

THE EXTRA POINT

BY JERRY ROBERTS



1302 Job Burnout vs. Dropping Out — Part 2

American workers by the millions claim that the work they do and/or their bosses are the reasons for burnout. We've had The Great Resignation and Quiet Quitting, and people blame their job for their stress and many of their problems. I'm Jerry Roberts, and we'll be into the second part of our conversation on burnout, next, on The Extra Point.

Yesterday, in part one of our look at employee burnout, we learned that six in ten workers feel that they are burned out. The numbers are higher than during the pandemic, and they place the blame on their work plus their boss.

Mike Rowe, the host of Discovery Channel's show, *Dirty Jobs*, does not agree. Rowe asks why managers and the work itself gets the scrutiny, and nobody ever looks at the worker at the cause.

As I began to look back over my career, the jobs I've had, as well as the people I worked for and with, I saw that one word kept coming to the forefront. That word is attitude.

The way we feel about our work is based on multiple factors. Among them is how much we like doing our assigned tasks, how well we get along with our coworkers, the relationship with our boss, and if we feel our compensation is fair for the value of the work we do. All of that may be reflected in the attitude we display.

Over time, our attitude may change. Was the change a result of the job itself, the way our boss treated us, the relationships that grew or fizzled with coworkers, and how we felt about our compensation? Did anything change, and did we change along with it?

If so, who gets the blame? The job? The boss? The coworkers? Or are we, the workers, in line for some of that, too?

I think attitude and work ethic go hand in hand. That being said, I'm not clear on whether my attitude is the key to my work ethic, or my work

ethic determines my attitude. Mike Rowe sees work ethic as the issue that is fueling some of the employment problems we have today, and it's hard to disagree.

So, let me ask a question. Whether you're a seasoned worker with considerable miles on your career, or you're relatively new, do you feel that the majority of workers today share your personal work ethic?

Another question. Where did your work ethic come from? Maybe your parents, and other family members gave you an example that you found attractive. Maybe they saw value in the work they did, or that they had work at all.

My parents were teens during America's Great Depression, when work was extremely hard to find and if you did have a chance to get some, you took it without asking questions about work-life balance. You didn't ask about the benefits package because there weren't any. So, later in life, they happily took jobs because they remembered what life was like without them.

I heard the stories and hoped I wouldn't have the same struggles, and I couldn't wait to be old enough to work. I caddied at golf courses during high school. Weekends, vacations, and — yeah, I cut a few classes to go lug a couple of bags around 18 holes...until the course manager wouldn't let me do that anymore.

I loved to work. I always have. I hoped and prayed that I would be a decent example to my son, and that he would grow up with a good attitude about work, at a time when so many young people see it in negative terms.

He applied for work at age 16. Employers weren't interested. At 17, while being home-schooled, he took a job at a restaurant, and has been promoted. He also has an occasional side hustle. He has issues with his job from time to time. He's no fool, and he recognizes when things need changing. Overall, I can say with confidence that he loves to work. (Con't.)

We need to add our voices to all of the other influences that our kids have, particularly in social media. We need to show them the value of work that extends beyond the paycheck.

There's nothing quite like knowing that you provide a service that somebody else thinks is worth paying for. Some of us have forgotten just how good that felt, when it first dawned on us that we delivered value in the eyes of others, and we could make our own way in the world.

We can also teach kids to recognize when they're really being treated unfairly on the job, how to try to fix that, and if they can't how to move on the right way. Complaining on social media and Quiet Quitting is not it.

Something else. The incredible challenge for managers and HR departments to find and keep talent, one that will only get harder, is providing people today with a never-before-equalled opportunity to get ahead. Employers are desperate for good workers to step up. We need to echo that message.

Do quality work. Show a commitment to your employer. Enroll your boss as your mentor. Don't be afraid to do a little extra.

Display your work ethic, and give off tons of the right attitude. Eventually, eventually...the right people will notice.

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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