

SAM@work > Do your workplace traits make you invaluable or expendable?


When Bob Kelleher asked human resources executives how often they fired an accountant because s/he couldn't add, few hands went up. When he asked if they ever fired an accountant because of a behavior such as chronic lateness or an attitude ("I'm not being paid to do that,") heads nodded in recognition.

After three decades in H.R. (Chief Human Capital Officer, AECOM, a Fortune 500 corporation) and operations (COO, ENSR, a global environmental services company), Kelleher found that "too much emphasis is placed on education and skills and not nearly enough is placed on behaviors and traits."

While education and skills "are similar to having jacks or better- you need them just to stay in the game," it is behaviors that often torpedo or accelerate careers.

Kelleher founded The Employee Engagement Group to drive business results by helping companies maximize their employees' potential.



 <p>Highs and Lows of Workplace Behaviours by Bob Kelleher MBA '94 <i>EmploymentEngagement.com</i></p>	HIGH	LOW
	An enthusiastic, solution-oriented approach	A negative, pessimistic attitude <i>(The perpetual devil's acvocate)</i>
	Seeking opportunities for growth <i>(open to new tasks and jobs)</i>	Stuck in one's comfort zone
	Shares credit, accepts responsibility	Takes credit, assigns blame
	Willing to go above and beyond	A "not my table" approach

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