

THE EXTRA POINT

BY JERRY ROBERTS



335 Nine Lies About Work – Part 1

Are there things about our working lives and about our workplace that we tell ourselves, that are not true? If pressed to answer about main issues that determine job satisfaction, how would we respond? I'm Jerry Roberts and we go there, today, on The Extra Point.

I've been following Marcus Buckingham since his days as the lead researcher for the Gallup Organization. He had been the driving force behind several of the most important studies ever done in the world of work, and his latest book takes on the fallacies most of us accept as truth about the workplace. Written with Ashley Goodall, the title is *Nine Lies About Work* and we'll spend some time with it.

These are nine factors that impact all of us, from one generation of workers to the next, and usually it's later in one's career that they come to the conclusion some are absolute hogwash on the extreme, or perhaps fantasy if we wish to be kinder and gentler.

Before touching on any of the actual nine lies it will be helpful to know what Buckingham and Goodall see as the key things people on our teams really care about. I've been pushing these same concepts for the past 20 years at Guam Training, so I'll be happy to give them my support. Here we go, eight things a happy and engaged worker at your company would say about their job:

1. I am really enthusiastic about the mission of my company. We do great things and I'm totally onboard with what we're about.
2. At work, I clearly understand what is expected of me. I know what my manager wants and what success looks like.
3. In my team, I am surrounded by people who share my values. No, not on everything...just the things that, in the long run, really matter.

4. I have the chance to use my strengths every day at work. The leadership of my company gets it, they believe in developing talent and to use that talent accordingly. They've invested to know what I'm good at and they make sure I can exercise those strengths for everyone's benefit.

5. My teammates have my back. When I need them, they are there.

6. I am recognized for excellent work. In some organizations, praise and recognition are held tightly like some kind of precious stone. Not here. My boss is right there to let me know that I'm doing well and I'm considered to be a key asset in this company.

7. In my work, I am always challenged to grow. We don't sit around, congratulating ourselves on our yesterdays. We strive to do better, to push ourselves, to reach higher.

8. I am confident in my company's future. Why wouldn't I be, given the first seven responses here? This is a team that will succeed far into the future and I'll be right here to help.

Eight things a completely engaged, confident, and excited worker might say about the place they earn their living. It combines interacting with people, the "we" things; along with the individual's personal experience, the "me" things. There's more coming from *Nine Lies About Work*. For now, would you have said the same things about where you work?

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.

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