



Women's empowerment against sexist harassment in public space
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BUILDING A STRONG WORK ETHICS



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"The best way to learn is by doing. The only way to build a strong work ethic is getting your hands dirty."




- **Alex Spanos** -



Introduction

Employees with a strong work ethic are often seen as competitive due to their drive to complete work goals. It's crucial for company success as it drives productivity, fosters employee satisfaction, and enhances a company's reputation, thereby contributing to individual and organizational achievements.



01

**Strong Work Ethics
Fuel the Company
Success**



Work ethic can be **strong (good)** or **weak (bad)**, it depends on personal views of employees, their motivation, and overall company culture.



- ▲ **A strong work ethic** is an attitude an employee applies to their work that indicates a high level of passion for any work they do.
- ▲ **A weak work ethic** is an attitude that an employee demonstrates that shows a lack of ambition and professionalism in the workplace.

People with a strong work ethic often seem as though they have a competitive spirit, although their competitiveness is often within themselves to achieve their goals within their occupation.



Benefits of Strong Work Ethics for Companies



A workforce composed of employees with strong work ethics provides several benefits to the company.

Financial Performance

- ▲ **Increased productivity:** dedicated employees translates to higher output and efficiency.
- ▲ **Improved profitability:** higher productivity and efficiency lead to increased revenue and profit margins.
- ▲ **Reduced costs:** lower turnover rates and decreased absenteeism contribute to cost savings.

Organizational Culture

- ▲ **Enhanced reputation:** a company known for its employees' strong work ethic attracts top talent and customers.
- ▲ **Stronger teamwork:** shared commitment to excellence fosters collaboration and cooperation.
- ▲ **Increased employee morale:** a positive work environment built on strong work ethics boosts employee satisfaction.

Customer Satisfaction

- ▲ **Improved quality:** employees dedicated to their work produce higher-quality products or services.
- ▲ **Better customer service:** a strong work ethic translates to excellent customer interactions.
- ▲ **Increased customer loyalty:** satisfied customers are more likely to return and recommend the company.



Strong Work Ethics and Success: Statistic



Motivation



45%

Employees feel more motivated to work when they have a clear set of goals

Profitability



15%

A culture of ethics can boost long-term profitability

Employee Retention



20%

Companies with strong ethical standards often experience an increase in employee retention rates

Productivity



15%

Employees with high work ethics are much more productive than their counterparts





02

Strong vs Weak Work Ethics



Challenges in the Workplace that Impact Work Ethics



Work-life balance issues: many people focus so hard on work that their personal life suffers. Although this might seem like a strong work ethic, the resulting burnout can kill productivity;

Lack of recognition or reward: failure to acknowledge good work can result in poor work ethics over time;

Unclear goals or expectations: good work ethics require focusing on the task. Unclear direction can make it hard to get started;

Poor management or leadership: ineffective leadership can lead to a demotivated workforce that lacks guidance and support;

Toxic workplace culture: just as a few positive people can lift everyone's mood, too much negativity can be draining;

Technological distractions: in an age of constant digital distractions, even work-related tools can become distractions if not managed properly;

Lack of autonomy: although employees need direction to perform at their best, everyone wants to feel independent. Too much micromanagement can stifle enthusiasm.



Examples of Strong vs Weak Work Ethics



Strong Work Ethic

People with a strong work ethic are often referred to as true professionals.

- ▲ **1st example:** George takes meticulous care in producing the best results possible. He submits his work on time and of consistent quality. Before submitting, George takes the time to check for mistakes, so managers have little to nothing to revise.
- ▲ **2nd example:** Olivia is known to be one of the most reliable people in the workplace. She arrives at work five minutes early every day. Additionally, her managers know that she'll complete any work given to her within the deadline, while her colleagues know her as someone who will follow through on covering shifts for others.
- ▲ **3rd example:** David pays careful attention to the tasks at hand. He stays focused until the tasks are complete. His time management skills mean he builds in breaks when needed.

Weak Work Ethic

Weak work ethics are an overall disregard for the job and professionalism

- ▲ **1st example:** Jim's supervisor asked him to review the financial reports from last quarter to look for purchases from one client. The supervisor gave him this task about a month ago and asked him to complete it within a few weeks. Now, a month has passed, and Jim still hasn't reviewed any of the reports.
- ▲ **2nd example:** Sheila is sometimes bothered by the tasks required of her. However, she never addresses this with her superiors. Instead, she complains to co-workers, friends, and anyone that will listen about her job.
- ▲ **3rd example:** Jeff is an employee that isn't bothered by work schedules. Every weekday he's supposed to show up at 9 am. While other employees show up on time or even early, Jeff is rarely, if ever at the office on time.



73%

There is one must-have trait (among others such as dependability and self-motivation) that 73% of companies desire the most in their candidates when it comes to employment. **Guess what?**



Work Ethics



03

7 Characteristics Skills of Strong Work Ethics



Top Strong Work Ethic Skills You Need to Look For



Reliability & dependability

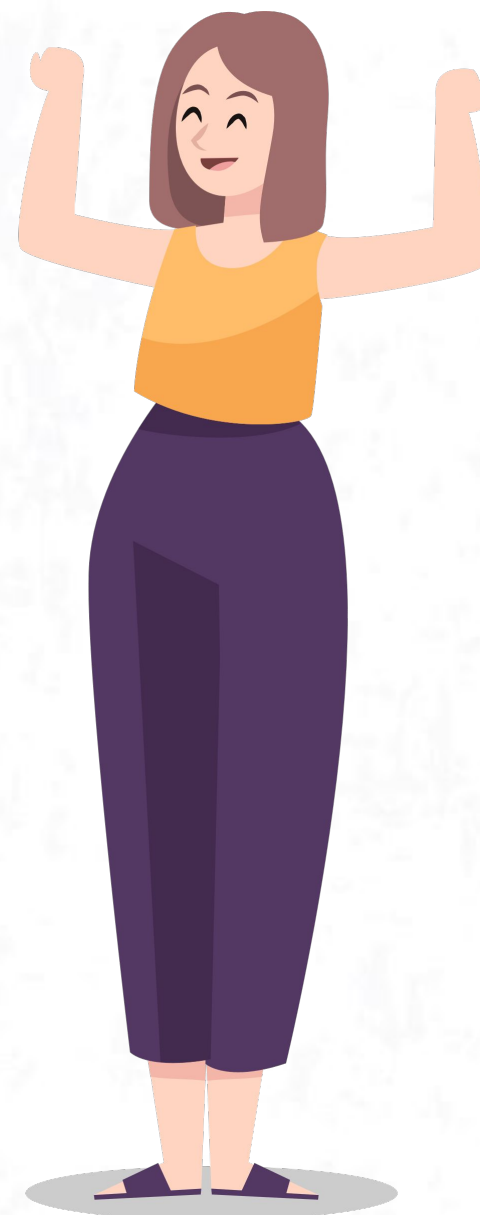
Demonstrating dependability by consistently meeting deadlines and fulfilling obligations

Productivity & quality of work

Being efficient and effective in your tasks and always aiming for high-quality results

Dedication & commitment

Showing a strong dedication to your job and the willingness to go above and beyond what's expected of you



Curiosity

A desire to learn and grow, seeking out new knowledge and perspectives

Professionalism

Maintaining a professional attitude and appropriate behavior, dress and communication

Initiative & self-motivation

Helping others whenever possible and striving to contribute in whatever ways you can

Resilience & adaptability

Demonstrating the ability to overcome challenges, adapt to changes, and recover from setbacks



Strong vs Weak Work Ethics Skills

Strong Work Ethic Skills

Reliability: Depends on consistently meeting deadlines and commitments, demonstrating trustworthiness and fostering a sense of dependability.

Initiative: Proactively takes action to address problems or opportunities, demonstrating the willingness to go above and beyond in their work.

Adaptability: Embraces change with a positive attitude and is capable of adjusting to new situations or challenges while maintaining productivity.

Teamwork: Collaborates effectively with others, fostering a sense of unity and support within the workplace.

Integrity: Upholds ethical standards, exhibits honesty, and follows through on commitments with a strong moral compass.

Professionalism: Demonstrates a high level of expertise, competence, and respect for others in the workplace.



Weak Work Ethic Skills

Procrastination: regularly putting off tasks or responsibilities, causing unnecessary stress and missed deadlines.

Unreliability: lacking consistency in meeting deadlines or commitments, creating a sense of instability and distrust within the team.

Resistance to change: struggling to adapt to new situations and challenges, leading to decreased productivity and potential conflicts.

Selfishness: prioritizing personal interests or goals over team objectives, causing a lack of collaboration and support within the workplace.

Dishonesty: demonstrating a lack of integrity, engaging in deception or unethical behavior, undermining trust and respect among colleagues.

Lack of effort: failing to invest the necessary energy or time into tasks, resulting in sub-par performance and negatively affecting team productivity.





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To have a healthy work ethic, we also need healthy boundaries where we can say “yes” to the top priorities that will move our jobs, activities, and lives forward. We’ll have to say “no” to endeavors and activities that won’t. We need to become adept at managing the pressures that bombard us. We need to manage our time bravely and assertively so that we’re not continually working all through the night, feeling that we can never unplug, turn off our phones, and get off our email. A strong work ethic is helpful to successful living, but only as it supports you to build success on your terms and focus on what truly matters.

— **Kathy Caprino**





04

10 Ways to Foster Strong Work Ethics



10 Ways How Managers Can Instil Strong Work Ethics Among Employees (1)

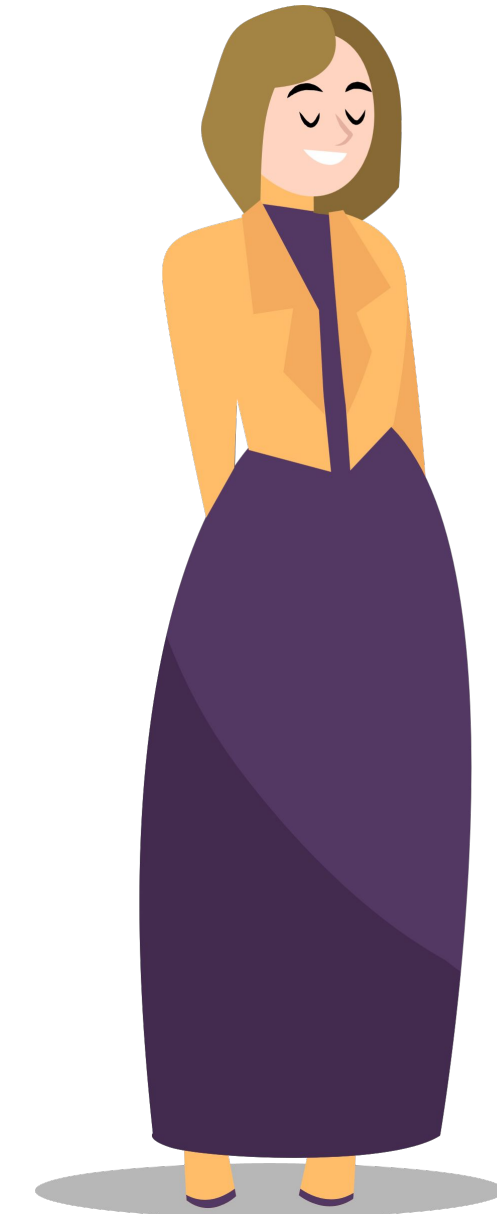


10 Ways How Managers Can Instil Strong Work Ethics Among Employees (2)



Some Ideas for Managers

- ▲ **Organize team workshops** - allowing everyone to work together in a team workshop breeds a more positive environment in the office, and often gives individuals an extra reason to try and excel at learning a new skill;
- ▲ **Team building activities** - use team-building activities to build rapport between employees, and grow their skills for teamwork. Working as a team player is an important skill for developing an attitude of a strong work ethic;
- ▲ **1-on-1 meetings to improve attitude** - don't try to confront an employee in front of their peers, which can cause embarrassment, and lower morale and motivation. Instead, if you find an individual with problematic attitudes or behaviors, pull them aside for individual meetings;
- ▲ **Encourage mentoring** - set aside time and select mentors to be available to 'coach' other employees, and ultimately enhance their performance.



Resources

1. 7 Characteristics of a Good Work Ethic

<https://www.paycor.com/resource-center/articles/7-characteristics-of-a-good-work-ethic/>

2. Building a Strong Work Ethic: Boost Productivity and Get Things Done

https://clickup.com/blog/work-ethic/?utm_source=google-pmax&utm_medium=cpc&utm_campaign=gpm_cpc_emea-eea_nnc_pro_trial_all-devices_tcpa_lp_x_all-departments_x_pmax&utm_content=&utm_creative=____&gad_source=1&gclid=CjwKCAjwhvi0BhA4EiwAX25uj8xBvAcebb7Lbn_s5LBeVoIu86YRSCYWu_S5A_bM0LtTN5RUfqk10UhoCrfsQAvD_BwE

3. Mastering Work Ethics: Ultimate Guide for Managers and Employees in 2024

<https://www.vantagecircle.com/en/blog/work-ethics/>

4. The Benefits of a Strong Work Ethic, Helping You Land and Keep Your Dream Job

<https://www.paymoapp.com/blog/work-ethic/>

5. What Is Work Ethic & What Goes Into a Great One?

<https://www.personio.com/hr-lexicon/work-ethic/>

6. Work ethic in the workplace: <https://www.valamis.com/hub/work-ethic>

7. Work Ethics Statistics: Latest Data & Summary <https://wifitalents.com/statistic/work-ethics/>



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Thank you!



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