

*Opening credits:*

*[action music playing]*

*Two animated women arguing in an office room with a desk behind them and window overlooking the city. Scene drops down and a male and female superhero dressed in blue and green outfits fly up. Male superhero has speech bubble appear that says, 'Someone needs our help!' Superheroes fly off into the city. Women arguing in the office. Male and female superheroes fly across the window behind the women. Male and female superheroes drop down from top of screen and land on top of a building. City buildings in the background. Office room with two women continuing to argue. Elevator doors to the right opens up and the male and female superheroes run out and throw their arms above their heads. Speech bubble appears above male superhero that says, 'We can help! Come with us!' Superheroes run off the screen to the right. The two women point to an Ask Joe logo that appears.*

**Two female voices:** Ask Joe!

**Female voice:** And Jeanne!

*Screen fades to black.*

*[sad music]*

**Henry:** I need someone to assist me with an issue, who's got a minute?

**Mikayla:** I can help.

**Henry:** Thanks, but you don't have the experience, I need someone who's been here longer...

**Henry:** Jack, come help me.

**Autumn:** You look upset, what's wrong?

**Mikayla:** I'm just tired of everyone not taking me seriously. Just because I'm young doesn't mean I don't know what I'm doing.

**Autumn:** Same here. They act like I don't understand because I haven't been here as long as they have.

**Mikayla:** Right? I hate it. *(sighing)* I wish someone would help us out and tell them we aren't naïve just because we're young. If I wasn't able to do my job, I wouldn't have been hired, ya know?

**Autumn:** I know... Wait a minute! Why don't we...

**Two female voices:** Ask Joe!

*[Theme music playing in background]*

*A yellow background with dots. Ask Joe logo explodes onto the background in between a male cartoon character with black hair and glasses wearing a blue superhero outfit with green gloves and a female character with black hair and glasses wearing a green and blue superhero costume and green gloves. Scene moves off screen to the top to reveal a comic book on a wooden table. Camera zooms in quickly to the comic book cover and the screen folds down like a page turning to reveal live action Joe.*

**Joe:** Currently the number one reason people change jobs is for career growth opportunities. Given that fact, it looks like Henry is pushing Autumn and Mikayla to start looking for new positions. Experience is a great teacher. Coupled with effective guidance, it is a powerful combination to build skills which lead to significant contributions to the team.

**Joe:** But Henry's existing approach is fraught with peril. He lives by the motto, "The reward for experience is more work." Here's where that will lead him – Henry will rely on the people he feels he can count on to get the job done. If his team consists of five people, Henry will overload the three more experienced people and leave Autumn and Mikayla with less work. That approach creates workload inequity.

**Joe:** The three experienced and now overworked people are likely to burnout and resent Autumn and Mikayla because those three inaccurately see them as slackers. Autumn and Mikayla will become more bored and disillusioned because they aren't learning and growing. Plus, they'll feel the resentment from their colleagues. Henry has unwittingly created a team that is fractured and questions his ability as a manager.

**Joe:** Henry needs to reverse course. First, he needs to become an expert on the strengths and weaknesses of each member of his team. Next, he needs to distribute work that leverages people's strengths and avoids their weaknesses. He also needs to let people try different assignments that might be in their wheelhouse. Finally, he needs to effectively coach each person in a way that motivates them, inspires them and improves their overall performance.

**Joe:** If Henry follows this path, Autumn and Mikayla will be more engaged and the entire team will thrive. If you have a leadership question, please contact me at [askjoe@mycuserVICES.com](mailto:askjoe@mycuserVICES.com) I'd love to help!

*Yellow screen with dots slides over Joe. Black text appears on screen.*

**Female voice:** Have a leadership concern and need a second opinion? Ask Joe and Jeanne! Send your questions to [askjoe@mycuserVICES.com](mailto:askjoe@mycuserVICES.com).

*[theme music playing]*

*Fades to Vizo Financial logo V and a red heart and the words, "CUs" in green on gray background between a male cartoon character with black hair and glasses wearing a blue superhero outfit with green gloves and a female character with black hair and glasses wearing a green and blue superhero costume and green gloves. Superheroes fly up and off the screen. The logo fades into the Vizo Financial logo. Vizo Financial logo fades out and disclaimer text appears on screen.*

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*Scene fades to black.*