

Turbo Leadership Systems

The **TURBO** Charger

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LESSONS IN LEADERSHIP

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Do You Like Your Job?

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*My boss is the
reason for the
great
resignation.*

*Larry W. Dennis, Sr. is
available for private,
in-company leadership
development programs.*

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Ask, "What do you like best about your job?"



Earlier today, Donna Lee was in the pre-op area of Piedmont Hospital in Athens, GA. She was being prepped for double by-pass open-heart surgery. Once again, she was asked, the same questions we've all been asked a dozen times before any kind of a medical procedure:

"What is your name?"
"What is your date of birth?"
"What are you here for?"
"Who is your surgeon?"

Then they asked Donna Lee if she had any questions.

Without hesitation, she asked the two nurses who were attending to her, "Do you like your jobs?"

The younger of the two responded immediately, "Yes I love my job!"

The second, older, nurse responded, "I've been in nursing for over thirty-five years, and I love it."

We were happy to hear their affirming response.

We've conducted Employee Opinion Surveys for over thirty years. Just this past summer again, for a wellness health clinic in Portland, OR.

We have asked thousands of employees the question Donna Lee asked the nurses. Actually, our survey uses affirmative statements, (ex. "I like my job") rather than questions. Employees choose from strongly agree, agree, slightly agree, slightly disagree, disagree, or strongly disagree. Most employees rate "I like my job" strongly agree.

Later as Ron, the patient concierge, showed me around the hospital, including their spacious cafeteria. He told me their hours were 6:30 AM -10:00 AM and 11:00 PM -2:00 PM. I said, "Closed in the evenings?" Ron replied, "Yes, *shortage of staff.*" In today's business environment, it's not surprising they are experiencing a "staffing shortage."



People don't stay on a job they don't like, at least we can all hope they don't. Especially if they're preparing us for surgery! Come to think of it, preparing or serving us food.

Why don't people like their jobs, and become a part of the great resignation? I'm sure we could make an extensive list. One reason is the nature of the work itself. Yet, when most people quit their job, they take another one very much like the one they left. In other words, they don't change occupations. Really, they just change bosses! The boss is the main reason people resign.

Now more than ever, it is important that your frontline supervisors, managers, and senior executives strengthen their communication and leadership skills. Be the respectful, respected leaders who earn the trust and an enthusiastic response to the question, "Do you like your job?" Strongly agree!



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