Stop Complaining

We are currently living in a social media-driven society, we always have it figured out and have it together. This has caused a major discrepancy in the workplace on many different fronts. Corporations and Healthcare: Are they focused on short-term gains or long-term goals? Netflix and social media has trained us to live in a world of instant gratification, and that is what people expect at work and at home. We are always plugged in for the latest "update." People don't even go on dates anymore they just "swipe right".

So, this mindset is thrust into the workplace and what happens. Wait. Backup. In a recent talk did with college students (radiography), I asked the question, "why did you go to college and what motivated you?" After the BS answers of "I got into healthcare to take care of people" (minority answer), the truth came out. To make money, because my parents made me, and just something to do were some of the answers.

The issue is when they get into the workforce, there is no instant gratification, no plush corner office. Relationships and the work culture/ladder are things that aren't automated and instant, they take time and persistence. This is part of the reason the turnover rates are so high in all job sectors. Attention spans are short, and the need for instant gratification and immediate impact are high. Meet some resistance or if it is tough just quit and do something else. Corporate and Executives often don't know how to deal with this or where to begin to change the mindset/culture. Remember, we want it now, we want what took you 40 years to achieve in 2.

I often hear people talk about successful people (whatever that means) as "lucky". What they often don't see is the sacrifice, the long hours, failed attempts, financial investments and perceivably stupid dedication. They only see the "success." Part of this is the traditionalist and boomer generation's fault for not showing and conveying a harsh transparency. In order to go up, you have to give up. (John Maxwell). That is what has to be taught and rewired. What are you willing to give up, the end result is directly proportional? We and the generation in the workplace today often want to set the bar low, go the path of least resistance, stay with the herd, and often not ask questions. This results in a decrease in innovation and uniqueness. Notice I didn't say success. Success has been mistakenly directly associated with financial status for years, which is part of the problem today.

There is no one easy magic "fix all," it is a paradigm shift. This shift takes effort and time, things that corporations, executives, managers, and directors say they don't have. Well, we need leadership, and like it or not it is going to get worse if you (we) don't attempt to do something. This "something" must be beyond, "they need to be more like me." Again this is a cultural issue and a result of failed parenting (not politically correct) to some extent.

Start with small stuff, like putting the damn cell phone down. Don't bring it into meetings or sneak off to the bathroom to check it. Bring back meaningful dialogue. Determine what the drivers and motivators are and try to teach and learn from them. This will require time, persistence and dedication. If you don't have it, quit or quit complaining about what is happening and what you see as the job sector demise.

#effortrequired, #partofthesolution