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### Raise The Roof!

What could be done to improve the average worker? A common question employers ask themselves when hiring new workers as well as wanting to improve worker efficiency. There are countless factors that contribute to making an average worker an efficient worker, some factors employers can affect while others the worker must strive to achieve themselves. **To become an efficient worker in today's society for the field of construction, it takes not only the right mindset but also dedication, and a substantial amount of time to learn the basics/essentials to start working more efficiently.** Nothing is ever achieved by doing nothing, progress takes time, and along the line, mistakes are made and even mistakes can be part of the learning process.

What motivates a construction worker to wake up as early (6 A.M. usually) as they do and head to work? Dedication obviously, however, it's not only the dedication to make more money but the dedication to strive towards a future they envision. Imagine an instance where there are two workers on the same job, one of the workers is an over achiever who goes the extra mile while the other worker happens to be a lazy worker who complains about doing the extra work. Who is likely to get paid more an efficient worker who is dedicated to his job and gets his work done on time or a lazy worker who slacks off or does the bare minimum? If an employer had to make some cuts which would they most likely decide to fire? The lazy worker of course!

“When assessing an individual's performance, make coaching comments about "what employees can do better rather than what they did poorly," (Carter), not only does it shows character, but character goes a long way, for instance judging a person on whether they deserve/qualify for a raise/promotion.

The mindset is also an essential factor in making an everyday worker into an efficient worker, without the right mindset one might as well not even care what they do. “You need a creative mind, to find use for other tools to get the job done/basically find solutions to problems that occur out on the site/work.” (Hernandez), Joining the field of construction usually should be accompanied by a growth mindset/mindset of a good problem solver, problems could occur on the site and workers are always the first ones to address it. It’s their job to try and find the solution, “As construction workers, they are also problem-solvers. If they are given the tools and authority to do so, they know how to fix problems.” (O’Sullivan), he also knew the importance of how construction workers should be prepared to become problem solvers while on the job. There will be a variety of things to learn when entering this field, which is exactly why having an open mind/perspective and the ability to think uniquely/outside the box is crucial.

How long does it take to get the basics down? There is no precise answer; everyone adjusts to new things differently; some may be a natural and pick it up right away, while others take their time to make sure they have it nailed down. “To be an effective worker it took ½ a year-year to know the general procedures it takes to build a building.” (Hernandez), Framer at Fair and Square Construction, following up I also asked if that's how long it took to gain an understanding of everything and he continued to explain how he didn't know everything yet, he only knew the general procedures. There is a lot to know about construction, and it takes time to

learn, and everyone isn't the same type of learner. Hence employers should use the situation of a mistake to show a helpful example of the correct procedures and explain how mistakes happen, but there's always a lesson to be learned. Always something new to pick up.

In conclusion, a great many things can factor in when it comes to becoming/making an efficient worker. Every aspect of an effective worker is shown/seen when working alongside one, the traits will show and so will their attitude, determination, and commitment. Having motivation for your job despite the negatives that come all with it, having the right mindset knowing anything could happen. If a problem were to occur construction workers are the first responders, realizing things can take time to pick up and not giving up when things are hard right from the start. It's a lifelong journey to learn all there is to construction however along that journey picking up on the procedures and becoming completely familiar with craft is what lies ahead on that road.

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