



Is Complacency Blocking Commitment?

A recent survey explores what employees are thinking.

Less than 40 years ago, a common phrase was "you must work up or out." If you are a Boomer, you remember it. Some X'rs will, too.

"Up or out" focused on career growth. Companies in the 60s, 70s, and 80s pushed Boomers to pursue the next level job. Critics say it created a "dog-eat-dog" culture. You were expected to pursue your boss's job to show your commitment to the organization or find another job.

It worked. Boomers sat in management and executive roles. However, industrial-age layoffs targeted managers with less seniority, even those committed to the organization. These managers, late Boomers, and early X'rs, no longer valued commitment to companies that could not commit to them.

The information age brought back demand for managers and technicians. But the supply/demand curve had shifted. There weren't enough X'rs to fill the roles. Up or out faded, replaced by work/life balance.

Has complacency throttled commitment to the organization? Our colleagues at Wiley Workplace Intelligence surveyed 2,200 people on their motivation to climb the ladder and what keeps them committed to their careers and the organization. "[Transform Complacency into Contentment: Top Tips for Engaging Your People](#)" is available on the blog.

You can move employees from complacent to committed. JobMatch Assessment helps you find and use employee assessments to improve hiring, development, and culture.

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Don't Let Remote Work Curb Sales Development

During this time, one of the most critical questions any President or CEO must face is: "How can I build and maintain a productive sales program?" My friend and associate, Troy "The Sales Navigator" Harrison, offers an answer through his Smooth Sailing Coaching Programs. No professional athlete has ever achieved greatness without collaboration with an equally skilled and passionate coach. In the same way, for long-term sales force development success, coaching can be essential to achieving your goals. Troy can help you focus and direct your efforts, streamlining product knowledge, creating fruitful lead generation, and putting the right processes and people in place. Troy's programs include individual, autonomous activities, like my Sales Force Audit, or my Salary Calculator, and their

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a complimentary,
no-obligation
Sales
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success is built on the group and one-on-one skills coaching. These programs have produced dramatic growth for companies all over the USA – and whether you are located in his hometown of Kansas City, or from coast to coast, he can help you.