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Kevin Spagone
(888) 477-5613 or (203) 488-6944
Kevin@reitmanpersonnel.com

Reitman Security Search, 163 Cedar Street, Branford, CT 06405

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Reitman Security Search is a leader in executive recruitment and consulting, supporting the electronic security/critical building systems space for over 20 years. Our clients include the industry's most sought-after employers; public and private software solutions providers, electronic security technology manufacturers, systems integrators, specifiers/consultants and distributors. Here are some examples of our practice.

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6 Toxic Behaviors That Push People Away: How To Recognize Them In Yourself and Change Them

In my line of work, I hear from hundreds of people a month, and connect with professionals in a more public, open way than ever before. Through this experience, I've seen scores of toxic behaviors that push people away (including me). And I've witnessed the damage these behaviors cause - to relationships, professional success, and to the well-being of both the individual behaving negatively, and to everyone around him or her.

Let's be real - we've all acted in toxic, damaging ways at one time or another (none of us are immune to it), but many people are more evolved, balanced, and aware, and it happens only rarely in their lives.

Whether your toxic behavior is a common occurrence, or once in a blue moon, it's critical for your happiness and success that you are able to recognize when you're behaving badly, and shift it when it emerges.

The 6 most toxic behaviors I see every day are:

Taking everything personally

In the powerful little book *The Four Agreements*, don Miguel Ruiz talks about the importance of taking nothing personally.

People are toxic to be around when they believe that everything that happens in life is a direct assault on them or is in some way all about them. The reality is that what people say and do to you is much more about them, than you. People's reactions to you are about their filters, and their perspectives, wounds and experiences. Whether people think you're amazing, or believe you're the worst, again, it's more about them. I'm not saying we should be narcissists and ignore all feedback. I am saying that so much hurt, disappointment and sadness in our lives comes from our taking things personally when it's far more productive and healthy to let go of others' good or bad opinion of you, and to operate with your own heart, intuition and wisdom as your guide. So yes - don't take anything personally.

Obsessing about negative thoughts

It's very hard to be around people who can't or won't let go of negativity - when they dwell on and speak incessantly about the terrible things that could happen and have happened, the slights they've suffered, and the unfairness of life. These people stubbornly refuse to see the positive side of life and the positive lessons from what's transpiring. Pessimism is one thing - but remaining perpetually locked in negative thoughts is another. Only seeing the negative, and operating from a view that everything is negative and against you, is a skewed way of thinking and living, and you can change that.

Treating yourself like a victim

Another toxic behavior is non-stop complaining that fuels your sense of victimization. Believing you're a victim, that you have no power to exert and no influence on the direction of your life, is a toxic stance that keeps you stuck and small. When you stop whining, and refuse to see yourself as a hapless victim of fate, chance or discrimination, then you'll find that you are more powerful than you realized, but only if you choose to accept that reality.

Cruelty - lacking in empathy or putting yourself in others' shoes

One of the most toxic and damaging behaviors - cruelty - stems from a total lack of empathy, concern or compassion for others. We see it every day online and in the media - people being devastatingly cruel and destructive to others just because they can. They tear people down online but in a cowardly way, using their anonymity as a weapon. Cruelty, backstabbing, and ripping someone to shreds is toxic, and it hurts you as well as your target.

Excessive reactivity

An inability to manage your emotions is toxic to everyone around you. We all know these people - men and women who explode over the smallest hiccup or problem. Yelling at the bank teller for the long line, screaming at your assistant for the PowerPoint error he made, or losing it with your child for spilling milk on the floor. If you find that you're overly reactive, losing it at every turn, you need some outside assistance to help you gain control over your emotions and understand what's at the root of your emotionality. There's more to it than appears on the surface. An outside perspective - and a new kind of support - is critical.

Needing constant validation

Finally, people who constantly strive for validation and self-esteem by obsessing about achieving outward measures of success, are exhausting to be around. Those men and women who get caught up in the need to prove their worth over and over, and constantly want to "win" over their colleagues or peers, are toxic and draining.

Overly-attaching to how things have to look and be, and to achieving certain milestones and accomplishments rather than going with life in a more flexible, easy manner, can wear you out and bring everyone else around you down. There is a bigger picture to your life, and it's not about what you achieve or fail at today. It's about the journey, the process, the path - what you're learning and applying, how you're helping others, and the growing process you allow yourself to engage in.

As always, we're interested in your thoughts and feedback on these hiring, selection and retention insights.

*Source: Kathy Caprino, forbes.com, "Finding Brave"

Recent Placements and Current Engagements

Software Sales- Major Projects/Datacenter- NYC Metro Region

Regional Sales Manager- Cloud-Based Access Control: Midwest- **COMPLETED**

Regional Sales Manager- Enterprise Access Control Software- Eastern US

Vertical Market Regional Sales- Access Control-Higher Education/Campus

Sales Engineering Leader- Southern CA

End User Business Development- Network Video Solutions- New England Territory

Regional Sales Manager- Surveillance- Toronto/Ontario Region

VP Sales- Physical Security Solutions- **COMPLETED**

Regional Sales Manager- Access Control- Pacific Northwest

Federal Accounts Sales Executive- Enterprise Identity Management/Access Control

Regional Sales Manager- Access Control- Upper Midwest Region

Product Manager- Enterprise Access Control/Identity Management/Cloud Solutions

Director of Sales Engineering- Access & Video Platform

Chief Revenue Officer/Sr. VP Sales- Private Equity- **COMPLETED**

Vertical Market Sales- Retail Solutions

Vertical Market Sales- Banking/Financial Services

Manager of Sales Engineering: Access and Identity Management Software-VA/DC

Operations Manager- Enterprise Systems Integrator- Metro NYC Region- **COMPLETED**

General Manager- Systems Integration/Life Safety Solutions- Boston

Regional Sales- Connected/IoT offerings- Intelligent Building Software- NYC

Regional Sales Manager- Cloud-Based Access Control: Western US- **COMPLETED**

Solutions Architect- Cloud/IoT offerings

Reitman Security Search | (888) 477-5613 | www.reitmanpersonnel.com/security

STAY CONNECTED:

Kevin Spagone, Director: Kevin@reitmanpersonnel.com
Direct Line: (203) 643-6898



Peter Aloï, Executive Search Consultant: Peter@reitmanpersonnel.com
Direct Line: (203) 643-6897



Brandon Foster, Candidate Development Specialist: Brandon@reitmanpersonnel.com
Direct Line: (203) 643-6894

