

Work Worth Doing

Every job is a promise made in two directions. Both sides are so afraid of what the other will think that *neither* one keeps it.

Fulfilling work does not stay at work. It rides home with you. It shapes the parent you are at dinner, the friend you are on the phone, the neighbor you are on the street. That is the ripple, and it runs both ways: what leaders owe their people, and what every person owes in return. Both have to be true at once. Here is both.

THE COMPACT

WHAT LEADERS OWE

The obligation of every leader and workplace.

01

Their Health

Keep your people whole in body, mind, and emotion. Work is meant to build them up, not use them up.

02

Room To Grow

Give work that stretches people and hands them back more capable than you found them.

03

A Fair Wage

Pay that is fair, equitable, and competitive. Money will never make someone love the work. Underpaying them will absolutely make them leave it.

04

A Real Fit

Put people in work that matches how they think, how they act, and what they love. Stop forcing round pegs into square holes.

WHAT EMPLOYEES OWE

Your obligation in return.

01

Your Real Self

Your best, most natural self. Not a mask, not a performance. The actual you, most of the time.

02

The Search

To go find work that fits and fulfills you, and to quit settling for work that shrinks you.

03

The Ripple

To choose work that makes you a better partner, parent, friend, and neighbor. The people around you inherit whoever you become at work.

04

Your Gaps, Out Loud

To stop hiding your weaknesses and start naming them, so the people who complete you can finally find you.

WHAT LEADERS OWE

The obligation of every leader and workplace.

05

A Why

Tell them why the work matters and who it helps. Nobody sacrifices for a paycheck. People sacrifice for a reason.

06

Clarity

Paint a clear picture of what winning looks like, not just a list of duties. People do not quit the job. They quit the guessing.

07

To See The Whole Person

Treat people as human beings first, and remember work is built to hold one third of their day, not swallow all of it.

08

A Safe Place To Be Honest

Build enough integrity that people can name their weaknesses out loud, and trust they will not be turned against them.

WHAT EMPLOYEES OWE

Your obligation in return.

05

The Next Generation

What older generations endured is not a debt the next ones are required to repay. Each generation is obligated to leave work better than it found it.

THE BOTTOM LINE

What's best for the person and what's best for the business were never two different things.

None of this is soft. It is the most practical thing in business. People who are *tired from their work but not tired of it* build better companies, better families, and better communities. That is not a wish. It is a return.

If this reads as naive, we are not a fit, and that is the point. If it reads as overdue, let's talk.

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