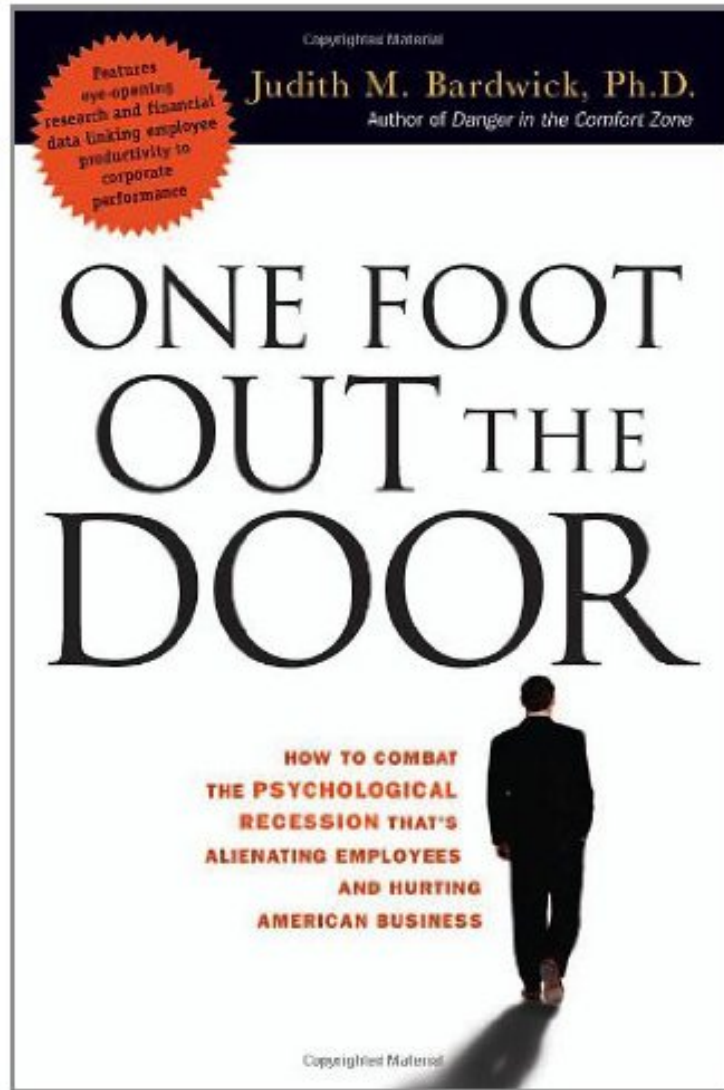


(Free download) One Foot Out the Door: How to Combat the Psychological Recession That's Alienating Employees and Hurting American Business

One Foot Out the Door: How to Combat the Psychological Recession That's Alienating Employees and Hurting American Business

Judith M. Bardwick

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Judith M. Bardwick : One Foot Out the Door: How to Combat the Psychological Recession That's Alienating Employees and Hurting American Business before purchasing it in order to gage whether or not it would be worth my time, and all praised One Foot Out the Door: How to Combat the Psychological Recession That's Alienating Employees and Hurting American Business:

1 of 2 people found the following review helpful. "One Foot Out the Door" Author; Judith BardwickBy Hubert L. CourtneyOne Foot Out the Door: How to Combat the Psychological Recession That's Alienating Employees and Hurting American BusinessJudith has done it again, and hit a critical target with this book! By the time I got to page 25, I realized, what a helluva beginning and what a "message!" By page 25, Judith had outlined where Corporate America's business had been in the 90s, why, and how those events have led to the psychological state that employees are in now.The revelation for me, is that I see and hear what she describes during my work with hundreds of Corporate employees. Long-service employees,in their 30s-50s and new hires (both grads and experienced) many now functioning in a "One Foot Our the Door" mode. I have sensed that many employees are working with out any real engagement or commitment, and are performing in a fear-based behavioral mode.I have reflected on my observations and conclusions, but have never come anywhere near pulling all the variables together as succinctly as Judith has.She not only outlines the problems and cause, but also provides a wealth of solutions and insight on precisely what high level management needs to do to solve the complex problem of employee alienation and disengagement.Corporate executives are the primary audience for this book, since they have the power and responsibility to address the problem.Supervisors and line employees will also benefit from this book. It can give them understanding on what they are going through and why, and that they are "not alone" with their attitudes and feelings.Ms. Bardwick has done it again, as with "Danger in the Comfort Zone" and her other books.One Foot Out the Door, should be mandatory reading for every high level executive and their leadership teams! And then, they would be best advised, to chat with Ms. Bardwick.0 of 0 people found the following review helpful. one foot out the doorBy Daryl the readerA good book exposing (as if it isn't already known) the arrogance, and stupidity of management in the important relationship between employers, managers, and employees, and it's resulting and direct effect on production and quality in the workforce. A should read for working people, and a mandatory read for management.0 of 1 people found the following review helpful. A must read book for everyone in businessBy Carol WinicurI found myself literally nodding in agreement through most of the first half of this book as it described exactly my own experience and the experience of many others I know in the post 1980's business bust. It felt validating to have the difficulty and trickle down effects of downsizing, outsourcing, and poor management choices so accurately described and explained. I found the 2nd half of the book inspiring with really good solutions, even though I did not agree with 100% of them. I could see a brighter future, if all our nations's CEOs read this book. I actually bought a copy for the CEO of my own company.

As many as two-thirds of our employees are either actively looking for new jobs or merely going through the motions at their current jobs. Fearful and feeling vulnerable after years of watching friends get laid off, they expect the worst to happen, and they see no reason to give it their all. This phenomenon, identified by renowned author Judith M. Bardwick as "the psychological recession," can have a devastating effect on a company's financial health. Based on extensive research showing how costly bad management really is, this eye-opening book offers concrete prescriptions for combating alarming trends such as high turnover, low productivity, and lackluster performance, including techniques for: * strengthening the bonds of trust and respect between managers and employees * customizing working conditions and rewards for individual employees * hiring for the "best fit" between the organization's core culture and the personal qualities and priorities of the individual Using hard numbers and current studies that prove the direct connection between a company's financial performance and its employees' commitment, this book is a wake-up call to organizations desperately needing to restore the broken spirits at the heart of their companies, and enhance their bottom lines.

ldquo;If yoursquo;re an HR strategist, buy One Foot Out the Door right awayhellip;. you need to read this book. Dr. Bardwick, who was a professor of psychology at the University of Michigan and is currently a Clinical Professor of Psychiatry at the University of California, San Diego, did the workplace research for you and presents facts and figures from dozens of seminal employee motivation studies. You could pay a consulting firm a ton of money to compile this information, or you could just plop down 20 bucks and have it in one convenient volume. I donrsquo;t say this lightly, but if yoursquo;re in HR and donrsquo;t read this book yoursquo;re really missing out." -Know HR Blog ldquo;If yoursquo;re an HR strategist, buy One Foot Out the Door right awayhellip;. you need to read this book." - Know HR Blog ""[Bardwick] has always challenged conventional wisdom and I consider her to be not only a great management thinker, but also a great thinker about life." -- Marshall Goldsmith, Marshall and Friends column in BUSINESSWEEK.COM "If yoursquo;re looking for ways to recruit or retain talented people, Bardwick offer[s] strategic, smart suggestions for establishing a workplace that is welcoming to a diverse set of people and committed to their job satisfaction and growth." 800ceoread.com "I consider [Bardwick]} to be not only a great management thinker, but also a great thinker about life." -- Marshall Goldsmith, Marshall and Friends column in BUSINESSWEEK.COM ldquo;hellip;takes a good look at current employee motivation issues and offers a full-course banquet of useful ideas to resolve them.rdqquo; -- Inland Empire Business Journal ldquo;...a good deal of practical and sensible advicehellip;an interesting and compelling read.rdqquo; -- Facilities Manager About the Author Judith M. Bardwick, Ph.D. (La Jolla, CA) is a highly regarded writer, speaker, and management consultant whose clients have

included IBM, Hewlett-Packard, and Johnson Johnson. Prior to forming her consulting business in 1983, she was a professor and associate dean at the University of Michigan. She also served as a clinical professor of psychiatry at the University of Californiamdash;San Diego. Her previous books include the national bestseller *Danger in the Comfort Zone* (978-0-8144-7886-8).