

Joaquin Hernandez

Mr. Foote

Capstone - Rough Draft

10 April 2019

Joaquin Hernandez

Mr. Foote

Capstone - Rough Draft

10, April, 2019

Raise The Roof!

What makes an everyday worker an effective worker? A common questions employers ask themselves when hiring new workers as well as wanting to improve worker efficiency. There are many factors that contribute to making an average worker an effective worker, some factors employers can affect whilst some others the worker must strive to achieve themselves. To become an effective 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 efficient. 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 constructions 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 to be the best person you can possibly be. Imagine an instance where there are two workers working 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 effective 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 who 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 it show character, but character goes a long way, for instance judging a person on whether they deserve/qualify for a raise/promotion for instance.

The mindset is also an essential factor in making a everyday worker into a 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 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 exactly why having an open mind and having 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 adjust 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. Hernandez, Framer at Fair and Square Construction said "To be an effective worker it took ½ a year - a year to know the general procedures it takes to build a building." following up I also asked if thats how long it takes to know everything and he continued to explain how he didnt 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 effective 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 aheads on that road.

Work Cited

Construction Knowledge.net - Free Advice about People Skills and Building, 10 Apr. 2019,

www.constructionknowledge.net/people_skills/people_skills.php#1.

Hernandez, Joaquin. Personal Interview. Hernandez, Jesus. 15, March, 2019

Mink, Michael. "Nurture Employees To Make Them More Productive." *Investor's Business*

Daily, Investor's Business Daily, 20 Mar. 2019,

www.investors.com/news/management/leaders-and-success/nurture-employees-to-make-them-more-productive/.

Schwab, Tyler. *YouTube*, YouTube, 9 Oct. 2018, www.youtube.com/watch?v=DDXPY5bPAI8.

"What Does Worker Involvement Mean in Construction?" *LHSFNA*,

www.lhsfna.org/index.cfm/lifelines/september-2013/what-does-worker-involvement-mean-in-construction/.