



Co-funded by
the European Union

DEVELOPING STRONG WORK ETHIC

POSITIVE WORK ETHIC TRAINING MODULE



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Table of Contents

01

Introduction

02

The module in the professional environment

03

Impacts recognized through gender stereotypes

04

Good practices and tips

05

Conclusions

1. Introduction



The attitude of determination and dedication in one's job is described by many as **Work Ethic**. According to Tapp (2021), it is a **combination of moral principles, values, and beliefs that people hold**. Then, one's conduct in the workplace is dictated by these values and beliefs, which benefits both the employees and the organisation.

Individuals who have **strong work ethic** are more likely to be more **productive, persistent**, demonstrate **responsibility** and **dependability** and generally **perform better** while upholding a **professional attitude**.

Although many characteristics indicative of a strong work ethic may come naturally to some, they can also be taught, honed, and improved. This module attempts to provide some strategies on how strong work ethic can be achieved by cultivating certain skills and practices, thus evolving into a more effective employee. These skills and practices play a crucial role in building a positive work environment, as a high level of work ethic creates a culture of accountability in which individuals take responsibility for their work and are trustworthy and reliable.

Employees with strong work ethic value and foster teamwork, which promotes continuous improvement and innovation, thereby enhancing their performance and the organization's overall success. Developing and sustaining a strong work ethic has numerous advantages for both organisations and individuals, fostering an environment that is conducive to professional development, job satisfaction, and success.

2. The module in the professional environment



Developing and maintaining a strong work ethic is crucial for not only cultivating professional competencies but also for empowering women in business. Women continue to be underrepresented in positions of leadership and encounter obstacles in advancing their careers. With the acquisition of a strong work ethic they can demonstrate their skills, motivation, and ambition, improving the prospect of achieving greater levels of success.

Following are some strategies that help cultivate a strong work ethic:

- **Learn the etiquette:** Observe how your managers or leaders approach their daily assignments as well as how they behave during a meeting and then follow their example. This will help obtain a greater awareness of how the organisation functions and communicates with other teams or partners.
- **Cultivate Self-Discipline:** Self-Discipline is a skill that every aspiring employee should possess. It enables you to comprehend your work rhythm and how to maintain your energy by allocating it to the most crucial tasks, those that will help you accomplish your goals. Self-Discipline is a form of self-control that allows employees to keep focused and have a productive workday.
- **Prioritise the daily tasks:** The key is to strike the proper balance between immediate deadlines as well as time spent on tasks that contribute to the development of bigger projects. Effective time management helps you look more professional and reliable. This skill will also enable you to produce higher-quality results, even in a fast-paced work environment.
- **Think as the business owner:** It is a mindset that will enable you to be proactive and acquire the appropriate level of independence over time. If you are uncertain about how to complete a task, you should communicate your doubts and seek clarification or direction. This should also be the case if you have a suggestion that you believe will aid in completing a task.
- **Prioritise Collaboration:** : When you are concerned with the success of the team, it demonstrates that you are also concerned with the success of the business. Adopting a positive attitude and cooperating enables you to be receptive to diverse ideas and perspectives while obtaining valuable insight that enables you to produce better results. Maintaining a positive attitude and being respectful to your co-workers will increase the impact of your work.
- **Take time for Yourself:** Employees who are attempting to be productive and efficient should also prioritise their personal well-being to prevent burnout. It is important to get sufficient rest and time to relax and recharge.

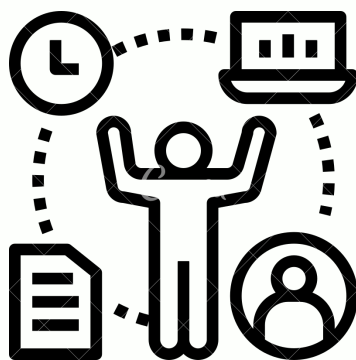
3. Impacts recognized through gender stereotypes



The current work environment is a very competitive one allowing space for biases and stereotypes regarding women's commitment, dedication, or capabilities. By developing a strong work ethic, women can advocate for equal opportunities and challenge gender inequalities in the labor market, enabling them to break the glass ceiling. Studies have shown that women tend to have superior work ethics than men. According to Harðardóttir, A.K. et al. (2019) the mean score for women ethic was 247.61, while the mean score for the male was 240.54. These findings offer interesting insights into the possible contributions of women in the modern workplace, as their relative higher work ethic suggests that they tend to be more productive and deliver better results.

Strong work ethic can play a crucial role in overcoming gender stereotypes, as women need to work harder to overcome the numerous obstacles they encounter, which is the essence of strong work ethic. In addition, women in business have a different set of priorities than males, who typically prioritise higher salaries, competition, and career advancement. Female employees appear to value effective communication and collaboration, improved work results, and professional development. This enables them to appreciate the true value and benefits of their work, as they also acquire the various skills **a strong work ethic** has to offer, such as **high productivity**, **reliability**, **positive attitude** and **communication**, **adaptability** etc.

Thus, training in enhancing work ethic can be a powerful tool for women in leadership positions, enabling them to effectively manage their tasks, promote teamwork, and achieve better results, thereby contributing to their own career advancement and a positive change within their organisations.



4. Good practices and tips



As it is evident from the previous chapters, a strong work ethic is a skill that employers look for in any employ and it is also key for successful career advancement. Let us now take a look on some good work ethics in action, to understand how these qualities can have a great impact on work performance.

Case 1

Employee X has made a mistake. Instead of covering it up or ignoring it, he/she takes responsibility for it, demonstrating accountability, and discusses correction strategies. Mistakes are acknowledged, viewed as opportunities to learn, and prevented from occurring in the future.

Case 2

Employee Y is considered a reliable one, as he/she meets deadlines, avoiding procrastination. He/she communicates effectively with colleagues and maintains a positive attitude in challenging situations, which facilitates the production of high-quality results.

Case 3

Employee Z arrives at work on time and attempts to organise the day by setting priorities and completing tasks efficiently. Additionally, he/she takes the initiative to work on additional tasks or fulfil additional responsibilities, demonstrating responsibility, commitment, and a willingness to go the extra mile.

5. Conclusions



Work Ethic is a set of an individual's principles and morals that govern their mindset towards their work, demonstrating motivation to put in one's best effort to achieve the best possible outcomes. It incorporates traits **such as dedication, reliability, responsibility, discipline, and self-motivation** and translates into hard work.

In today's fast-paced and competitive work environment, it is essential for employees to demonstrate a strong work ethic, which is a sought-after skill.

A **strong work ethic** can be a **valuable skill** for women aspiring to acquire leadership positions, as it fosters motivation, concentration and discipline at work. Employees with a strong work ethic tend to be more satisfied and appreciative of the effort they put into their work; consequently, they are more likely to be loyal and willing to remain with the organisation. Last but not least, a strong work ethic can contribute to a positive work culture and morale among employees, resulting in a more productive, collaborative, and pleasant working environment, which in turn leads to greater results.

Research has shown that women have a stronger work ethic than men because they tend to value teamwork and effective communication over being competitive and concentrating solely on their own career advancement.

Strong work ethic is typically innate, but it can also be **taught, developed, and enhanced**. There are several methods to cultivate a strong work ethic, such as enhancing self-discipline, managing time effectively, and avoiding procrastination. As gender stereotypes and biases still exist in the workplace and can significantly impede women's career advancement, work ethic training can be a crucial tool for empowering women with skills and attitudes that will allow them to demand equal opportunities for development and success

References



- Harðardóttir, A.K. et al. (2019) .Ethics as usual? gender differences in work ethic and grades, Management: Journal of Contemporary Management Issues. Available at: <https://hrcak.srce.hr/229627> (Accessed: 19 July 2023).
- Tapp, E. (2021). WORK ETHIC AND PRODUCTIVITY: THE MEDIATING ROLE OF LEADERSHIP. Murray State Theses and Dissertations. 217. <https://digitalcommons.murraystate.edu/etd/217>
- Taygerly, T. (2022). How to Develop a Strong Work Ethic. Retrieved from Harvard Bussiness Review. <https://hbr.org/2022/09/how-to-develop-a-strong-work-ethic>
- Tom, N. (2023). The Importance Of A Strong Work Ethic in Business (Online). Retrieved from the Real Business. <https://realbusiness.co.uk/strong-work-ethic>

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Authors

© May 2023 – EBB GmnH, Step-by-Step, VAEV R&D, INDEPCIE, Skill-Up Srl., SVERONIS & SIA O.E.

This publication was carried out with the financial support of the European Commission under Erasmus + Project “2022-1-DE02-KA220-VET-000085146”

Attribution, share in the same condition



(CC BY-SA): You are free to Share- copy and redistribute the material in any medium or format and Adapt – remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms under the following terms:

Attribution – you must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

ShareAlike- If you remix, transform or build upon the material, you must distribute your contribution under the same license as the original.

No additional restrictions – you may not apply legal terms.