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CAREERS 45





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## Careful reflection staves off stresses of new year

trusting

relationship

... between

boss and

employee is

change.

Many people begin to evaluate the past year and figure out what will be acceptable or not for the

upcoming year.

Most employees put
where they work the type of work they do and their pay scales under a micro-scope in January.

Maybe the Christmas

bills have started to come due, maybe the heating bills are beyond reason or maybe the commute to work is too long, cold and stressful, all of which force us to re-evaluate our lives. Employees may also be

tired of whatever the past two years in a rough econ-omy has done to them emotionally.

Believe me, employ-ers are just as fed up with whatever stresses they



dealt with during the

I think it is time to get back to a trusting, mutu-ally beneficial relationship between employers and

employees.
Before an employee breaks down and quits because money is tight and the job is too stressful, take a clear look at a few

things.
Was the job always too stressful or has it just been the last few months, or even the past couple of

Is there light at the end of the tunnel as far as workload goes?

Did your boss say they will hire more help in

Are you working a reg-ular work week or are you constantly working over-

Some employees are complaining about workload and their bosses know about it, so how fair is that to either party? Are you wastthe toughest

ing time at work,

then stressing because deadthing to lines are tight? rep
As far as
budgets and wages go, I replace.' am finding that employ-ees want to be paid more for doing less, beginning

To be realistic, employ-ees should look at what they produce or do for the company and how long that takes to do.
Then, compare with

other similar jobs to see
if they are paid
fairly for what 'A mutually

they do. There are many online sites that will give wage com-parisons.

Use the available informa-tion to make a case to the boss or to realize you are already right where you should be.

Before presenting stresses and wage reviews to anyone, think about all the additional benefits of Remember to consider health benefits, parking, expenses, incen-tives, bonuses, education allowance, freedoms, flexible hours, social activ ities, opportunities for growth and advancement, or anything else that would be lost with an abrupt "I quit"

in January.

The most important thing to evaluate is the relationship with the boss

A mutually trusting relationship with open positive communication between boss and employee is the toughest thing to replace.

If the relationship is great, do the

stress/wage analysis and present it to

the boss, and be sure to respect what is required of the job and all benefits the company does offer.

Soon it will be the February blues and we will forget the January stress

Sharlene Massie is the CEO of About Staffing Ltd., a dynamic personnel agency specializing in direct-hire and temporary placements. Ouestions for Sharlene? Visit the About Staffing website at www.aboutstaffing.com, and click on the link under the Sun logo. This article may be reproduced or transmitted if done so in its entirety, including this copyright line: Copyright 2011, by About

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every January.

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