

Do people often quit on you? Or do you know someone whose people quit on them? It is estimated that two out of every three people who quit a job do so because of the manager or leader. We may say that people quit their job or their company, but the reality is they quit their leaders. The workplace doesn't do anything negative to them. People do. Sometimes coworkers are the culprit, but often it's the boss or leader who alienated them or treated them with disdain or contempt.

Most leaders typically make a good impression on employees when they first meet. Add to that the optimism people have when they start a new job. They want the new job to work out. But over time, leaders will be recognized for who they really are, not who they are trying to appear to be. If a boss is a jerk, it's only a matter of time before an employee knows it.

So what kinds of people do employees quit on? Most often they come in four types:

1. *People quit people who devalue them.* Leaders who continually say bad things about their people might as well open the exit door. People like to feel appreciated and valued--and they don't like being embarrassed or be made to feel inferior. Good leaders find reasons to express their appreciation of their people. Everyone contributes something. Find out what it is and praise

## Are people quitting on you?

them for their contribution.

2. *People quit people who are untrustworthy.* A survey conducted by Manchester Consulting revealed five of the quickest ways that leaders lost the trust of their people in the workplace:

- \* Acting inconsistently in what they say and do.
- \* Seeking personal gain above shared gain.
- \* Withholding information.
- \* Lying or telling half-truths.
- \* Being closed-minded.

When leaders break trust with their people, it is like the breaking of a mirror. Strike a mirror with a stone and the glass shatters. And while it may be possible to recover all of the pieces and glue them back together, the mirror will always show cracks. The greater the damage done, the more distorted the image is. It becomes very difficult to overcome the damage done in a relationship when trust has been lost.

3. *People quit people who are incompetent.* Everyone wants to feel that their leader can handle the job, regardless of the function. Leaders need to inspire confidence, and they do that, not with charisma, but with competence. If people working for an incompetent leader have a high degree of skill, frustration will set in when momentum is disrupted as the leader hesitates and/or stumbles.

An incompetent leader will not lead competent people for long. People naturally follow leaders stronger

than themselves. Someone with great leadership potential struggles following someone with little leadership capability. Eventually the leader with potential quits and finds someone else, somewhere else, to lead them.

4. *People quit people who are insecure.* Even if a leader values people, possesses integrity, and displays competence, they can still drive people away with their overwhelming sense of insecurity.

Some insecure leaders are easy to spot. Their desire for power, position, and recognition comes out in an obvious display of fear, suspicion, distrust, or jealousy. But sometimes it can be more subtle.

Exceptional leaders do two things: they develop others, and they work themselves out of a job. Insecure leaders never do that. Instead, they try to make themselves indispensable. They don't want to train their people to reach their potential and be more successful than they are. In fact, they don't want them to succeed without their help. And anytime someone rises up too high, they see it as a threat.

So value your people, be trustworthy, be competent, and feel secure in your position and role, and you will significantly reduce the chances of people quitting on you.

~ The End ~