

Loving Your Job? Or Hating It?

JOB HOPPING—GOOD OR BAD THING

ADVANTAGES OF JOB HOPPING:

- Pay increases. "The way you make a large jump in your pay scale is when you leave a company and go to another one. It's proven time and time again.
- Networking. Different gigs expose you to new networks of people, which can be a real asset.
- Learning new skills. New environments sometimes teach workers new skills and how to function more quickly, says Kathy Jeffery, vice president of human resources at Whittman Hart Consulting in Chicago.
- You can gain experience of different organisations and working cultures.
- Enables you to build specialist knowledge in more than one area.
- Your role stays fresh so you don't stagnate.



Special points of interest:

- JOB HOPPING
- THINGS I LEARNT AS A BOSS
- TAKE THE TEST TO FIND OUT WHETHER YOU LOVE OR HATE YOUR JOB

DISADVANTAGES OF JOB HOPPING

- Landing in a worse situation. "You might jump into a new job that's worse than your old job," Gee explains.
- Moving too soon. "If you're really leaving places rather quickly you may not be extracting the full value from what that particular workplace has to offer you
- Employers may think you lack loyalty and staying power.
- You may not have sufficient time to shine in any one organisation.
- Lack of organisational knowledge can make you less effective in your job

“ If you really leaving places rather quickly you may not be extracting the full value.....”

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12 Things I've learned from being the boss

"I REALLY PITY THOSE EMPLOYERS THAT HAS THIS GOD-COMPLEX AND BELIEVE THAT THEY'RE DOING THEIR EMPLOYEES A FAVOUR - BECAUSE LET'S FACE IT, EMPLOYEES DON'T SEE IT THAT WAY"

- **Never (ever!) screw around with other people's money.** I can't stress this enough - but an employer should always pay his / her team what they're worth and what has been agreed on in their employment contracts (both in terms of the amount payable and the date it is payable on). Money is always a sensitive issue in society today and not keeping one's promises in this regard, just adds unnecessary friction between an employee & employer.
- **You can never own anyone.** I know that corporate like to believe that they've got a hold over their employees, but with the way our global economies are set up, there's just so many opportunities going around if you've got your head screwed on right. So don't act as if you own your employees, because you really don't.
- **Mutual respect has never hurt anyone.** The sky is really the limit of what you can achieve with your team, if there's a mutual respect going around. Ultimately I believe that an employer will only get the respect that he gives, since he / she is setting the bar in that regard. I really pity those employers that has this god-complex and believe that they're doing their employees a favour - because let's face it, employees don't see it that way (see #2 above for proof)
- **Be part of the team.** I hate referring to FRESH01 and Foxinni as my employees, because I don't see myself as the boss around here. I'm part of the team and I work as part of that team, since that automatically creates a feeling of unity, which ups productivity and quality of work. I believe that individuals should govern / boss themselves and that I'm here in a reactionary position i.e. if they step out of line, I'll deal with that then; but until they do something wrong, they know where they stand with me (in terms of me trusting them) and they know what is right / wrong.
- **But you still need to be the boss as well.** In a slight contradiction to the above, unfortunately the employer is still in charge and he / she needs to balance the books. So when the tough calls need to be made, the employer has got to make them and thereafter enforce them (even if it is hard). Luckily though if you've managed to install the mutual respect (#3 above), then employees respect you for this and understand that sometimes you've got to make difficult calls.
- **Promote genuine individuality.** I can never hire anyone just for their stated skills on their CV's and their personality is thus an important consideration in whether I should hire them. If I had wanted a robot; I would've probably ordered one in a box (made in Taiwan or China). As I blogged about my employees keeping their own identity, I just don't believe in trying to own them or discouraging them from being the individual they want to be. I also believe that this actually increases their productivity, along with the respect that they have for you as the boss.

Lessons Learnt Continued

- **You will always hire like-minded people - so deal with the consequences.** It's funny how employers want to get all hard-assed about their employees being too driven and ambitious (when they quit their jobs after two months like I did), when they hired those employees for exactly those qualities in the first place. Both FRESH01 & Foxinni are go-getters and I know for a fact that they might not stay with {radiiate} forever; but the fact that I can acknowledge this (and they'll read this as well), means that when that they comes when they move on to bigger, better things - then I've already planned for that outcome. Employees will move on - especially the exceptional one's which we'd all like to hire.
- **Be honest & transparent.** I believe that I tread a very thin line in this regard and I've probably stepped over it a few times, when I've shared business information that my team didn't have to know about. But I'd rather do that on the odd occassion, than have to work with my team in the same, open-plan office every single day, whilst having to hide business facts from them. They're part of the business and I think that employees appreciate a degree of honesty & transparency about the business as a whole.
- **Be complimentary.** When someone does something well, then tell them that. Beyond the salary that gets paid into my employees' bank accounts at the end of the month, I believe that a few compliments and a bit of praise gives them those warm fuzzies on a daily basis; instead of having to wait until the end of the month for the delayed gratification of the great work they're doing.
- **Face criticism together.** Clients can be ruthless - especially in our industry - and it is never nice to hear back from a client that is not impressed about the direction you've taken with the work. So instead of coming down hard on the employee in question, deal with that criticism with them and work together to rectify the matter. Ultimately that criticism is a reflection of you as the employer and owner of the company as well; and by simply blaming your employees for the hiccups, you're being childish as hell.
- **Create an environment of freedom.** I run a very open shop at {radiiate} and I believe in entrusting both FRESH01 & Foxinni with projects of their own - so essentially they become the creative directors of those projects. In this sense, they get the opportunity of being leaders themselves, as well as the feeling of responsibility and the pride of executing a project successfully. I'm still here and am still involved in every single project that is completed, but at times during that project I take a step back and allow the team to run with their ideas. Sometimes they work and sometimes they don't, but that exact same fact would be true if I had to run with my ideas every time...
- **Acknowledge that you are not the best at everything.** I believe in surrounding myself with great people and I know that I've done that with both FRESH01 & Foxinni. As I start to deal with the business / admin stuff more and more on a daily basis, I have less time for designing & development, which has propelled me to make the call of giving the team more freedom & responsibility. It is impossible for one person to be great at everything and again: an employer shouldn't act like a know-it-all, since that will never be true...



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Happy at Work? Take the Test

Are you happy at work? If you are a South African, probably not! South African companies, with very few exceptions, are still managed in a very autocratic and militaristic manner. In the type of working environment, which these management styles tend to create, it is almost impossible to be content. So, where do you stand? To find out, take the test! The following statements were extracted from the Gallup Q12 Work Survey, which was formulated in order to determine the extent to which employees, across a broad spectrum of industries, were emotionally committed to their jobs. These statements are strong indicators of contentment in the workplace today.

When reading the statements, ascribe to each one the following values: 1 = Not at all; 2 = Occasionally; 3 = Fairly often; 4 = Mostly; 5 = All of the time.

1. I know what is expected of me at work.
2. I have the materials and equipment necessary to be effective in my job.
3. At work, I have the opportunity to do what I do best every day.
4. In the last seven days, I have received recognition or praise for doing a good job.
5. My supervisor, or someone at work, seems to care about me.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my company makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. Over the past year, I have had opportunities at work to learn and grow.

If you score predominantly 4's and 5's, then chances are you are one of the 7% of South Africans who are emotionally committed to their jobs. In all likelihood, the management structures within your organisation are progressive and encourage open, two - way communication.

If you score predominantly 1's, 2's and 3's, chances are you are one of the 93% of South Africans who are not emotionally committed to their jobs. Your bosses are probably autocratic, unimaginative and uninspiring relics of the 20th Century! I fancy most respondents to these statements will find themselves in this category. If I am wrong, I certainly would like to know about it. **"BY DARREN TARR"**