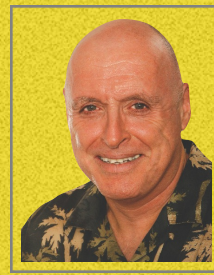


THE EXTRA POINT

BY JERRY ROBERTS



1753 Don't Travel to These Workplace-Related Nations

Do you like to travel? If so, I've got some workplace destinations that come with advisories you might want to know about. I'm Jerry Roberts, and that's next on The Extra Point.

In the landscape of modern-day employment, certain "nations" represent toxic aspects of the workplace that can slow and even slam the door on personal and professional growth. I've got five nations you're going to want to avoid in your working travels.

1. A lot of us have been there. In fact, many of us book day trips on a regular basis. I know I have, and I don't know why I keep going there because I always end up regretting it. This is the place called Procrastination.

This is where tasks linger uncompleted, there are delays, distractions, and we know we should be getting things done but this "get-it-done-later-land" always supplies a reason why we can wait.

We can steer clear of Procrastination by bettering our time optimization skills, setting priorities, and being accountable.

2. The second place I don't want to be is Alienation. Here is where workers often feel disconnected from their coworkers and the organization.

Poor communication is a factor, as well as a lack of collaboration. Employees in this nation may struggle to build relationships, and that leads to disengagement and decreased morale.

To escape Alienation, you may have to be the one to reach out to establish communication. If you do, you may discover others who feel the same way. Look for ways to include others in your activities, and maybe you'll all get out together.

3. The third I hope you never visit is a place I spent time at, Stagnation. The company I

worked for was in a bankruptcy situation and the owner was slowly moving toward selling to another group. However, it was a long and painful process.

Key employees had to take pay cuts, we were just hanging on, and there was little hope that things would get better. Guam's economy was flat, the company was going nowhere, and people felt trapped.

There was little innovation at this time, nothing in the way of personal growth, and it seemed a bit like walking on a treadmill. No matter how fast you walked or ran, you didn't make any progress.

Unfortunately, the sad truth is that the most successful road out of Stagnation is a change of ownership. If that doesn't happen, talent heads for the door.

4. There's a place right next to Stagnation, and it's known as Resignation. It's where workers have emotionally checked out. This state of mind often comes from burnout, or feeling undervalued.

Those residing in this community have accepted their fate that things aren't going to go their way, and may go through the motions without a sense of commitment — which will drag down their performance.

When leaders understand that employees are hanging out in Resignation, they should ramp up recognition programs, increase support, and seek feedback. Those are actions that can ignite worker interest.

5. The final locale you and I want nothing to do with is Contamination. This land is marked by toxic behaviors that ruin a workplace. It's where gossip, bullying, underhanded and unethical practices create an environment that is plain unhealthy.

(Con't.)

If good and valued workers are leaving and it's not for more money or advancement, they're often rejecting a manager or the workplace in general. They just don't want to be there.

If you're a leader and you think that maybe your employees think they're toiling in the toxic place known as Contamination, then you've got work to do.

Procrastination, Alienation, Stagnation, Resignation, and Contamination — five nations you don't want to be.

Tomorrow, I'll tell you five nations you will want to live in.

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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