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I'm working on a follow-up book to the right interview for success. A The title of work is the official guide to success. A I am interviewing experts in each of the five successful keys I discuss in the right interview: Self-confidence, Positive Personal Impact, Outstanding Performance, Dynamic Communication Skill and Interpersonal Competence. Knowing and following the basic rules last week, I interviewed Lydia Ramsey, author of Manners That Sell, to get her thoughts on the label. As usual, Lydia and I had a great conversation. "There is one other thing, and it is often forgotten or neglected nowadays"...Thanks written by hand. I smiled when he said that, as I believe that handwritten thanksgiving tickets are a powerful way to stand out as a kind and educated person, they also contribute to building your personal brand, thanks for helping him build a solid network of supporters who played an important role in making him elect. A Handwritten thanks note work for the Presidents "and they will work for you. How do you feel when you get a handwritten note? Surprised? Nice to meet you? Happy? I bet it's probably a combination of all three things. A On this day of e-mail and texting, handwritten notes almost made the road of horse and carriage. A This is bad news for those who want a more graceful lifestyle. A It is good news for you, because it offers you a simple and simple way to create a positive personal impact. It is a personal story about the power of handwritten notes. A Several years ago, I was visiting a client. A He invited me to his house for dinner. His wife was very kind and prepared a nice meal. I sent you a note of thanks. A A few months later, I was working with him again. A This time, I brought him and his wife out to dinner. A We sat at the table, put his hand in his bag and pulled out the thank-you note I had written months earlier. He said, "I was so excited to receive this. "When Joe came home that day, I ran out with the letter in my hand, saying, "Look what I have!" I've been working with this client ever since. He told me that one of the reasons why he keeps getting involved is the fact that his wife loves me so much. This was a win-win for me. I built a strong relationship with a customer as a result of a simple note of thanksgiving. A Equally important, I did something that made another person feel appreciated and valued. A In other words, I have created positive personal impact. The day after our conversation, I sent Lydia a handwritten note. A It was the least I could do after he so kindly shared his thoughts with me. My new book will be better because of contribution. contribution.The point here is simple. Handwritten thanks notes help create a positive personal impact. On this day of emails and texting, a handwritten note sets you apart from the crowd. Because handwritten notes are becoming so rare, they have an even greater impact than when old George Bush was writing them years ago. Invest in some simple note cards and matching envelopes. Have your name printed on the top of the paper, and your work address printed on the back of the envelope. Send a note when someone helps you or does something nice for you. Not only will you create a positive personal impact, you will be on the road to success. This is my grip on the power of handwriting thank you notes. What's yours? Leave a comment that shares your thoughts. As always, thanks for reading a and commentary. Do you need to have a personal brand? The truth is that you have a brand whether you want one or not. Your personal brand is the impression you make combined with the reputation you create in society. This is simply the way you introduce yourself to the world and the impact you have after you leave. Many are uncertain with their brand. They simply act as themselves, disagreeing on how they affect the people around them. Sometimes this works well, but often these same people wonder why they don't get the respect, the accompaniment, or the opportunities they crave. Those who proactively build and develop their personal brand can attract the right opportunities for the right reasons. They can stop the deterioration of the mark before it gets out of hand. Without awareness and active cultivation, others will build your brand image, whether you agree with it or not. Do not let the world dictate how you are perceived. Take control of your reputation and your destiny. Here's a quick guide to developing the three pillars of a successful personal brand. Miss one of them, and your brand you topple. A great personal mark should be: No matter how much people feel, they can't help projecting who they really are. They may deceive themselves into thinking that people see them differently, but in the end the truth comes to the surface. The brand he draws must be true to who you are. It should be consistent with your core values, your abilities and your history. Being self-aware helps a lot here. If you think you have blind spots, do this: Write a list of 10 adjectives that describe you. Now go to lunch with the five people who know you best. Ask them to make the same list about you. Compare lists and search for common descriptors. Any variation between your list and that of others should give you an insight into how you perceive yourself differently from the people around you. For more information, try same exercise with colleagues and acquaintances who barely know you. Adapt your behavior to achieve equality. Try this exercise periodically until your list matches the others. There is no crime in being unpredictable for itself, but mostas a certain level of trustworthiness between friends and colleagues. Your brand will suffer if your actions and words are not consistent. For example, if you keep talking about punctuality but you're usually late, people will not only be frustrated by your delay, but they may also brand you as a hypocrite. Be intentional with your brand. Decide what is really important for your image and then make a concerted effort to practice what you preach. If you fail to meet your standards, then change your standards and be accommodating and understanding towards those who have similar attributes.Most likely you've seen people in a constant state of dissonance. People in their lives don't adapt to their goals. The activities they undertake are harmful to their goals. The choices they make about their time and lifestyle interrupt their happiness and path to success. Some thrive in chaos, but this also becomes the brand they project. People with strong personal brands make deliberate decisions about their time, activities and people around them. Choose to surround yourself with people who celebrate and improve your life. Carefully manage your time and resources to support the reputation and lifestyle that will result in your favorite future. If so, sign up here and never miss Kevin's thoughts and humor.You can also learn more about this topic in Kevin's program this week. Just click here. In an intense work environment where everyone "fakes until they can", there is pressure to always have the right answer to any question. I got it. I also love being right and having the most useful advice for people. Maybe it's a firstborn thing? Maybe it's just being a hardcore person pleasing to heart?Whatever my reason and whatever yours, our quest to answer every question correctly can actually keep us from working. You don't know everything. It's hard to hear. I know, and I'm sorry, but it's true.You have to say, "I don't know" regularly, and here's why.Responding to questions under pressure or out of habit typically doesn't result in the most well thought-out answers. At worst, a wrong answer provided with confidence is dangerous and expensive. Most of the time, however, it's just a colossal waste of time. I like not to waste any more time than I love to have the right answer. Most other people feel the same way.By always having an answer, you inadvertently undermine your credibility. That's because everyone knows you don't know everything, and you start to sound silly by always giving a sure answer, even when it's obviously wrong. Your team would rather you admit you don't know something than pretend just for the sake of sounding competent".But what's going on? Do I really always know the answer to all the questions I get asked at work?", you ask. If you really think you have the answer to every problem that comes up at work, then I'd say you've stayed too long in your life. role. If you've learned literally every aspect of the job, it's time to go. You're not testing yourself anymore. Move vertically to get more perspective and visibility, or move sideways to a different sector to face the challenge this way. Both strategies work to get out of stagnation.Instead of always providing an answer, I propose a simple strategy: say "I don't know" when you don't know. So, follow that statement with, "... and I'm going to find out" or "will it get back to you" or "what do you think?"Now, that's not an excuse for not preparing like crazy for the questions you expect to get during your next big presentation. I recently saw an episode of Shark Tank in which the contestant was rejected by Mark Cuban. During the question-and-answer session after his speech, he left no room to reflect or open up to follow Cuban's advice. She appeared arrogant because she had an answer for everything. Clearly he wasn't interested in working with someone like her, and based on what I saw, I wouldn't be either.The alternative is to think about your knowledge and your ability to answer questions on three levels: basic, stretching and growth.You should definitely have the basic knowledge you need to play the role you're paid to play. You should stretch out and look for answers to all the questions you have around the edges of your experience, questions you are able to anticipate but don't know the answer yet. And, you should intentionally put yourself into situations that will challenge your thinking by exposing yourself to questions that you could not possibly foresee. These are the most fascinating and challenging questions you will receive. They're the most memorable. They stay with you and have the potential to change the course of your most important work.Looking for questions that will drive you to work will not only make you grow as a person, but will also show your team that you are humble and willing to learn, two underrated but excellent qualities in a leader. Remember that saying "I don't know" sometimes doesn't make you look incompetent a will increase your team's confidence that you're always giving the truthful answer possible.If you enjoyed this column, sign up for email alerts in the Work Life Lab and you will never miss a post. post.

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