

THE EXTRA POINT

BY JERRY ROBERTS



176 Different Looks at Nepotism – Pt. 2

Yesterday we began to talk about nepotism, based on a request by listener Elvin Quitano. We focused mostly on how it applies to the Government of Guam. I'm Jerry Roberts and today, we broaden our view a bit and see if nepotism can ever be productive. That's next, on The Extra Point.

Yesterday we discussed that nepotism isn't prohibited by GovGuam, but there are some limitations and those can be waived for quote-unquote, "The good of the government service."

When people think of nepotism, it's always in the framework of unfairness and people gaining benefits without merit. We immediately take the stance that somebody is getting away with something, and at the expense of someone else. Is it fair on our part to do that?

I raised questions yesterday before signing off. Let me repeat them. How much nepotism is there in GovGuam? How many jobs have been given out because of family ties or even close friendships?

Has government performance suffered as a result? What proof is there that a specific downturn or failing on the part of GovGuam can be attached to nepotism? Would such proof stand up in a court of law, or only in the court of public opinion?

I don't know and I think it would be a huge undertaking to get those answers, especially an analysis of the true impact of nepotism on trackable GovGuam performance.

For those who want to eliminate all such hirings in the future, I'm not sure that's going to happen — at least not any time soon. That said, we can set standards that could yield something beneficial, whether we're dealing in government or the private sector.

So let's say you'd like to hire a relative or close friend. What might you consider?

1. Make sure they have the requisite skills to do the job, or will commit to intensive training to add them. If they're getting paid for something they really can't do, it doesn't look good.
2. Let your team know why you're hiring this person and reassure them that the playing field is level in your operation.
3. If you are not their supervisor, make sure they know to respect the person who is. They can't be running to you every time they don't get their way.
4. Let your relative or friend know you don't expect them to be as good as everybody else. You expect them to be better, to work harder, to make a bigger commitment. But is that fair to them? Maybe not. However, if they deliver less than that, you're inviting people to bark about nepotism. Everything they do, good or bad, right or wrong, will reflect on you.
5. Manage them just like any other worker. On the job it's all business. Hold them accountable for results, and building relationships and respect with other workers is up to them.

If you're walking this path and want to try to turn nepotism from a negative to a positive, I hope there's something in here that helps.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services from Jerry Roberts, please click this link: guamtraining.com

