



Your Points to Ponder

Rewarding Unemployment I - P2P Quick Communique #22

WASHINGTON (AP) - Senate Democrats are trying again this week to extend unemployment benefits...pushing a bill that would extend expiring benefits for 14 weeks in all states and an extra six weeks in states where unemployment is above 8 1/2 percent.

On the surface, this looks like the right thing to do. After all, those that are currently unemployed should be getting help so they are able to feed their family. I don't think you would find anyone that would dispute or disagree with that.

The question then becomes ... how many are consistently looking for work? Have they turned anything down because unemployment paid them more money?

Notice that I said "unemployment PAID them". Do people consider unemployment checks paychecks? If so, then being unemployed is their 'job'. As long as the money comes in, they don't need to go look for a new 'job'.

Is this behavior being rewarded? Let's review:

- You lose your job, through no fault of your own.
- You get unemployment monies until you find a job.
- If you can't find a job or get tired of looking, you still get the same amount of money.
- Therefore, you get paid - you get a reward - for not working.

In your department:

- *What behaviors are you rewarding, or what behaviors are being rewarded?* 'Taking no action' is considered a reward.
- *Why should that person change their behavior?* What incentive or 'reward' are you giving them to change? What consequence are you giving them?

No consequence to them = no reason for them to change.

What behaviors are you reinforcing?

Shari is the only speaker and consultant that combines communication styles, personality behaviors, emotional intelligence and your mind. She works with executives and teams to resolve conflicts and build a more cohesive group. If your team is not "playing nice in the company sandbox", give Shari a call!

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