

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1303 Job Burnout vs. Dropping Out — Part 3

The last couple of days we've talked about how millions of workers — most of them in the Millennial and Generation Z categories — say that they're burned out, blaming their work and their boss. Yesterday, we said while that could be true, workers themselves have to accept some of the responsibility. Then, we talked about the need for young workers to develop a stronger work ethic. I thought we were done with the conversation. I was wrong. I'm Jerry Roberts, and I'll tell you why, next, on The Extra Point.

You can pick up the first two parts of this series at [guamtraining.com](http://guamtraining.com), click on "XP" on the top menu bar, then download transcripts 1301-1302.

Mike Rowe, host of *Dirty Jobs* on the Discovery Channel, says that employers and bosses too often get a bad rap, taking the blame from workers when things on the job don't pan out for them. He believes strongly that workers are also in line for criticism.

I spoke yesterday about the importance of helping kids to develop a solid work ethic. If we don't do that, they'll be swayed by what they see on social media, and they'll be likely to give up when faced with even the slightest level of adversity. Rowe's points need to be acknowledged.

Still, I know there are bad bosses, mean bosses, and unfair bosses. I know there are employers who drain everything they can from workers, and give back as little as possible.

I was on a new forum yesterday and saw a story about the CEO of a big office furniture manufacturer, MillerKnoll, and how she verbally spanked her employees, who were upset that they were not going to receive their bonuses.

Apparently, the company is going through some financial challenges, and paying worker bonuses would create an even worse problem. MillerKnoll President and CEO, Andi Owen, arranged a Zoom call with staffers about

ramping up sales, and the employees wanted to know about their bonuses. Owen lost her cool and criticized the workers.

She said: "Don't ask about, 'What are we going to do if we don't get a bonus?' Get the damn \$26 million dollars. Spend your time and your effort thinking about the \$26 million dollars we need and not thinking about what you're going to do if you don't get a bonus. Alright? Can I get some commitment for that?"

She wasn't done, and added: "I had an old boss who said to me one time, 'You can visit pity city, but you can't live there.' So people, leave pity city. Let's get it done." Then she paused and finished with "have a great day." I watched the video. It was quite a performance.

Well, Owen discovered that Zoom calls can have drawbacks. At least one staffer recorded the call, edited out the juicy segments and uploaded the video to TikTok and other social platforms. It went very, very, very viral.

A number of work-oriented websites then began to dig into the story. It turned out that MillerKnoll has recently closed a Wisconsin plant and laid off 162 employees. It was also revealed that Andi Owen makes \$5 million in annual salary. Further, and this has been widely reported, she paid herself a \$6.4 million bonus. I have yet to see that claim challenged.

What message was she sending? "We can't afford to pay you a bonus, but I got mine?"

The New York Times printed that she told them that she often longs for the good old days when she lived in Berkeley, where she could walk down the street and everyone thought the same way.

Owen will forever be a fixture on social media for how to make an idiot of yourself, and she seems to be the kind of boss that people are talking about when they complain. (Con't.)

One poster commented: “Such a wonderfully entitled woman. I am fascinated by her degree of being tone deaf.”

Owen’s LinkedIn profile has all the earmarks of a highly “woke” individual. She listed her preferred pronouns, plus a long list of causes that she claims to care about. Animal welfare, arts and culture, children, civil rights and social action, environment, human rights, and catch this last one — poverty alleviation.

The last one, poverty alleviation, is a bit ironic, wouldn’t you say? I’m sure equity is also high on her list, except when it comes to bonuses.

Would you have stonewalled your employees on their bonuses, and took one yourself?

Would you have told them to grab a bus out of pity city, and get to work making the company more money?

Would you have done what Andi Owen did?

If not, what would you have done?

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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I threw a 400-paper newspaper route, no days off. I worked full-time during college. I loved what I did, even though it was just pennies above minimum wage. Some of my friends had two jobs, maybe three.

