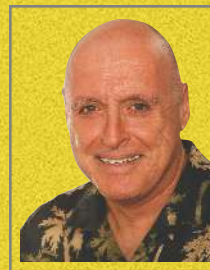


The Extra Point

BY JERRY ROBERTS



1044 What to Take Away From the *Great Resignation*

Last year, we all learned a new term, one that sent chills up and down the spine of managers and human resources directors — the *Great Resignation*. People were quitting their jobs and leaving the corporate world behind. Not just thousands...millions. I'm Jerry Roberts, and today, we get closer to the data on this, plus what folks in management need to be thinking about. That's coming next, on The Extra Point.

It's hard to get exact numbers on how many people have left jobs in the past months. Some say 4.5 million, and I've heard as high as 7 million. Any way you look at it, it's a lot of vacant positions, and there are a lot of managers sweating out the process of finding replacements.

To start today, let's look at some of the data associated with the *Great Resignation*, and then try to figure out its true impact.

We may not know the actual numbers of people who have resigned, but the reasons for leaving have become clear.

Pew Research Center, which bills itself as a non-partisan think tank, lists pay dissatisfaction as a principal reason, at 63%.

This answer is not complete unless you add what workers here are really saying — that the pay is not equivalent to the value being delivered to the organization.

Where's the friction? It's your perspective that you're compensating the worker fairly for what he/she is doing for you, while they say their value is higher. It's a difference of opinion.

In your organization, if you had someone who was a good producer and such a disagreement took place, would this be worth sitting down and looking at the facts to figure out whose vision might be a bit blurred? I think so.

So, it leads me to believe that too few of these discussions took place.

The second item listed in the Pew study, also in at 63% of respondents, is that workers had a strong belief that their opportunities for advancement were limited.

Why would that be? Is it possible that these workers didn't have a personal advancement and growth plan designed for them?

Far too many managers fill a position with no thought to where this talent might be in two years, or five years. All they're thinking about is they hired for the current opening. Do you think that's all the person hired is thinking of?

What if you showed them proof of employees just like them, who came in, performed well, and received promotions, training, and had a personalized growth plan? Would that change how they see that new job?

The same survey showed that 57% of those who left their job did so because they felt they were disrespected by their boss.

The sad truth is that too few employers invest in the proper training of managers. Many times, it's done as a last resort when they've tried everything else. Many times, when they do provide this training, they don't hold people accountable to use what they've learned.

You've heard it a million times: "People don't leave companies, they leave managers."

To be fair, if you're in business long enough, you are going to lose good people, even if you pay them what they want, give them chances to grow, and treat them like royalty.

(Con't.)

That said, you need to know why they leave, and what to do to avoid losing many more.

What can you do?

We'll see if we can rustle up a couple of ideas tomorrow, to make sure that you participate less in the *Great Resignation*.

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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