

Test Your Job Survivability

Time to pause the series to measure your evaluation of your job security and life balance. Be honest; don't cheat on yourself. **Read each line below from Left to Right; marking the Left or Right column.**

JOB SECURE Superintendents

- Delegate Effectively
- Respected For Consistent Green Quality
- Hire Effectively
- Train Disciplined Crews
- Machinery Literate
- Develop/Manage Tight Budgets
- Shun Pure CEO Role
- Communicate Well Up Chain Of Command
- Maintain Organized Maintenance Facility
- Feel Secure In Their Jobs
- Expect To Have Job Options Late In Career
- Develop Career Web Sites ASAP
- Manage Stress Well
- Balance Job And Family Well
- Good Role Model For Their Children
- Schedule Regular Vacations With Family
- High Marriage Stability
- Incorporate *Rules Of Golf* Into Job
- Require *Rules*-based GC Setup Every Day
- Retain Vital Interest in Job
- Attend Board Meetings
- Play Golf Regularly
- Have Earned a USGA Handicap
- Insist On Season-ending Evaluation Meetings
- Detailed Oriented
- See the BIG Picture
- Update Own Job Descriptions Annually
- Rate Course Playability Over Cosmetics
- Manage Course With Minimal Use Of Water
- Volunteer To Serve On Chapter Committees
- Write Articles For Publication

JOB VULNERABLE Superintendents

- Hesitate To Delegate
- Not Known For Consistent Green Quality
- Hire Inconsistently
- Crews Often Lack Discipline
- Machinery Illiterate
- Have Tendency To Grow Budgets
- Tend To Overplay CEO Role
- Do Not Communicate “Up” Effectively
- Tolerate Disorganized Maintenance Facility
- Often Feel Insecure In A Job
- Do Not Expect Job Options Late In Career
- Procrastinate Developing Career Web Sites
- Do Not Manage Stress Well
- Often Lack Balance In Life
- Inconsistent Role Model For Children
- Hesitate To Go On Family Vacations
- Less Marriage Stability
- Low Interest In *Rules Of Golf*
- Use *Rules*-based GC Setup Infrequently
- Often Get Bored With Job
- Do Not Attend Board Meetings
- Play Golf Infrequently
- Do Not Have A USGA Handicap
- Bypass Evaluation Meetings
- Not Detailed Oriented
- See Trees But Not The Forest
- Let Own Job Descriptions Get Outdated
- Rate Cosmetics Over Playability
- Tend To Over-Water
- Do Not Support Chapter Activities
- Do Not Write

Grade Ratings:

- Pick Left Column 24 out of 31 times = “A” Grade.
- Pick Left Column 20 out of 31 times = “B” Grade.
- Pick Left Column 16 out of 31 times = “C” Grade.
- Pick Left Column 12 out of 31 times = “D” Grade.
- Pick Left Column 10 out of 31 times = “F” Grade.

If you score below a “C” grade above, some people may think you are not doing a professional job; hopefully, not your employer.

Also, the list of 31 criteria presented above is a good checklist for superintendents to review – item by item – to identify where they might need to upgrade their job/life performance.