

Real Talking

RTW-I

Main Topic 1: CONVERSATIONAL WORKSHOP

➤ MAIN TOPIC: Why do people change job?

► Warm-up questions

1. Are you happy with your career? Is it what you wanted to get?
2. Is this your first job in your professional career?
3. What made you change job or why haven't you changed it?
4. How do you like working for this company?
5. What exactly do you do in your job?
6. Are you a friend of everybody in the company?
7. How do you get along with your boss/co-workers?
8. Why do you think people change jobs?

► Reading

Read through the article and discuss it with your class:

There are several reasons why people change jobs, restlessly seeking the one they can both live with and work within. Based on some people's personal experiences, these are the three most significant ones:

We change jobs because:

1. We didn't select the right job for us in the first place.
2. We don't get along with our boss.
3. We don't feel a *connection* to those we work with.

The solutions for each of these *are* in our circle of influence. We have choices, and the only questions are

a) if we will *own up to* how we ourselves can produce the change necessary to break out of the *on-the-job rut* we may find we are in, and

b) if we are willing to do the work it takes.

This is not a comprehensive how-to listing, but in the spirit of Lifehack.org and the proverbial "20 that gets you the 80," here are a few thoughts and suggestions.

• **To get the Right Job**

This is the biggie in my view, because if this is the problem for you, reasons number 2 about your boss, and number 3 about your co-workers are a moot point. On the other hand, if you love your boss, and you love your co-workers, they become traps that keep you in the job that may be wrong for you—remember you can convert your relationships with those people to friendships, and move on.

In moving on, the single best question you can ask in a new-job interview is, "*What are the core values of this company?*" If your personal values are a match your work alignment will be so, so much easier. If not, getting them aligned will be very difficult; you open the door to workplace overwhelm and dissatisfaction before you even pass probation.

Get selfish. In this case, selfish is not a negative word but a smart strategy.

agree? don't agree? Discuss it with your class.

• **To get the Right Boss**

You have to manage up well, and whether or not you like hearing this, the reality is that managing

up well can usually be reduced to making things easier on your boss by being a great employee. No boss will make life miserable for the person on staff that they count on most.

Decide on the relationship you want with your boss, and then create it. Don't assume and make this hard on yourself, just ask them, "*How do you prefer we work together?*" Be brave enough and direct enough to renegotiate the working agreement they ask you for if you feel it necessary, and then deliver on what you both agreed on, so your boss will to.

agree? don't agree? Discuss it with your class.

- **To get the Right Co-Workers**

To paraphrase Ghandi, *be the change you wish to see in your world*. Set the example you want your co-workers to follow, get involved in change discussions at work about systems and processes so your input is considered in better solutions, volunteer to lead projects, and be the *poster child* of great work ethic.

The strategy here is twofold: *No one* likes to work with co-workers who are mediocre, and like attracts like. As you perform better, you raise the bar of performance others have to live up to in the entire department or company. Second, this is a way to get your boss to do their job, coaching everyone to high levels of performance; you help them see the possibilities, challenges, and opportunities in jobs that they themselves are not in, but are required to empathize with.

agree? don't agree? Discuss it with your class.

► Vocabulary

Word or Expression	Meaning
own up to	Admit or acknowledge a wrongdoing or error
on-the job rut	daily work routine
moot	Open to argument or debate
poster child	Someone who sends a message to an internet discussion forum, blog, newsgroup, mailing list, etc.

► Discussion

In small groups, discuss the following questions:

- What are the requirements for a company to be the best place to work?
- Are the companies doing something for giving their workers a good work environment?