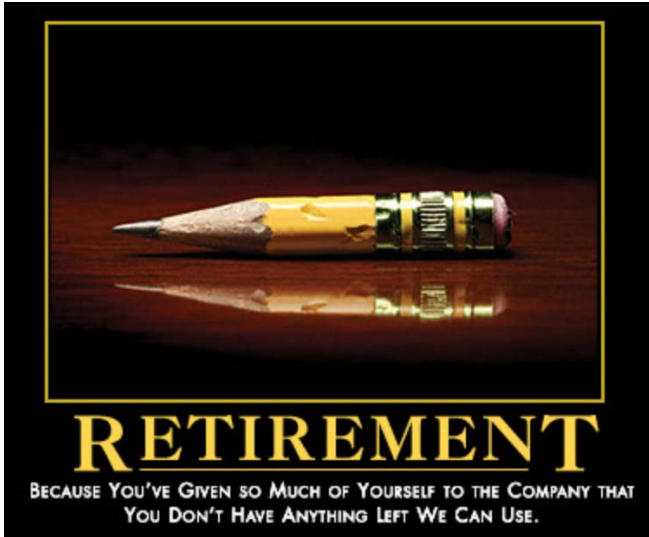


By Jordan Johnson

I Finally Quit



I had a chance to spend some time with a good friend who recently just quit her job after 13 years. You know the story, they kept wanting more, delegating more with the same expectation of “quality” but not paying more. First of all, let me say I get it money is not everything. The bigger story here is tolerance. You see my friend did what most people don’t. She identified a point at which she was “done.” She is happier than ever and focusing on the things that matter. Her story, unfortunately, is not the story of enough.

For clarity and importance sake, let’s take the “low performers” out of the equation, so it won’t be argued that they need to pick up more of the load. Many people have a unique drive, ability to perform, the capacity to take on more. The lacking factor they have is the ability to say “NO”. So, if so many don’t say “no,”

what do they do? Simple, they go through the cycle. The cycle is exhausting and without major culture change or catastrophic system failure cannot be broken.

People in the power play positions, not leaders, can spot the performers. At first, the employee gets some recognition, maybe some power, and possibly a little money. The employee feels good and appreciated. This is the pivotal point. The employer knows that this employee can perform with results and quality and seems willing to play the game. More tasks, projects, responsibilities are given. At first, this is no big deal, especially coming off of the recognition phase. However, over time the most valuable asset of anyone begins to disappear, time. Time away from the kids, family or just time to focus. The compensation and recognition become minimal compared to the value of time.

The cycle engages at this point. The employee becomes bitter. Sarcasm and the frequency of bitch, piss and moan increase. There is a moment of happiness, but the joy of the job is disappearing like the air from a balloon.

What do you do? Do you say “no”? If you do, they may fire you. The excuses start to build on why you are stuck for eternity in this job at the cost of the joy of the rest of your life and your health.

So what did my friend do differently? She created a tolerance threshold, beyond which was non-negotiable. Sure they had made her promises about how she “fit” in the future. It always seems like the “future” is never defined with a timeline. Simple, she laid out the facts and quit.

Then the apologies and promises of change and instant money came. This is why there have to be more leaders in all aspects of the business. It should not and can not take quitting for people to realize what was going on. Bottom line is “caring compassion.” The agenda of those higher up become more important than those doing the work to meet the agenda. More and more people are creating their tolerance threshold. This is the reason entrepreneurship is at an all-time high. 60% of millennials are leaving their jobs in less than 3 years. The cost to replace an employee is between \$15,000-\$25,000. Workplace flexibility is more important than pay a [study](#) showed, 45% of the time.

People like my friend are committed to change and all too often this cannot be achieved in the 8-5 landscape under the “normal job” framework. So what changes the employer's approaches? This is simply more people drawing their lines in the sand and acting on it when crossed. This trend is rapidly growing. This was the cause of social entrepreneurship (groups of people getting together that experienced this and going at it on their own).