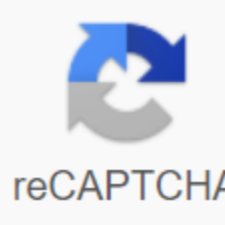


## Affect vs effect worksheets

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If you're editing multiple sheets in Microsoft Excel, it might be helpful to group them together. This allows you to make changes to the same range of cells in multiple sheets. Here's how to do it. Grouping multiple sheets in Microsoft Excel Grouping sheets together in Excel can be useful if you have an Excel work book with multiple sheets that contain different data but follow the same layout. The example below shows this in action. Our Excel workbook, called School Data, contains several sheets related to the school's operation. Three sheets have student lists for different classes, called Class A, Class B, and Class C. If we group these sheets together, any actions we perform on any of these sheets will be applied to all of them. For example, let's say we want to insert the IF formula into the G4 (G4 to G12) column on each sheet to determine whether students were born in 1998 or 1999. If we group the sheets together before inserting the formula, we can apply it to the same cell range on all three sheets. ANSWER: How to use the logical features in Excel: IF, AND, OR, XOR, NOT To group worksheets together, click and hold the Ctrl key and click on every sheet you want to group together at the bottom of the Excel window. Grouped sheets are displayed with a white background, while unselected sheets appear in gray. The example below shows the IF formula we suggested above, inserted into the Class B sheet. Grouping all the sheets in Microsoft Excel When you press and lash Ctrl, you can select a few separate sheets and group them together. If you have a lot more book, however, it's impractical. If you want to group all the sheets in the Excel work book, you can save time by correctly clicking on one of the sheets listed at the bottom of the Excel window. Click here to select all the sheets to group all the sheets together. By not grouping worksheets into Microsoft Excel Once you've finished making changes to multiple sheets, you can ungroup them in two ways. The quickest method is to click on the selected sheet at the bottom of the Excel window and then click Nongroup Sheets. You can also ungroup individual sheets one at a time. Simply click and hold Ctrl, and then select the sheets you want to remove from the group. The tabs of the sheet that you ungroup will return to the gray background. Last updated October 14, 2020 Do you absolutely hate failing? You're lucky because today you'll learn the art of how to tackle in your working life. The magic trick is called power delegation. Failure is often the result of an excessive burden. When you take on more than you can handle, you are not able to work well, even if you have the experience to do it perfectly. It's demotivating, a waste of time, and very annoying. Let's look at delegation powers to figure out how to make the most of it. Delegation of authority is neither magic nor rocket science. This is exactly what it means: the separation of workload and power distribution. Now, this is where most bosses worry. They

misunderstand the idea and believe that distribution will take away their power. However, the separation and distribution of powers is like giving the entire team autonomy over their own work, but their control is limited to that. The chief still has superiority over all employees. The delegation of the authorities minimizes the workload of the superior. This work is broken down into smaller tasks and is teamed, so each participant works simultaneously to finish the project in a shorter time. The delegation of powers has three elements: 1. The imposition of responsibility is the first step in the process. A person who responds, such as a manager or team leader, assigns certain tasks to other team members that must be performed in a certain period. Of course, this is only possible if the boss has more control and authority in the work environment than subordinates. 2. Empowering the next step is to give subordinates sufficient authority and responsibility to carry out the task and act independently. Let's say you're a manager who has singled out one person on your team to do a certain job. This assignment will be useless to you if a subordinate has to come to you every step of the way to get the permission and signatures needed to complete the dedicated task. If you don't give authority, you don't delegate. Instead, you only assign a task, and it won't bring you any benefits. In addition, the granting of authority places a subordinate accountable. This person is now responsible for what they are assigned to, as they like. It's up to them as they solve obstacles. All you, as a manager, should be concerned about is the final results. 3. Maintaining Accountability There is always a risk that some team members may not act responsibly, especially when they have been given authority over the assigned task. This is why you have to make every employee or team member accountable through certain rules and regulations. The boss should always have the right to ask the person in charge about his task. Creating a culture of accountability is important, and accountability goes up in the hierarchy of the work environment. Never offering leniency in this regard if you want to provide quality products. It's This. providing and receiving feedback helps improve future work ethic immeasurably. Many times, bosses take on all the responsibilities because they have a hard time trusting someone else to do the job as well as they will do themselves. This is a real concern, and it may deter you from receiving most of the delegation's powers. But with this risk comes a long list of benefits. It's really important to delegate authority to improve your organization and team. Superiors can Perform BetterThe most important advantage of delegating authority is that the manager shares the authority and gets the time to do his actual work. As a manager, your first duty is to keep your team flowing. With your workload kept to a minimum and more time at hand, you can pay attention to the small details. This gives managers time to look at more important things. At the same time, they get a chance to check which team members are most effective. In case of any problem, the delegate has enough space in his schedule to sit down to figure out the solution. In general, this leads to more efficient performance on the part of the manager. The subordinates learn with a certain degree of power in their hands, subordinates begin to feel useful and important. This feeling is the most important way to perfection. Because your subordinates work independently, they not only improve their existing skills, but also work better. Since they are the ones who control, they are the only ones responsible for everything they put on the table. This sense of responsibility provides a necessary impulse of motivation. In addition, in the delegation of authority, bosses and subordinates work to a certain extent at the same level. This allows team members to learn from their supervisors, as well as polishing their knowledge practically. Leads to better relationships If you are in charge of any team, work as a manager, or own the organization you work for, you already know why employee-employer relationships are vital. The same applies to each working group. So even if you're just one small group of 5 people in a multinational organization, the rules are consistent. By letting go of some responsibilities and giving people a chance to grow, you spread the positive vibrations of the work. It all works in a cycle where you give the team some authority, they feel important and superior, your trust in them is strengthened and you continue to delegate authority to move forward. There is a whole mechanism that supports delegation of authority. If done correctly, this concept has numerous However, the key is that it is done correctly. 1. Choose the best person It is not easy to trust another person to do what you would rather do yourself. That's why it's important that you delegate a task only to someone you fully believe in. The easiest way to do this is Pre-donkey skills and qualities of each team member. In your opinion, have a clear idea of who is doing what is best. So if there is one particular person who succeeds in technology, you will know where to go every time there is a job associated with this skill. Once you are satisfied with who is under control, more than half of the problem will be solved and everything is likely to go smoothly. 2. Offering enough autonomy One huge mistake you can make is to break the task too much. Let's say your 10-person team has to organize an office party for 100 people. You have to manage the location, decorations, food and furniture. You can assign 4 people each from 4 main tasks, or you can split each component further into small tasks. In the case of the last task will overlap, everything will be confusing, and none of your team members will have full control over the assigned task. This usually results in a final result that is extremely inconsistent. Clear communication One of the main aspects of delegation is the availability of clear instructions. From the details of the task to the timing, the person who has to do the work must be clear on every detail. If they do not know what is expected of them, they will never be able to satisfy the delegate. You can learn more about effective communication in this article. 4. Avoid unnecessary pressure Yes, diamonds are formed only after the coal is under enormous pressure. But, frankly, when implementing delegation of authority, you do not need to implement this strategy in the working environment. Offer enough time and flexibility for each person to be able to offer their best performance. Some people can work better under pressure. In this case, let the person make this decision for themselves. 5. Offer a helping hand just because you have given someone else a task and power does not mean that you have to back down completely. In fact, you should try to be part of the process, but only from outside a certain boundary. This is something you will have to figure out, practically according to the needs of your work environment. However, this will eventually lead to you being a more respected leader: the important thing is that if someone is faced with a delegated problem, don't give up on help. Offer advice and support so that your team can learn from you. This will ultimately benefit your organization. Final thoughts are convincing, it is safe to say that delegation of authority is a very useful method for taking in the workplace. This provides a positive work environment as well as fruitful results. This is what all leaders must realize to achieve time and a productive workspace! Read more on the importance of delegationNaurea photo credit: Dylan Gillis via unsplash.com unsplash.com unsplash.com

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