



## I'M AN HOURLY WORKER

### WANT ME TO BE PRODUCTIVE AND STICK AROUND?

1) Don't lie to me. Not in the interview, the first day on the job, not ever. I'm street smart and can tell a lie a mile away. I may not tell you I know, I'll just give you less than my best, and leave when I can.

2) Take the time to train and mentor me. You said you would. It is one of the reasons I decided to work for you. I'll get it. I want to follow. I want to be better.

3) Assign me to someone who cares. Industrial companies have too many supervisors who shouldn't be, who tell management they're trying to teach and train, when all they really want is to show them they're hiring the wrong people.

4) Tell me WHY. If I know how my job fits into the big picture of our customers, our company and the people I work with, I'll do a better job.

5) Cut me a little slack. My home life isn't the same as yours, yet. I might be a single parent, have an older car and don't yet make enough money to repair that gas-guzzler like you can. I have to do it myself.

6) If I show you respect, I expect the same. If I lie, get lazy or mess up, fire me, but if I don't, show me a little appreciation for doing a job you don't want to do, or have already done. Respect goes a long way, will motivate me and you'll get better choices from me.

Do I represent all industrial workers? No, but that supervisor who called me "a temp" the first day on the job shouldn't represent all of management, either.

The difference between bad industrial workers and bad supervisors, is workers just leave or get fired, supervisors come back every day and cause turnover of potentially good industrial workers. Workers quit managers, not companies.