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Kev Txhawb Siab Yam Tsis Muaj Kev Tsim Qauv Tsis Yog Ib Txoj Kev Npaj

Heather Grizzle · May 1, 2026

Motivation fades when the structure underneath is weak. Why clear systems, not inspiration, carry an organization.

Hauv kev coj noj coj ua, kev txhawb siab feem ntau raug suav tias yog roj cua rau lub cav. Cov koomhaum nrhiav txoj kev hais lus kom raug, txoj kev cob qhia kom raug, tus lus txhawb siab kom raug, lossis lub sijhawm txhawb siab kom raug uas yuav thawb tau tibneeg mus tom ntej. Kev txhawb siab yog ib yam tseem ceeb. Tibneeg xav tau lub hom phiaj. Lawv xav ntseeg tau tias lawv txoj haujlwm muaj lub ntsiab. Tiamsis kev txhawb siab xwb tsis tuaj yeem thauj ib lub koomhaum mus kom deb yog tias lub qauv nyob hauv qab tsis muaj zog.

Qhov no yog qhov chaw ntau lub chaw ua haujlwm to taub tsis raug txog kev kawm thiab kev txhim kho. Lawv nqis peev rau cov ntsiab lus txhawb siab thaum tsis quav ntsej txog cov qauv uas cov neeg ua haujlwm yuav tsum ua haujlwm nyob rau hauv txhua hnub. Ib pab neeg tuaj yeem raug txhawb siab thaum Monday tiamsis kub ntsig lawm thaum Friday yog tias qhov xav tau tsis meej, txoj cai tsis sib xws, cov thawj coj tsis muaj kev txhawb nqa, thiab kev txiav txim siab tsuas yog teb rov qab xwb. Kev txhawb siab tej zaum yuav pib txoj kev txav, tiamsis lub qauv yog qhov txiav txim seb qhov kev txav ntawd puas yuav dhau los ua kev nce qib.

Kev kawm nyob hauv chaw ua haujlwm yeej tsis yog kom luv me li cov ntawv qhia cob qhia lossis cov ntawv kuaj xyuas kom ua raws li cai xwb. Nws yuav tsum tsim kev txiav txim siab. Nws yuav tsum pab tibneeg to taub tias vim li cas txhua qhov kev txiav txim siab thiaj tshwm sim, yuav tswj cov kev pheej hmoo li cas, kev sib txuas lus ntws li cas, thiab dab tsi yog cov qauv coj lub koomhaum. Thaum cov neeg ua haujlwm tsuas tau kawm txog

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haujlwm xwb, lawv ua raws li cov lus qhia. Thaum lawv tau kawm txog cov qauv, lawv pib xav txog kev khiav haujlwm.

puas yuav dhau los ua kev nce qib.

Rau cov lag luam me me, cov koomhaum tsis muaj txiaj ntsig, thiab cov koomhaum uas tabtom loj hlob, qhov sib txawv no muaj feem tseem ceeb. Ntau pab neeg tsis ua tsis tau vim tibneeg tsis muaj kev txhawb siab. Lawv ua tsis tau vim kev txhawb siab raug thov kom them rov qab rau qhov kev tsim kho tsis tau muaj. Cov neeg ua haujlwm raug hais kom "nce siab," "nyob zoo siab," lossis "muaj zog nyob khov," thaum lub koomhaum tsis kam ua tej haujlwm nyuaj dua li kev tsim cov txheej txheem meej, kev haujlwm ntev npaum li muaj feem, kev coj noj coj ua muaj lus teb, thiab kev coj haujlwm ua raws li cai.

Kev txhawb siab tseeb tsis yog ua yeeb yam. Nws tshwm sim thaum tibneeg tuaj yeem ntseeg tau lub qauv uas lawv ua haujlwm nyob rau hauv. Cov neeg ua haujlwm yuav koom siab ntau zog thaum lawv to taub lawv lub luag haujlwm, muaj peev xwm mus siv tau cov ntaub ntawv muaj txiaj ntsig, tau txais kev qhia meej ncaj, thiab paub tias txoj cai yuav raug siv ncaj ncees. Cov thawj coj yuav ua haujlwm tau zoo dua thaum lawv tsis raug yuam kom xav tswv yim tam sim ntawd rau txhua qhov kev sib cav, kev thov kev pab tshwj xeeb, teeb meem tsim neeg ua haujlwm, lossis kev txhawj xeeb txog kev ua raws li cai.

Ntawm Novara Consulting Group, peb saib kev txhawb siab, kev tshoov siab, thiab kev kawm ua cov cuab yeej ua haujlwm. Lawv tsis yog cov lus qhuas. Lawv yog ib feem ntawm kev tsim khoom rau cov neeg ua haujlwm. Ib lub koomhaum muaj zog tsis yog tsuas yog hais kom tibneeg quav ntsej xwb. Nws muab lub qauv, kev paub, thiab cov xwm txheej coj noj coj ua uas xav tau kom ua haujlwm muaj ntsiab tau zoo.

> **QHOV SIB TXAWV UAS TSEEM CEEB**
>
> Cov koomhaum uas yuav vam meej tsis yog cov uas muaj lus txhawb siab nrov tshaj. Lawv yog cov uas muab lub hom phiaj los ua txheej txheem, muab kev kawm los ua kev muaj peev xwm, thiab muab kev coj noj coj ua los ua cov qauv muaj lus teb.

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TIPS

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Yuav Hais Qhov Chaw Li Cas

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