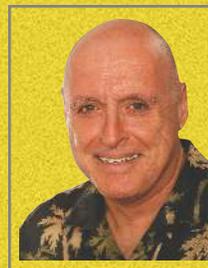


THE EXTRA POINT

BY JERRY ROBERTS



894 The Downsides of Job-Hopping

In the past 15 or so years, it has been popular among some people to hop from one job to another, to another, and to another, without even thinking about it. The times, they may be a-changing, next, on The Extra Point.

His name was Mark, and he was applying for a supervisor's position at a hotel. He presented his resume, which showed that he'd been employed for three companies in the previous seven years. Everything looked pretty good, and the HR department called him in for an interview.

About 15 minutes into the interview, Cynthia, the HR manager, asked Mark about his employment at a company two years prior. He answered the question, and she said, "Mark, are you sure you worked for them in June of 2018? He said, "Yes, I most certainly did," and he rattled off an impressive achievement from that job.

Cynthia said, "I'm impressed, because that would mean you were in two places at the same time." Mark's eyes opened a little wider. Cynthia continued, "Mark, you weren't with that company in June of 2018, you were with (and she mentioned another hotel). You see, I was an HR assistant there, and I remember you. You were with us for just a few months, and then you left to work with a cellular company. It's funny, but I don't see either one on your resume."

Mark didn't know what to say. Finally, he muttered that nobody lists every job on their resume anymore, they just put down the highlights. Cynthia said, "Mark, I don't think this position will be right for you. We're looking for someone who has a track record of commitment." End of interview.

The job-hopping phenomenon exists in Guam, as well as the rest of America, but things are changing, especially beyond entry-level

positions, and certainly in the supervisory ranks. Many Millennial and Generation Z workers have fully expected employers to shell out money to train them, virtually as soon as they come on board.

Those employers are upset when the same workers quickly leave for another job, often making their exit not long after the training ends.

I've picked up on conversations between HR managers, who say they'll spend money on training, but they may wait a little longer now to see how things go with new staffers, before putting out big bucks to upgrade their skills.

There's another side to job-hopping, and that's what workers lose by not staying longer with a company. Exhibiting a little extra effort can get you noticed by a supervisor, and an HR department.

These people are often on the lookout for young talent to make any kind of commitment, to differentiate themselves. It's what I call, "Separating yourself from the pack."

When they see this, they become interested, and the worker is now on their radar screen. I'm not talking about making a lifetime commitment, just putting out a little and giving the employer a little more for their money.

Back to the separation angle. The majority of workers don't do extra, and don't stand out. There won't be a huge amount of competition to get someone's attention, and the rewards for that may be surprising.

Early in a career, job-hopping looks attractive, and nobody sees the downside. There is a potential downside. Commitment has the potential to bring opportunity.

Con't.)

If you know someone who job hops and isn't getting to where they want to be, sharing this information with them might give them a breakthrough.

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.

###

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

