(#187) Dear Management:

November 20, 2019



Please rank your different employee groups, by which are more favored...  
  
If you haven't stopped me from my ask... then you are terrible.  
  
Lol... not really, but kinda...  
  
The question should be as shocking as being asked, which of your children is your favorite...  
  
Now we all know (in your secret moments) you may have favorites... but to the outside world, to borrowers and MOST OF ALL to your employees... you need to learn the difference between your outside and inside voice.  
  
Because let's say (which happens in a lot of companies) there is a lean toward putting LOs on a pedestal...  not only do the typical resentment reactions appear, but as challenges occur... so does the lack of cooperation between departments... WHEN it's needed most.    
  
No one wants to feel second rate...  especially by a "parent", but in a workplace... by their leader.  
  
The BEST organizations make that employee: pushing paper OR answering phones OR scanning files OR shaking hands... feel they are neither better or worse than their fellow employee and that they are valued.  
  
So, again I ask... which is your favorite?  
  
Hint - "I don't have favorites!" and make sure that's not just words.  
  
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