



Winter 2017

Management Tip

Dr. Jeff Young, Director of County Operations

In a recent LinkedIn article entitled [8 Bad Mistakes That Make Good Employees Leave](#), Dr. Travis Bradberry identifies the common errors many organizations make that lead to employee disengagement and eventually separation. Dr. Bradberry notes that the process of disengagement or “brownout” happens over time and may not be obvious to managers and supervisors. I hope you will take time to review the “mistakes” listed below and read the entire article for greater insight.

The 8 Bad Mistakes:

1. **They make a lot of stupid rules.** Companies need to have rules—that’s a given—but they don’t have to be shortsighted and lazy attempts at creating order.
2. **They treat everyone equally.** While this tactic works with school children, the workplace ought to function differently.
3. **They tolerate poor performance.** It’s said that in jazz bands, the band is only as good as the worst player; no matter how great some members may be, everyone hears the worst player.
4. **They don’t recognize accomplishments.** It’s easy to underestimate the power of a pat on the back, especially with top performers who are intrinsically motivated.
5. **They don’t care about people.** More than half the people who leave their jobs do so because of their relationship with their boss.
6. **They don’t show people the big picture.** It may seem efficient to simply send employees assignments and move on, but leaving out the big picture is a deal breaker for star performers.
7. **They don’t let people pursue their passions.** Google mandates that employees spend at least 20% of their time doing “what they believe will benefit Google most.”
8. **They don’t make things fun.** If people aren’t having fun at work, then you’re doing it wrong.