

## PROFITS DROP WHEN YOUR SPOUSE KICKS THE DOG

*Spillover* is the term psychologists use to describe when one area of your life “spills over” into another area, and *crossover* describes how your emotions and behaviors “cross over” to other people. An abundance of research shows that work factors impact your:

- Health
- Marriage
- Children’s behavior
- Happiness and quality of life

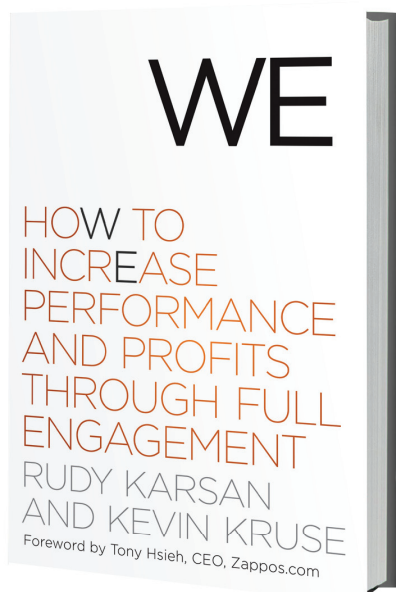
**“ Working for a bad boss may be as harmful to your heart as smoking. ”**

### KEY TAKEAWAYS FOR INDIVIDUALS

- Your identity as a worker and feelings about your job have a critical impact on all areas of your life.
- If you want a great life, you need to be fully engaged at work.

### KEY TAKEAWAYS FOR MANAGERS

- Managers shape the work environment, which drives employee engagement, which in turn spills over into all areas of an employee’s life.
- On any given day, your leadership behaviors have a far-reaching impact. You are not a doctor, and yet you have a role in your team members’ health. You aren’t a marriage counselor, yet you influence your team members’ relationships with their spouses. You aren’t a teacher, yet you contribute to how your employees’ children behave in school.
- Are you living up to that responsibility?



This chapter summary is from the book, *We: How to Increase Performance and Profits Through Full Engagement*, by Rudy Karsan and Kevin Kruse. Please purchase the book from your favorite book reseller, or for more information, visit [www.WeTheBook.com](http://www.WeTheBook.com).