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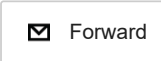
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- **Discrimination in the workplace:** There were 76,418 discrimination charges filed in FY 2018, a decrease of 9.3% from the 84,254 filed in FY 2017, and well below the 2008-2016 annual average of 94,000. (EEOC)
- **Biggest source of stress:** What's the biggest source of stress at work? No surprise: One's boss, 35% of respondents cited this. Also 80% noted that a leadership change, "such as a new direct manager or someone higher up the organizational chart," affects stress levels. (Forbes)

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"I'm continually trying to make choices that put me against my own comfort zone. As long as you are uncomfortable, it means you are growing" ~Ashton Kutcher

"Everybody wants to be famous, but nobody wants to do the work. I live by that. you grind hard so you can play hard. At the end of the day, you put all the work in, and it'll eventually pay off. It could be in a year; it could be in 30 years. Eventually, your hard work will pay off" ~Kevin Hart

Books Authored by Joel A. Garfinkle

Gain the Competitive Edge In Your Career



Garfinkle Executive Coaching - The top online resource for creating fulfillment at work.
Recognized as one of the best: Acknowledged as one of the top 50 executive coaches in America.
Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

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