

Stop Nickeling & Diming Salary Staff

Too many leaders focus their attention nickeling and diming their people's schedule and time. When leaders nickel and dime with their employee's time often, it leads to poorer engagement and the same behaviors reversed.



The process of nickel and diming employees is when an employer refuses to be flexible with scheduling and time.



Often leads to a culture of clock watchers, eagerly waiting and counting down, the literal seconds, to the end of their shifts.



For the disengaged, these employees will steal time becoming even less productive or efficient overall.

Be more flexible

People need to show up for work on time. Most of the time, they do. The 5% of the time they don't, be flexible, unless it is a trend.

Most employees spend more than 5% of their time doing work that is unpaid or unaccounted for after hours.

Stop mistreating salary workers



Allow salary workers to develop their schedules, accomplishing their responsibilities how, when, and where they choose



How many or how little hours worked, shouldn't be a big deal as long as you are finishing your tasks



Don't nickel and dime salary workers and you will unlock more discretionary effort