



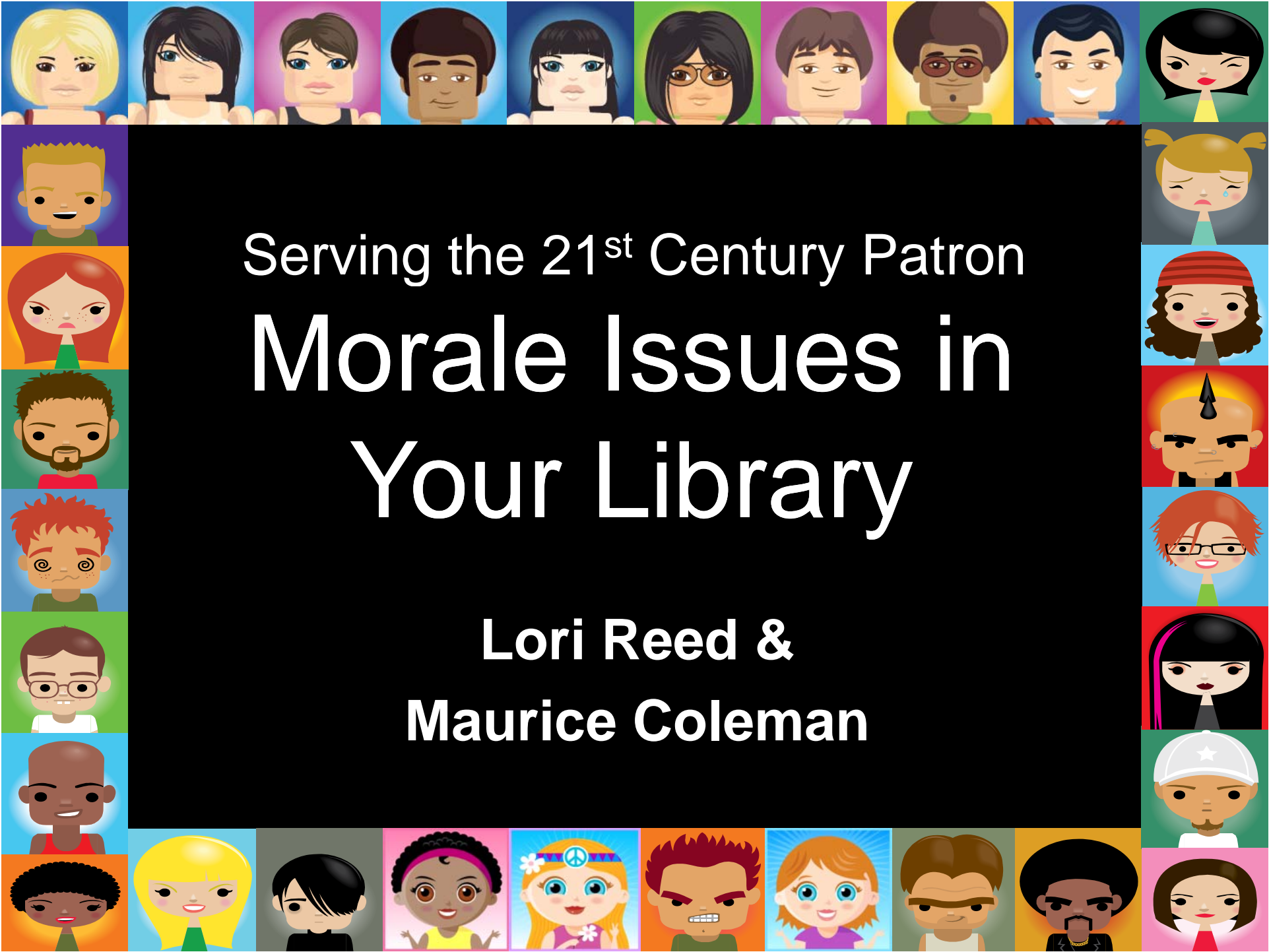
Morale Issues in your Library

Lori Reed
consultant,
strategic planner,
LJ "Mover &
Shaker," blogger,
editor, and LearnRT
board member



Maurice Coleman
technical trainer,
Harford County Public
Library, and LJ
"Mover & Shaker"





Serving the 21st Century Patron
Morale Issues in
Your Library

Lori Reed &
Maurice Coleman

define: morale

Type one word in chat that sums up morale in your library.

Morale

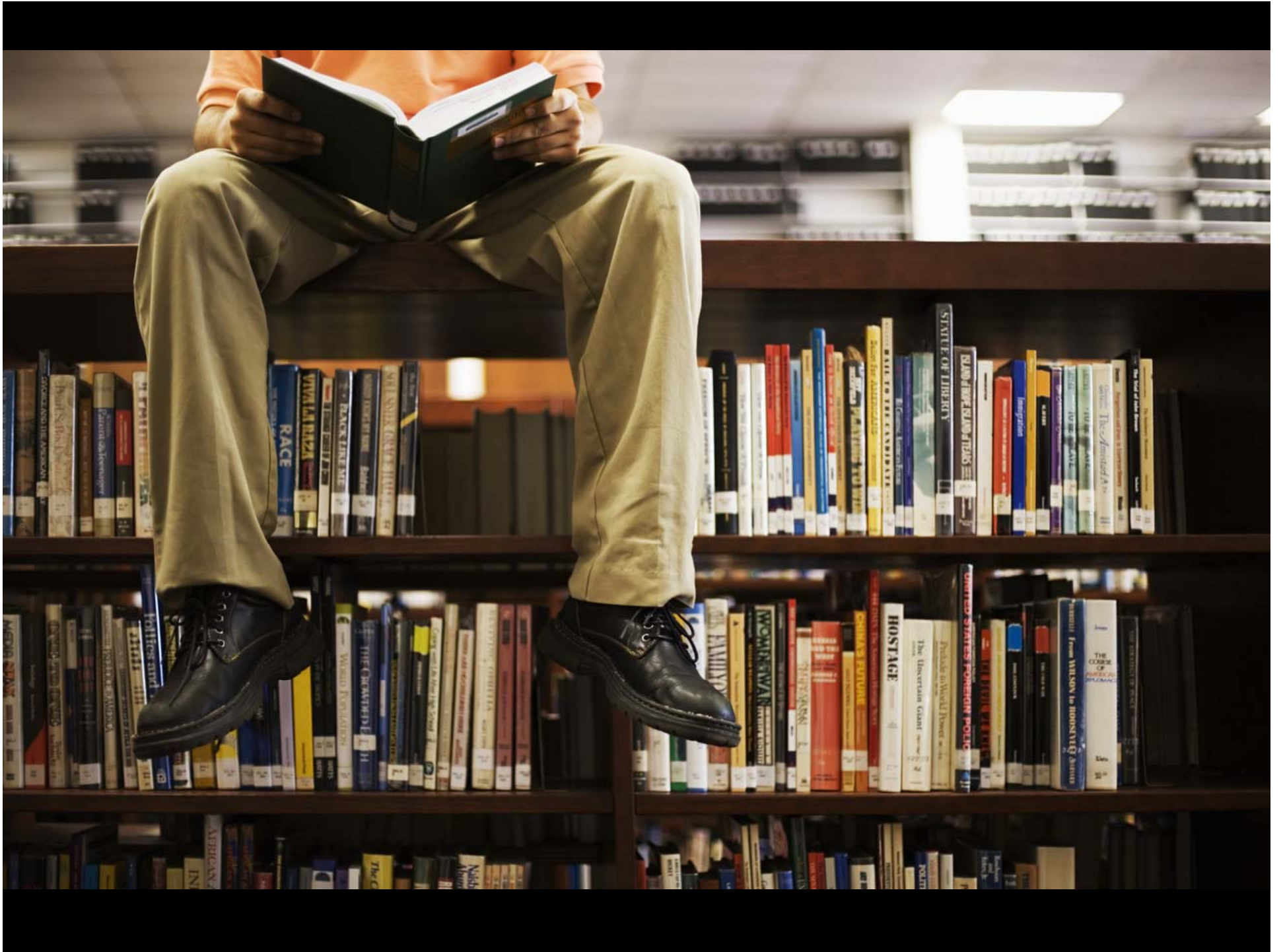
[*muh*-ral]

-noun

Emotional or mental condition with respect to cheerfulness, confidence, zeal, etc. especially in the face of opposition, hardship, etc.

Source: Random House Dictionary







Some Causes of Low Morale

- Poor communication
- Bad management decisions
- Lack of training
- Limited personal growth
- Limited professional growth
- Lack of respect
- No common goals
- Misaligned goals
- Economy
- Layoffs
- Impending layoffs
- Other libraries suffering
- Lack of work/life balance
- Little or no accountability
- Silos

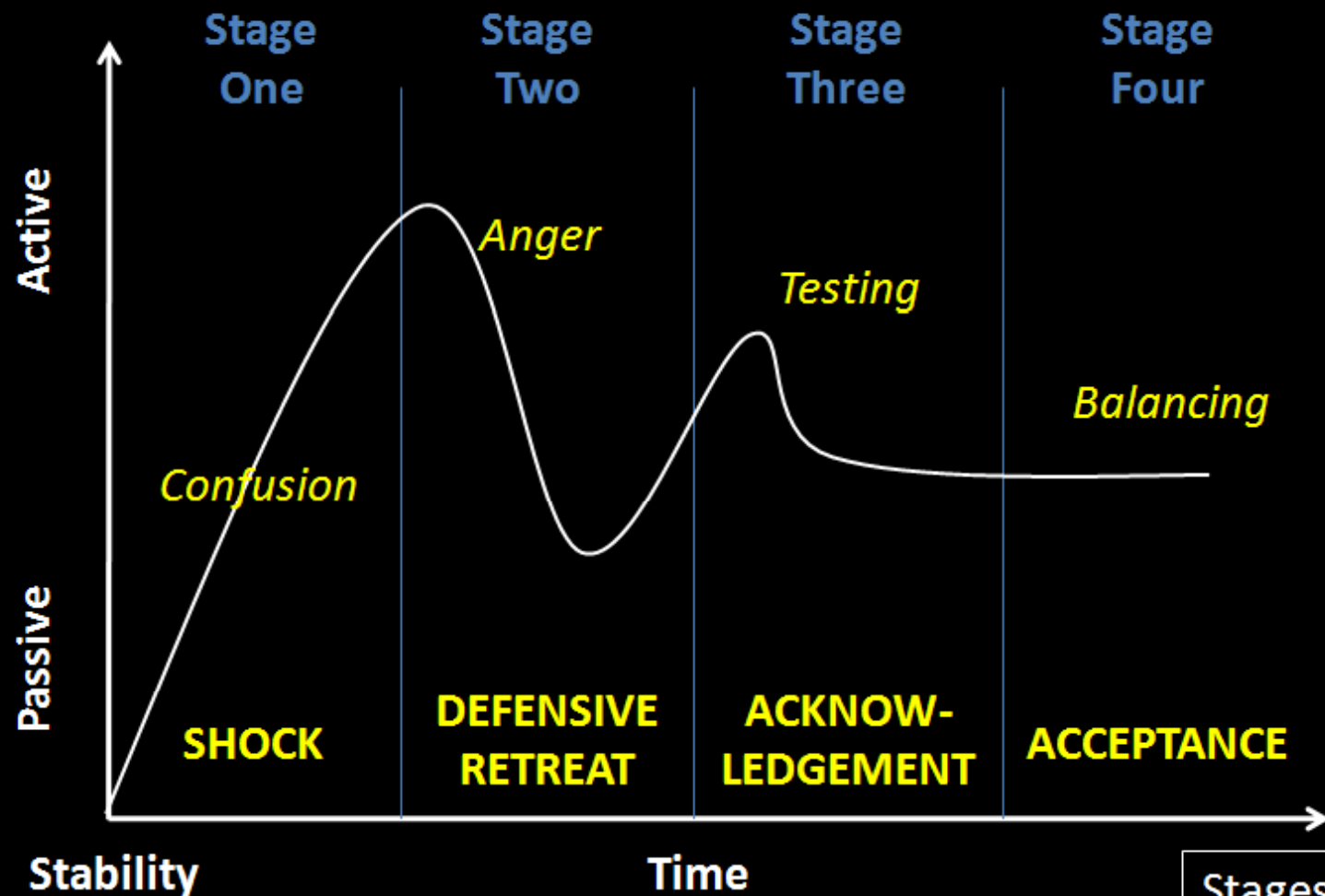


Image Source: <http://www.baristanet.com>

Each of us has the power to influence morale in our organizations.



The Stages of Change



Stages - CAPS
Phases - Italics

Increase Organizational Morale

- Recognition + appreciation
- Mentoring
- Transparency

More Organizational Morale

- Improve communication
- Cross training + encourage pitching in
- Eliminate corporate cliques
- Organizational encouragement

Even More Organizational Morale

- Lighten mood as an organization
- Informal and formal social events to promote friendships
- Support personal & professional development

**Can we be
funny?**

**Why start
now?**



SATURDAY NIGHT LIVE

Increase Personal Morale

- Sometimes it is not about you
- Develop your skills
- Leave work stress at work

You CAN Increase Personal Morale

- Leave home stress at home
- Find joy in other parts of your life
- Find success and motivation in other parts of your life

Even More Personal Morale

- Find either a new reality or a silver lining.
- Suck it up.
- If all else fails, find another job/career. Life is too short to be unhappy.

Last Bit About Personal Morale

Remember the
“serenity prayer message” -
control what you can, let go
what you can't, and try to
recognize the difference

The Four Agreements

Be impeccable with your word

Don't take anything personally

Don't make assumptions

Always do your best

-Don Miguel Ruiz

“This is how I took care of my own personal morale. Advocacy” –Lori Reed



[HOME](#)

[CONTACT US](#)

[ABOUT SAVE LIBRARIES](#)

[INDEX](#)

[SAVE LIBRARIES TWITTER ARCHIVE](#)

About Save Libraries

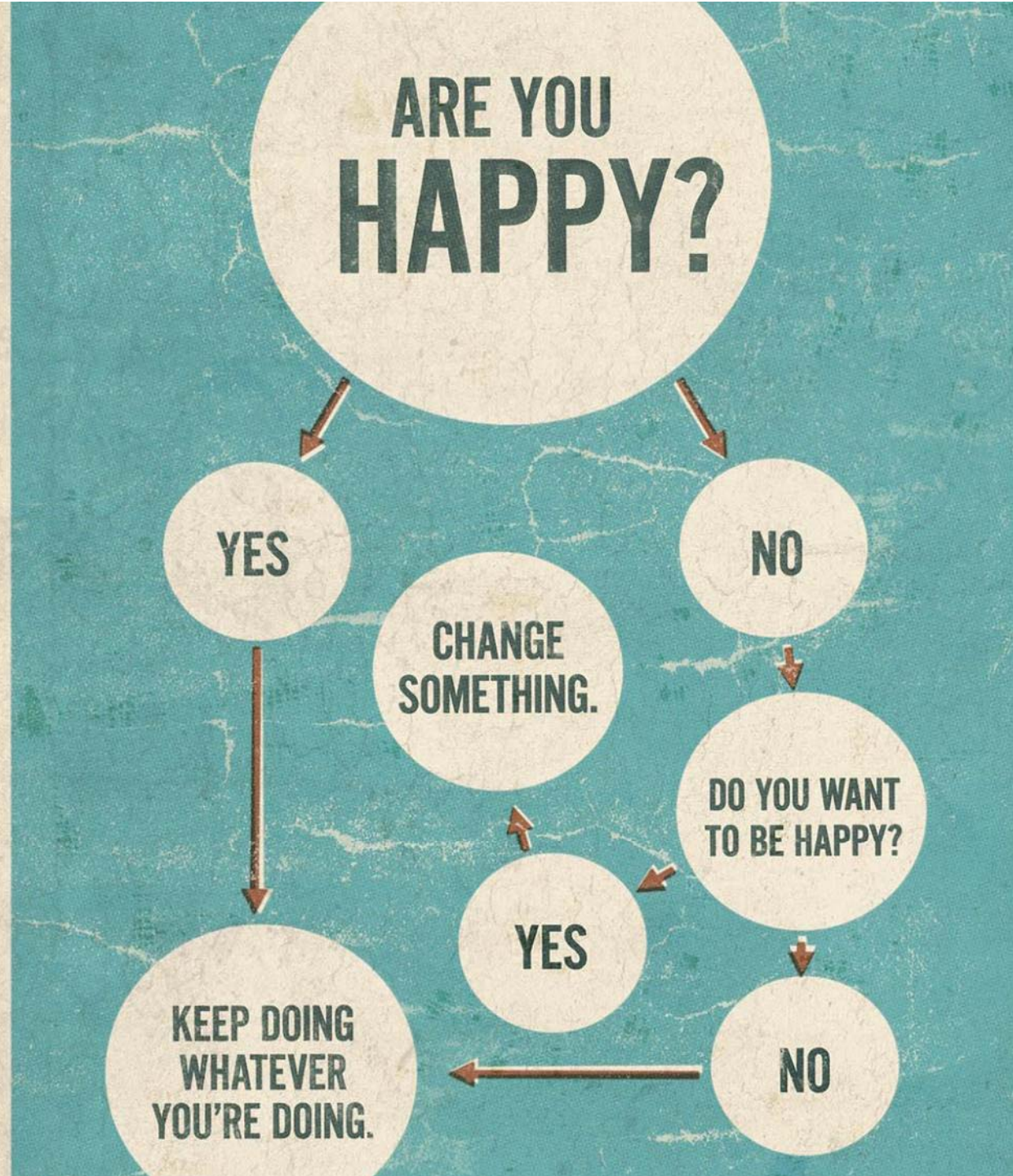
Save Libraries is a grassroots effort to compile information and advocacy resources for libraries that are facing devastating budget cuts. We are in the midst of what American Library Association and the Center for Library and Information Innovation at the University of Maryland call a "perfect storm" of growing community demand for library services and shrinking resources to meet that demand.

In a time when people and communities need libraries the most, libraries are reducing their hours or worse closing their doors.

Please [contact us](#) if you are interested in contributing to the site. If you are contributing through your own blog or social network, please tag your content with #savelibraries or #savelibs to make it easier for us to find.

[SaveLibraries](#) is hosted by [LISHost.org](#). Special thanks to our sponsors [LISHost](#) and [In My Book@!](#)

Image source: <http://blog.h34dup.com/?p=1559>



Resources

- Noer, David. *Healing the Wounds: Overcoming the Trauma of Layoffs and Revitalizing Downsized Organizations (Revised and Updated)*. New York: Josey-Bass Publishers, 2009.
- Ruiz, Don Miguel. *The Four Agreements: A Practical Guide to Personal Freedom, a Toltec Wisdom Book*. New York: Amber-Allen Publishing, 2001.
- Secretan, Lance H.K. *Reclaiming Higher Ground: Creating Organizations that Inspire the Soul*. New York: McGraw-Hill, 1997.
- Salemi, Ray. *Leading After a Layoff*. New York: McGraw-Hill, 2010.



Lori Reed

lorireed.com

lori@lorireed.com



Maurice Coleman

tisfortraining.wordpress.com

baldgeekinmd@gmail.com