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Isaac M. O'Bannon • Apr. 14, 2013

From Isaac's [Tech Views blog](#).

I'm about to reach the 11 year mark of working for the same employer, this publication.

I graduated high school in 88, tried college (had fun, but didn't do well) – worked a few jobs, then joined the US Navy as a Seabee until the end of 1996.

Then, I returned to college at OU and finished my BA in Public Relations/ Tech Journalism in Dec 1998. I then took an internship in Denver with [Ogilvy](#), the world's largest PR firm.

After Denver, I was offered a tech PR position in San Francisco. A great mid-sized firm (110 people in SF, NY and AZ). But I was laid off during the tech bubble of 2001. The firm went kaput in 2002.

So, in mid 2001, I returned to Oklahoma and re-enrolled at OU to pursue grad school, and was offered a job as the Communications Director for the OU College of Engineering- but there was a hiring freeze- but they squeezed me in as a GA (graduate assistant) of all things- even with a faculty parking pass. But 6 months later, that fell through because of funding. At least by then I had finished all of my course-work for my MA (I had completed some prior to California).

So, needed a job., and found one in Tulsa, working for a Kansas City-based ad agency's first satellite office. After about 6 months, I realized it wasn't going to work. I loved the people I worked for and with, but they didn't quite have a grasp on remote offices, since this was their first. This resulted in some poor management decisions

that didn't make me feel like the office was stable. It's a good thing I left voluntarily,

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websites/magazines, and has about 500 employees, including many remote. And the company does a great job of appreciating staff and providing flexibility, encouraging development and promoting from within.

I commuted 50 miles each way for the first five years, which earned me one car-totalling wreck that resulted in an ambulance ride and cracked ribs- and another event that was a 1-inch miss from a likely fatal collision.

Not as a result of either, but after about 5 years, I started to work increasingly more from a home office- until by 2010, I was working from home 100% of the time.

In my youth, I worked for probably 30 different businesses. (I once estimated it at 25 or so jobs before I was 22 years old). Yes, I was a floater... And before my current position, the only job I'd held in my life for more than 2 years was when I served for four years in the Navy.

My point in this whole thing: Young professionals today are able to skip from job to job- but hell, we all were when we were young and without things that anchor us. Like family, children, homes, etc. As a person progresses through their 20s and 30s it hurts a little more, and has more influence on their future – and thus many avoid the risk of new employment.

I'm not quite in the upper middle age area (I'm 43), but I imagine that job loss is an enormous fear for many, especially in this continuing weak job market.

How much does your employer appreciate you? It's a difficult question, because nobody is irreplaceable. And just as employees cannot say they won't leave (because they can't get a raise that way, no matter their value), some employers may not fully recognize their full respect for a particular employee, because it can leave them with a weaker poker hand when it comes to salary.

I think employees and employers need to have a better relationship when it comes to

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Just some thoughts, that's why this is a blog post. Do you give appropriate financial respect to your staff in terms of what they contribute to your revenue?

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