

Job Commitment Turns Dreams into Reality

Commitment means doing what you said you were going to do, long after the mood you said it in has left you. It is your personal pledge to follow through by giving your best effort. You can measure your commitment at work by these things:

- the level of enthusiasm you bring to your assigned tasks
- the responsibility you feel about the goals, mission, and vision of your organization

True job commitment is a quality employers appreciate and reward. Bosses recognize the value of a good worker who is willing to evolve and improve with the company, rather than jump ship when times get hard.

One of the easiest-to-understand signs of commitment is how you approach the length of your workday. Strong employees accept that they might have to show up early – or stay late – to accomplish their work.

Either you commit, or you don't—there's no in-between

Unless you are committed to your work, you may want to go back on your word from what you said you'd do. This is disloyal.

Commitment challenges

You should not expect job commitment to always be easy, but you can expect it to bring rewards. Here are examples of commitment challenges:



You agree to work overtime on Friday night because you have nothing else to do and you need the money, but then a friend's father gives him two tickets to a concert for his birthday and he invites you to go along.

You told a coworker yesterday that you will have time this morning to help him with a project due by noon, but since you woke up, you haven't felt well.

Your company is offering a day off work for anyone who wants to volunteer to participate in a service day for a local charity. You were one of the first to sign up, but you're not so interested any more.

You agree to switch to an earlier shift at work, but now, after having gotten up early for a week, you don't believe you can handle the hours any more.

You took a job in a prestigious company where you've always wanted to work, but since starting six months ago, you find the work boring.

Action: What would you do in the "Commitment challenges" situations described above?

© Career Solutions Publishing

Note to Instructors: The Work Habits lessons of *Job Ready Career Skills* speak to commitment. Consider printing the list of lessons for students and engage them in a discussion about how each lesson is connected to commitment.

Job Ready Career Skills Work Habits Lessons

Workplace Ethics
Demonstrating Good Work Ethic
Behaving Appropriately
Maintaining Honesty
Playing Fair
Using Ethical Language
Showing Responsibility

Personal Characteristics
Demonstrating a Good Attitude
Gaining and Showing Respect
Demonstrating Responsibility
Showing Dependability
Being Courteous
Showing Pride in Work

Employer Expectations
Behaviors Employers Expect
Objectionable Behaviors
Job Success
Transferable Job Skills
Establishing Credibility
Demonstrating Your Skills