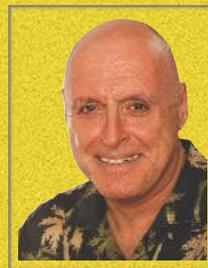


THE EXTRA POINT

BY JERRY ROBERTS



627 Are You Time Based or Task Based?

What if you could get all your work done and then knock off for the rest of the day? I'm Jerry Roberts and I'm sharing that idea, today, on The Extra Point.

In my reading I come across a lot of ideas, strategies, and tactics that people throw against the wall to see what might stick. A lot of them do. I'll give you a few of those today.

Question. Is what you do task based, or time based? Do you have a certain number of things you create or perform every day? If so, then you can consider your work task based. If you have to work for a certain period of time and do as much of your assigned work as you can before the end of your shift, that's time based.

Ray is time based when he's on the air. It's the same with Real Joe. They produce a radio show for four hours. Mana is time based, but also task based as she delivers six newscasts each day. The Extra Point is a task, yet has a timing component as it's scheduled for the slot prior to Mana's 7:30 news.

So why bring it up? Because there is thought today that many workers have moved from time based to task based because they now work from home due to the virus concerns. It's tough to monitor people when they're not in the office. They say they're working but you have no way to know.

Therefore, a lot of employers look at assigning a block of work to be done and whenever it's submitted, the worker can stop. No accounting for time at all. Just deliver the work when it's needed and you get paid the agreed upon amount, and then you're done.

If you're now an hourly worker or otherwise locked into a time based job, and you work for an employer who might be open to refiguring what you do, how you do it, and when you do it — would you be open to changing to a

system that you're finished for the day only when you've completed and delivered a specific job?

That means if you finish everything by 2pm and the work is accepted, you're free. However, if it takes you until 9pm, then you stay with it until it's done. It would be a little like working as an independent contractor, yet you would still be an employee.

I know this kind of conversation makes HR people feel a bit faint. I've had them tell me for years that if they can get a decent five or six hours out of the majority of their team, that's as good as it gets.

In addition, we all know that too many employees stretch their work to fill the hours of their schedule. You know what I'm talking about. Who in your workplace takes a two-hour job and does it in four? Right now, as I speak these words, you're seeing the face of someone on your current team or past team who does the time stretch.

I can tell you from past experience that I have allowed people in selected positions to make those decisions, to design their work schedule any way they wanted as long as they delivered what was needed by a deadline. If it didn't work out we always had the option to install the conventional 8 to 5 routine. More often than not, the system produced the desired results. So, if you're not under such a system now, could you make it work?

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

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