

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1186 Productivity and Perception

I picked up a story about new research last night which you might find interesting. In this time of *quiet quitting*, the people who work alongside those who do the bare minimum are speaking up on how they feel about it. I'm Jerry Roberts, and we'll reveal those results, next on The Extra Point.

With all the emphasis being given to the issue of quiet quitting, we're starting to see renewed focus on productivity. Who is engaged and who is not?

The "quitters" say they are just doing the minimum, enough to get by and still pull down a paycheck, but these are generally people who are not identified so we don't actually know who they are. It's not like anybody is walking up to their boss and saying, "Just so you know, I am a proud member of the quiet quitting movement, and I plan to give you minimal effort for the pittance you pay me."

Thus, managers are paying more attention to where their productivity is coming from. A new survey from [LLC.com](http://LLC.com) questioned workers on how they feel about quiet quitters.

The answer to that is that workers who toil alongside the quitters aren't happy about it.

42% of respondents say laziness and a poor work ethic are some of their biggest annoyances.

62% are specifically annoyed by the trend to do the bare minimum to get by.

57% have noticed a colleague who is doing the minimum, and fits the mold of a quitter.

Do you work with someone, or perhaps more than one, whom you feel is skating by with minimum effort?

The survey also identified another issue that hasn't often been mentioned — that workers who contribute the minimum serve to place

added pressure on other team members, who then have to add to their workload to make up the difference. In fact, 57% of those surveyed said they've had to take on more work because of those doing the minimum.

The LLC research went a step further, allowing respondents to indicate which generation they feel is least productive. This is taking us into the arena of perception.

Before I give you the results, what do you think? Is the least productive generation Gen Z, the Millennials, Gen X, or the Baby Boomers?

Those surveyed said this: 51% pointed to Gen Z as the least productive; 24% said it was the Baby Boomers; 18% had the Millennials; and only 7% said it was Gen X. So, Gen X-ers, take a bow.

You could be judged by your generation, and every generation has its detractors. The reality is that you are being judged by everyone you run into. That's how we're wired up.

Can judging and overgeneralization cause problems? Of course, but that doesn't mean either of those factors is going to stop. They won't.

If you're not part of the quiet quitter crowd and you don't want to be mistakenly judged as one of them, there are things you can do.

1. When you see someone else not producing up to par, you can step in and pick up the slack. Eventually, it will be noticed.

2. If you're on the fence about going with or sticking with the minimum, not really dedicated to it, you can also pick your spots. If a project comes up that fits your skill set and will be of value to the organization, jump in and deliver results. You'll also be delivering a new perception of your productivity.

(Con't.)

3. Work well with others. When you build strong relationships with others and do well as a team together, that also creates a positive perception.

4. Be accountable. That's about work ethic, and character.

5. Be intentional. Make commitments and do all you can to support them. Eliminate the distractions that will throw you off-track.

Perception is reality and your productivity is subject to perception.

Do any of these five suggestions, and you'll likely be pleased with how your production is perceived.

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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