let alone careful consideration, of the facts involved or the consequences. When the response is thought-out, measured, and non-threatening it is one that's in direct proportion and relevant to the problem. Reacting or overreacting can result in a small problem being magnified rather than solved in a timely fashion.

Model good behavior: The Golden Rule

- "Treat people with respect"...don't criticize or belittle family members, friends, neighbors and co-workers.
- "Take responsibility for your behavior"...and don't put the blame on others for your mistakes or



**Justinian Society
Members' Night Out**

August 29, 2018

Il Sogno Restaurant
100 N. Hale St.
Wheaton, IL
5:00pm-7:00pm

Guest of Honor:
Lynn M. Mirabella
Appetizers & Cash Bar
Sponsored by
Mike & Todd Scalzo

**Monday, Sept 2, 2018
Labor Day Holiday
Court Closed**

shortcomings.

- “Be generous in your words and actions”...and don't refuse to help and support others or offer congratulations on their success.

Follow Your Own Rules. You may think you know when it's OK to “bend the rules”, but others, like co-workers, team members, or your children may not see it the same way or make that distinction. Being disciplined in your actions demonstrates life skills. When you model behavior that shows you honor the rules and have respect for the process of changing the rules, it demonstrates the value of that discipline and maturity to those around you.

Model New Skills. When you teach a new task or skill to another person, take the age-appropriate time to show them how you do the task. Then, let them practice it on their own..in their own time! Don't act as if your co-worker is your child or your child (and need I add your spouse?) is your co-worker. Step back, coach and encourage them and allow them to learn for themselves. Resist the impulse to interject a correction (“Here, let me, you're doing it wrong!”) They may not do the job as quickly or in the same "perfect" way you might, but that doesn't mean they're not learning valuable new skills.

Practice Being Mindful in Your Actions. Your children and your co-workers are always watching what you do. They see how you handle stress, how you deal with conflicts and problems, and how you treat other people. Even when you think they're not paying attention, they are. Be aware of what's happening around you and to you and focus on accepting whatever that is and modeling your own positive response. This mindfulness has positive qualities that will be transmitted to those around you – and can become their practice as well.

DCBA Fishing Trip

September 21, 2019

Herrick Lake Forest Preserve

3S580 Naperville Rd.

Wheaton, IL 60189

8:00am-1:00pm

Contact

Jeff Jacobson

lawjake12@gmail.com

331-222-9529

5th Annual Ken Duffield Memorial "Don't Drink Even if Your Ass Falls Off" Golf Outing

Village Links Golf Course

Glen Ellyn, IL 60187

Questions?

Contact Leslie O'Connor

lesanded@wowway.com

630-258-6728

Lawyers' Assistance Program LAP Dinner

November 14, 2019

Union League Club

Chicago

312-726-6607

"Without labor, nothing prospers."-- Sophocles

The Law Office of Brigid A. Duffield, P.C. wishes you a peaceful, productive, and conflict-free September!

Brigid A. Duffield

Attorney/Mediator/Speaker/Author

The Law Office of Brigid A. Duffield, P.C.

630.221.9300

brigid@brigidduffield.com

www.brigidduffield.com

Attorney Disclaimer: This email is general information only and should not be construed to be formal legal advice or the formation of an attorney/client relationship.