



## It's Not My Job!

It's not my job! That's my least favorite employee comment ever. With all you do for children by teaching them gymnastics, you also have a responsibility to your employees, many of which are at their first real job. There's been lots of discussion on millennials, entitlement, and work ethic, but when it comes to gym equipment inspection, maintenance, repair, and cleaning, there is only one side to the discussion.

Children's safety is everyone's job. I don't think anyone, once they connect equipment inspection with safety, would deny that they are responsible. At a recent Business Q & A session at a recent USA Gymnastics regional congress, we had an extensive discussion of how gym owners motivate their employees to clean their gyms and maintain their equipment. We had many great suggestions that include the use of rewards, additional pay, peer pressure, and transference of duty. Some gyms do clean up and inspection at the end of the day and others have employees that do the clean-up in the morning. The challenges with either is employee focus and dedication to this part of their job.



I don't believe that our employees feel they are above this task. Nor do I feel they are lazy or suffering from a sense of entitlement, which I hear in many discussions of millennials. I think the problem is that we have not clearly explained this part of their job description. We explain our curriculum, the stations, the available equipment, the space, how to take roll, and where the bathrooms are; but we do not explain their roll in equipment inspection and maintenance. This needs to be discussed, when they are interviewed, and at every subsequent job review. I believe that if your employees know that equipment inspection is part of their job every day, then I believe they will gladly take the responsibility. If you hand them the check list that they should use when inspecting each piece of equipment, they will happily and proudly carry out their responsibility. The check list should be clearly identified for each apparatus and specific in what should be inspected with directions of who to give it to or where to file it. Then it's just important that you "Inspect" what you "Expect".



My every gym "111" inspection program.

- 1 time every day visually inspect every piece of equipment.
- 1 time every month put a wrench on every bolt
- 1 time a year (minimum) have your equipment inspected by an outside professional

It's not my job! It's everyone's job.

*Steve*

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