

## Sometimes.... Work is Work

It was my dad that introduced me to the phrase.... Sometimes work is work. When I was kid, and I was tasked with a specific chore (yes kids had chores to do back then) I would immediately try to think of a way to lessen the burden, or the time to do the chore. Simply put, take short cuts. After multiple failures or being told by my father that it was not done properly, I would end up taking longer to complete the job vs if I would have just done it the right way in the first place. As I would sit there frustrated over my poor choices, my dad would utter the dreaded phrase.... "Sometimes work is work." Looking back...he was right. Work is not always going to be sunshine and rainbows, it is work!



Let's face it, work can be downright difficult. Some work can be physically demanding, and others can be mentally draining. My first "real job" was a route driver for a Coca-Cola Bottler in North Carolina. I had a CDL license, and I would drive a 16-bay delivery truck and sell/make deliveries to local establishments. The job was extremely physical, rolling 400 to 600 cases of Coke off the truck and into the stores all day long. It was especially lovely in the dead of the summer. On my first day, they directed me into a closet filled with old uniforms to wear each day. After finding some clothes, I told my immediate supervisor that the shorts were too tight. He told me, give it a couple of weeks and those shorts will fit perfectly. He was right. I wanted to quit after the first day, then the second day, then the third day.... you get the point. The ghost of my Dad would ring in my head...Sometimes work is work. So, I stuck it out. After two years and 40lbs lighter, I loved my job. I stuck it out, understanding that you get out of your job what you put into it.

Oh, how times have changed. Now in 2022, the labor market is upside down, and the philosophical view on work has transformed immensely. Just after the pandemic hit the United States, our country experienced what is now being called.... The Great Resignation. An avalanche of individuals decided that they were done with work...not just their job but done with work. They resigned, quit, sayonara. This left a huge hole in our labor market.... Where do we find replacements? That's one part of the problem. Then you take people who were unhappy at their current jobs, and partly due to the pandemic, decided life is too short and jumped ship to another job/career. This left companies doing a deep dive self-evaluation on what they must do to get new people, but more importantly, how to keep people. Employers are throwing everything (higher wages, sign on bonuses, etc.) against the wall, hoping something sticks to address this substantial continuous labor issue.

Back in July of 2021, I wrote a piece about companies creating the right opportunity to attract employees. Since that time, employers have labored to do exactly that, yet the latest data shows that we have over 10 million job openings in the United States, and 6 million unemployed. More money and perks are great, but so is making it clear to your prospective workforce that hard work and paying your dues has its rewards. The jobs are out there for the unemployed. These jobs are opportunities! The rewards are there to take advantage of. Accepting the fact that "work is work" is much better than no work at all.

To quote the late great comedian George Carlin, "If work is so terrific, how come they have to pay you to do it?" That is why it's called work! Hopefully America can take advantage of the abundant job openings, with the understanding that.... **Sometimes Work is Work!**

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