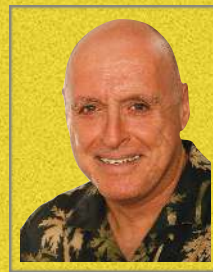


THE EXTRA POINT

BY JERRY ROBERTS



508 Why Good Workers Walk Out the Door — Part 2

Why do good employees quit? What are the reasons some of the best workers say goodbye and walk out the door? I'm Jerry Roberts and today, three more reasons this happens. That's next on The Extra Point.

In our first installment on why good workers leave, we started with 1) We don't follow through on our commitments to them. 2) We're inconsistent, possibly in our message, treatment of people, and maybe in applying workplace rules. 3) We ignore their ideas.

Those are all significant motivators to have a good employee seek other pastures. Today we've got more that can drive them off. I'm hoping none of what's to follow is familiar.

4. They are not trusted to make decisions. One of the most frustrating things many workers face is when their boss micromanages almost everything, and doesn't give them much input on how things are done. They get an assignment and then the boss tells them how to do it.

In a world where we want to grow talent by delegating not just work but also the authority to see it through, this is an issue. How can I prove to you what I'm capable of if you don't ever let me make any decisions?

5. Keeping problem workers and tolerating bad behavior. Was this one a bit unexpected? Think about it. Talented and engaged workers want to achieve goals and grow. They want to be a part of a winning team. They want to be around other good workers.

What they don't want is to have to deal with unnecessary trouble or be forced to put up with troublemakers.

When an employer refuses to remove negative influences that drag a team down, really good workers begin to wonder if the organization

has lost its direction. That's just one thought away from "Hey, what am I doing here?" and looking for the exit sign.

Let's be straight about this. It's not a small issue and it's not going away. The younger generations in the workplace — Millennials and Generation Z — have much less tolerance for this kind of thing.

6. People definitely want to leave us when we embarrass them in front of others. I've talked about this before. If you want to praise an employee, make sure to do it in front of as many of their coworkers as possible.

However, if you need to give them anything that even resembles negative feedback, it has to be private and away from the ears of anyone else. One more thing and I sincerely hope it really doesn't have to be said, but here goes anyway (because I have another 45 seconds to fill), the only time you ever talk behind a worker's back is to praise them.

Put your left hand on the radio — or the steering wheel — raise your right hand to Heaven and repeat after me... "I (say your name) do solemnly swear, that I will never, ever...criticize any worker in front of any other worker...when they are not around...so help me God." Because, if you do, be advised that you will have just set fire to trust in your workplace and you will deserve whatever comes from that. Tomorrow, more reasons the good ones will hit the road on you if you're not careful.

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 with Jerry Roberts, please click this link: guamtraining.com

THE POINT
93.3 FM / 1350 AM / 104.3 FM HD-3

GUAM  TRAINING