

THE EXTRA POINT

BY JERRY ROBERTS



1565 Would you Leave Your Job for More Money and Power?

Every year we see a flurry of workplace polls, and one I always look for has to do with the percentage of people who would seriously consider leaving their current job for another offer. That number is often in the 65-70% range. In other words, two out of every three workers are open to a pitch to leave for a new job. These kinds of numbers, and I'm sure this conversation, tend to give HR managers and CEOs an upset stomach. I'm Jerry Roberts, and today we'll talk about a man who was getting major offers to leave his current employer, and would have had a huge boost in both money and power, yet he decided to stay. We'll see what we can learn from his story. That's next, on The Extra Point.

His name is Ben Johnson. He doesn't live in Guam. His address is somewhere in or near Detroit, Michigan. He recently made a big decision not to change zip codes, though he had significant offers to do so.

Ben Johnson is the offensive coordinator for the Detroit Lions NFL team. He's 38 years old, and he'll be in his third season as the brains behind the Lions offense when the new season begins in September.

Johnson was considered to be one of the most sought-after head coaching candidates of this year. He transformed the Lions offense from average to one of the best in two years, and that was key to Detroit's success in the past season, coming within one game of playing in the Super Bowl.

After the Lions season ended, teams came after Johnson to fill their head coaching position. He interviewed with the Seattle Seahawks and the Washington Commanders, then suddenly withdrew his name from consideration, announcing he would remain in Detroit for at least another year. A lot of brows were raised when he made his decision.

The difference between the power, status and influence of an NFL head coach, versus a coordinator is massive. The money isn't even

close. If Johnson's salary was around the average of other people in his position, he earned between \$1-1.5 million annually the past two years. As a head coach with his recent success, he'd likely make five times as much, maybe more.

So, much more power and influence, plus a salary bump that is mind-boggling. Then, why did Ben Johnson turn all that down?

In Johnson's words, "I wanted the sunshine a bit longer." Wait, sunshine? Detroit? What am I missing?

It wasn't about that kind of sunshine. What Johnson was referring to was the work that had already been accomplished, lifting the Lions from an NFL laughing stock to a Super Bowl contender. But that was only part of it. Johnson also mentioned "unfinished business."

He obviously believes that the Lions are in the position to play in and win a Super Bowl, and that's what he wants. He wants to win it now, and he wants to win it with the entire group of people he currently works with.

I get it. In my life I've been privileged to be a part of three championship baseball teams, and three championship work teams. In each case, our team was absolutely dominant. We liked each other and couldn't imagine winning without each face there. Maybe you've been part of such a team. Maybe you are now.

What have you and your teammates been able to accomplish, and what might qualify as your version of unfinished business? What do you still want to do with the people you work with?

Would that be enough to get you to turn down an offer for more power, status, influence, and money?

(Con't.)

Before you answer, I acknowledge that the checks Ben Johnson cashes every month, about \$75,000 after taxes, means he probably doesn't need money right now, and that made things easier for him.

Given your salary and financial circumstances, what's your price? Is it 5% more than what you make now, or 10%, or 20%, or how much would it take to get you to hit the door?

Generally speaking, the happier you are with your work and the people you work with, the higher that number is. This is one of the topics we discuss in our course, *RPM: Recognition, Praise and Motivation*, which will be presented Wednesday of next week. How do we make it more expensive for our competitors to poach our talent?

You start by asking yourself that question. What would it take to get me to move?

Ben Johnson has his eyes on a big prize, and he figured he'd have the best chance to win it where he's at, and with current teammates who share his hunger and desire. That's why he decided to stay.

How about you?

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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