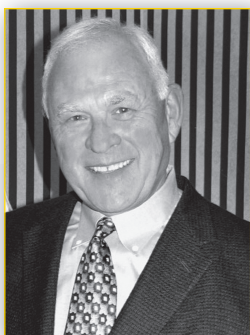


ROGER E. WENSCHLAG'S **We Hug** in the **Hallways** Here

Being in a job and company culture that fits your behavioral style is vital for work satisfaction and happiness. Finding that fit can be bewildering. ***We Hug in the Hallways Here*** will help you solve this puzzle. Using the DISC behavioral style model and case studies of real people in various jobs, Roger Wenschlag zeros in on style-based motivators and demotivators that can make or break job success. He also takes the mystery out of finding the right organizational culture, or adapting to the one you are in. No matter where you are on your career journey—college, early career, or mid-career—this book is a must-read.

“Every now and then a book comes along, and I ask myself, ‘Why didn’t I write that?’ Roger Wenschlag’s book, *We Hug in the Hallways Here* is one of those. It is about behavioral style—how we express ourselves and deal with others—and how we can use that knowledge to select a career/job and a company in which we fit, and can be at our best. The thing I appreciate most about Roger’s book is its informal, practical tone. He takes a potentially complex subject and makes sense out of it through clear prose, concrete examples, and stories. In fact, throughout the chapter about my style, I found myself saying, ‘That’s me alright!’ The book strongly validates what I have known for a long time: When it comes to deciding on a job/career and a place to work, your style does matter!”

—**Larry Wilson, CEO, The Wilson Connection; Founder and past CEO of Wilson Learning Corporation, and Pecos River Learning Center**



Throughout his career Roger Wenschlag has served in many roles in education, training and development, and in the U.S. Navy. Since 1989, he has operated Performance Solutions, a training business, and has been a student and practitioner of behavioral style. Writing *We Hug in the Hallways Here* was a labor of love for him because it will help people make better career decisions, and achieve more fulfilling work lives. Roger has a BS in Marketing Education (with High Distinction), and a MA in Vocational Education (emphasis in career development) from the University of Minnesota. He and his wife Diane, and their children and grandchildren, live in Minneapolis, Minnesota. You can contact him at **1-888-721-2610**, or at www.WeHugInTheHallwaysHere.com



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We **Hug** in the Hallways Here

Finding the **Right Job** and **Work Culture Fit** for Your Style

We Hug in the Hallways Here features sixteen case studies of actual people who tell what it is like to work in a favorite job, one in which their style fit the job and the work culture. One of these “great fit” job examples is summarized below.

Owen—A supportive, collaborative, optimistic, and influencing style.

Owen’s most productive and satisfying job was as a loss-control consultant in a regional office of a large insurance company. He considered it the perfect job for someone of his style. He liked being out in the field, seeing customers, and doing his job. The core of Owen’s job was safety—preventing injury, damages, and other losses due to unsafe practices or conditions in his customers’ plants, warehouses, retail stores, and other settings.

Owen says that the job of loss-control consultant is a real juggling act. He had to be exact and firm in observing and reporting potential loss conditions, but he also had to do it in a way that is engaging and non-combative. He achieved more through his influencing skills than he did by his safety expertise or position of authority. He says that people were more willing to fix things when the climate is calm and friendly.

The most motivational aspects of the job to Owen were

- being out of the office with customers most of the time because he tended to be active and non-corporate
- meeting new people every day because he enjoyed serving people and being with them and it was fun
- receiving good comments from his company’s underwriters and his customers for doing a good job because it gave him a good feeling to know how much he was appreciated
- little or no pressure in the job because he did not respond well in high-pressure situations
- learning about various types of businesses because he enjoyed learning new things
- being free to set his own schedule because he liked being his own boss and doing what had to be done when it needed to be done.

The demotivators of Owen’s loss-control consultant job are very consistent with what you would expect from someone with his style. They were: internal people in the company who made little effort to understand his situation and his customers’ needs, because their lack of cooperation negatively affected his hard work and professionalism; lack of cooperation or follow through by some customers because, even though he tried to be helpful, they didn’t seem to care for reasons out of his control; and losing long-term customers with whom he had personal, friendly relationships.