



Innovative Thinking about People, Performance, Profit

Argue or Discuss

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Argument - Communication intended to change the other person's mind.

Discussion - Communication intended to understand what the other person means.

In the best and even in the worst of times, employers, employees and consumers need to understand each other's roles and how these roles are intertwined. They need to talk with each other to continue to learn how to improve the company's financial statements, their own paychecks and increase the money that goes to their wallets. It is these roles that drive the American economy. Employers, employees and consumers will not always agree, but they have the freedom to express their perspective. This is the freedom we have in America.

Each of us has to earn and spend money to strengthen the American economy. But how do we do this? What's right for one person isn't right for everyone. So how can we strengthen the economy? Answer - You do what is right for you. All of us doing what is right for each of us will strengthen the American economy.

We have gotten so focused on finding the one answer that we've lost sight that there are many answers. **Each one of us contributes to the solution.** We are better able to dig ourselves out of this economic hole by most people being good enough rather than by everyone being perfect. If we wait until we've figured out the one perfect answer it will be too late. We have a solution when enough of us know enough to be good enough to work at strengthening our economy.

Learning is about understanding what you agree with and what you don't agree with. Learning changes what you agree with and what you don't agree with. Learning is **building knowledge to replace assumptions.**

Solutions are the application of knowledge over assumptions. Luck is the hope that assumptions are better than knowledge. We need to develop solutions not bet on luck.

Right now we're short on solutions. How do we as employees, consumers and owners of government improve financial statements, paychecks and wallets? We learn from business owners. We learn through discussions with them, not arguments.

If you're an employee, talk to your employer. Together, employees and employers can figure out how to improve financial statements, paychecks and wallets. The key to long term success is cooperation between employers and employees. Building a bond of trust is best accomplished when each helps the other get out of difficulty. In this case employers and employees (who are also consumers and owners of government) have the same difficulty, economic downturn. Employers (business owners) can teach their employees why businesses don't create jobs, consumers do. They can teach their employees that American consumers create or destroy

American paychecks. They can teach their employees that they are the consumers who are responsible for saving or destroying their own paychecks.

America has 210,000,000 consumers, 200,000,000 owners of government, 150,000,000 employees, 6,000,000 employers and one government. Government is our tool not the solution. **We are the solution - if we discuss this.**