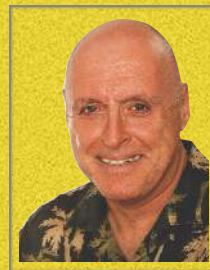


THE EXTRA POINT

BY JERRY ROBERTS



679 Why Do People Refuse Management Jobs?

Did you ever know someone who seemed to have the tools to be a manager, had a job offered to them, and they turned it down? Did you ever wonder why they said “Thanks, but no thanks”? I’m Jerry Roberts and today, we’ll discuss an issue that’s not as uncommon as it once was. That’s next, on The Extra Point.

In all my years working in organizations of all sizes, I recall three people who were offered management jobs, were completely qualified to take the position, but flat refused. There was no negotiation about money or additional benefits. They just declined the position.

It was my first real job. I was 19, working for Big Ed in a fleet service operation for a big company. We took care of about 400 vehicles.

One day, Bill, the lead mechanic and supervisor, went to Donnie, the #2 mechanic, and said he was taking another job, and offered him the supervisor’s job. Donnie was from Mississippi, worked like a beast, and could fix anything on wheels. He’d been with the company six years, had a wife and two young kids and knew this was a good opportunity. Yet, he declined.

Bill was surprised and said, “Man, this is your chance. The old man (speaking of Big Ed) is only going to be around five more years. When he goes, you can have his job and you’ll be set.” Donnie told him, “I ain’t takin’ no management job. I got my reasons and that’s it.”

I’ve seen two other situations like that over the years, where people who were completely ready for a leadership role, turned their backs on the opportunity. I’ve had my opinions why this takes place, and recently picked up on a conversation which addressed the topic — why do competent people refuse to become leaders. Among the factors are:

Reason #1. They don’t have a clue how to lead. I recognized this issue many years ago

and wrote a course entitled *The New Boss*, which helps brand new supervisors get a grip on the leader’s role. It’s not the last management course they’ll ever have to take, but it should be the first one because it cuts down the learning curve and helps them to start working with their team.

Reason #2. They’re afraid of failure. They see stepping into management as a huge leap, and one which could end badly. They may be comfortable where they are, and don’t want to risk things going wrong, which could see them lose their job.

Reason #3 why people refuse to go into management. It is stressful. Look how it takes a toll on one’s mental and physical health. Presidents, governors, corporate CEOs, and small business owners all are affected, as you have to be “on” all the time. After several years in the position, you can see the years added to their face.

Reason #4, and this one is going to get personal if you’re a manager. What kind of example are you — or your boss — giving to show the positive aspects of leadership? Do you make leading attractive, something that workers should aspire to?

Or do you walk around all day, grumpy, complaining, looking like you’d rather be doing anything other than supervising people? If you’re a manager and you like your job, don’t forget to tell your face.

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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