



EPISODE RECAP: MARCH 25, 2005

THE APPRENTICE | 9/8 PM THURSDAY | NBC

RECAP:

I knew it was going to be a great show when THIS group had to pull out the power tools.

If you listened to Erin's exit monologue, this another example of someone not taking responsibility and lacking insight. She really believed she was fired because she couldn't use a circular saw. But what she really didn't get is that when she was asked to do something new, her attitude kept her from adapting. She refused to allow herself to grow in her abilities.

STEPS:

THIS IS IMPORTANT FOR BOTH MANAGERS AND EMPLOYEES: WHEN YOU FIND YOURSELF IN A NEW SETTING.

1. LET OTHERS KNOW TASK IS NEW TO YOU

Don't try to fake your way through, if you don't have experience don't pretend that you do. Erin did this correctly, but I've worked with many people who have tried to fake it and couldn't; I'd suggest it's misleading.

2. ASK HOW YOU CAN HELP

Get engaged. Let others know you ARE interested in helping and are willing to learn new things. Erin let others know she was uncomfortable, but then she checked out, offering her team nothing.

3. WATCH OTHERS AND GET INVOLVED

Particularly if your team doesn't know you, let them know what skills you bring to the table. She had the ability to do the presentation, but she didn't offer it and wasn't asked to do it because of her attitude displayed that she had checked out.

This was interesting because she might have had an opportunity to save herself If she had focused on the project manager's responsibility to fully use the skills of everyone on the team. Instead she was attacking Chris for being unprofessional which was really a distraction from her own poor performance, and then she was the one who winked at Donald Trump and asked him to ignore the opinions of his two top executives.

THIS EPISODE ALSO GAVE US SOME MORE IMPORTANT RULES TO FOLLOW AT WORK:

4. Winking at work is NEVER professional

5. It's almost always a mistake to ask a leader to ignore the opinions of his/her most trusted team members

P. O. Box 26411

WINSTON-SALEM, NC 27114-6411

MOBILE > 336-408-2272

WWW.DRGUSTAVO.COM

GUSTAVO GRODNITZKY

Dr. Gustavo Grodnitzky offers programs in leadership development, organizational change, team communications, strategic and tactical planning and executive coaching.