

# CAREER EDUCATION (WORK), BEST QUOTES ON

During my second year of nursing school our professor gave us a quiz. I breezed through the questions until I read the last one: 'What is the first name of the woman who cleans the school?' Surely this was a joke. I had seen the cleaning woman several times, but how would I know her name? I handed in my paper, leaving the last question blank. Before the class ended, one student asked if the last question would count toward our grade. 'Absolutely,' the professor said. 'In your careers, you will meet many people. All are significant. They deserve your attention and care, even if all you do is smile and say hello.' I've never forgotten that lesson. I also learned her name was Dorothy.

—Joann C. Jones

If a man is called to be a streetsweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great streetsweeper who did his job well.

--Martin Luther King, Jr.

Stop telling girls they can be anything they want when they grow up. I think it's a mistake. Not because they can't, but because it would have never occurred to them they couldn't.

—Sarah Silverman

For decades, women have misunderstood an important law of the professional jungle. It's not enough to keep one's head down and plug away, checking items off a list. Having talent isn't merely about being competent; confidence is a part of that talent. You have to have it to excel.

--Katty Kay and Claire Shipman

Before you have an argument with your boss, take a good look at both sides—his side and the outside.

-- John C. Maxwell

If you want knowledge, you must toil for it; if food, you must toil for it; and if pleasure, you must toil for it; toil is the law.

--John Ruskin

It doesn't matter if you work at a fast food joint or if you are the CEO of a Fortune 500 company. Your job title does not define your purpose. The size of your paycheck does not make you worthy. What makes you valuable is your contribution to the world and the legacy that you leave behind. Stop defining yourself by what you do, and start defining yourself by who you are!

—John Geiger

One should guard against preaching to young people success in the customary form as the main aim in life. The most important motive for work in school and in life is pleasure in work, pleasure in its result, and the knowledge of the value of the result to the community.

—Albert Einstein

A positive correlation exists between performance and attendance in high school and success in the workplace, and those individuals who realize this early in life will have a greater chance of success in their chosen careers.

--Corinne E. Brophy

Work is about daily meaning as well as daily bread. For recognition as well as cash; for astonishment rather than torpor; in short, for a sort of life rather than a Monday through Friday sort of dying....We have a right to ask of work that it include meaning, recognition, astonishment, and life.

--Studs Terkel

Whenever it is in any way possible, every boy and girl should choose as his life work some occupation which he should like to do anyhow, even if he did not need the money.

--William Phelps

You feel like a fool when you don't know how to fill out (a job) application. You say, 'I don't want this stinking job.' But you are thinking, 'I wish I was smart enough to read the application.' I always blame the drugs, but it was me not having an education that was the biggest step, because I always fell back on drugs when I felt stupid.

—Prison Inmate  
Robert Sloan

On the evening bus, the tense, pinched faces of young file clerks and elderly secretaries tell us more than we care to know.

--Studs Terkel

Men may suffer terribly from the death of a loved one, the breakup of a marriage, or some other personal tragedy. But what brings them to the point of immobilization most often is the loss of their job.

--Myron Brenton

The best way to appreciate your job is to imagine yourself without one.

--Oscar Wilde

In order that people may be happy in their work, these three things are needed: They must be fit for it. They must not do too much of it. And they must have a sense of success in it.

--John Ruskin

A man willing to work, and unable to find work, is perhaps the saddest sight that fortune's inequality exhibits under this sun.

--Thomas Carlyle

The average person puts only 25% of his energy and ability into his work. The world takes off its hat to those who put in more than 50% of their capacity, and stands on its head for those few and far between souls who devote 100%

—Andrew Carnegie

It is more than probable that the average man could, with no injury to his health, increase his efficiency fifty percent.

--Walter Scott

How many years of fatigue and punishment it takes to learn the simple truth that work, that disagreeable thing, is the only way of not suffering in life, or at all events, of suffering less.

--Charles Baudelaire

What is work? A way to make a living? A way to keep busy? A glue to hold life together? Work is all these things and more. As an activity and as a symbol, work has always preoccupied us. We do it and we think about it. I go on working for the same reason that a hen goes on laying eggs.

--H. L. Mencken

Labor is man's greatest function. He is nothing, he can do nothing, he can achieve nothing, he can fulfill nothing, without working.

--Orville Dewey

The crowning fortune of a man is to be born to some pursuit which finds him employment and happiness, whether it be to make baskets, or broadswords, or canals, or statues, or songs.

--Ralph Waldo Emerson

While most of today's jobs do not require great intelligence, they do require greater frustration, tolerance, personal discipline, organization, management, and interpersonal skills than were required two decades and more ago. These are precisely the skills that many of the young people who are staying in school today, as opposed to two decades ago, lack.

--James P. Comer

The best career advice to give the young is 'Find out what you like doing best and get someone to pay you for doing it.'

--Katherine Whitehorn

Adults need meaningful work in the same way that children need interesting play in order to fulfill themselves as persons.

--Al Gini

Executives owe it to the organization and to their fellow workers not to tolerate nonperforming individuals in important jobs.

--Peter Drucker

Even as high intelligence is increasingly treated as a job prerequisite, evidence suggests that it is not the unalloyed advantage it's assumed to be. The late Harvard Business School professor Chris Argyris argued that smart people can make the worst employees, in part because they're not used to dealing with failure or criticism. Multiple studies have concluded that interpersonal skills, self-awareness, and other 'emotional' qualities can be better predictors of strong job performance than conventional intelligence, and the college Board itself points out that it has never claimed SAT scores are helpful hiring filters.

—David H. Freedman

As Anne-Marie puts it in her new book, *Unfinished Business*, 'This is the dirty little secret that women leaders who come together in places like *Fortune* magazine's annual *Most Powerful Women Summit* don't talk about: the necessity of a primary caregiver spouse.' A female business executive willing to do what it takes to get to the top—go on every trip, meet every client, accept every promotion, even pick up and move to a new location when asked—needs what male CEOs have always had: a spouse who bears most of the burden at home.

—Andrew Moravcsik

The only area where women have achieved equal status is in the profession of acting, and that is because there they are a necessity.

--William Bayer

No matter who you are or what you plan to do, learn to type!

--Liz Smith

The behaviors that school rewards—studying, careful preparation, patient climbing from one level to the next—seem to give women an advantage academically, judging from the fact that they get higher grades in college than men do. Yet these behaviors aren't necessarily so helpful in the workplace. Out in the work world, people hire and promote based on personality as much as on formal qualifications, and very often networking can trump grinding away.

--Garance Frake-Ruta

The executive who works from 8:00 a.m. to 8:00 p.m. every day will be both very successful and fondly remembered by his widow's next husband.

--John M. Capozzi

An employee with a good family life is healthier and more productive.

--Sylvia Sepielli

People will always work harder if they're getting well paid and if they're afraid of losing a job which they know will be hard to equal. As is well known, if you pay peanuts, you get monkeys.

--Armand Hammer

All victories breed hate, and that over your superior is foolish or fatal.

--Baltasar Gracian

An unfulfilled vocation drains the color from a man's entire existence.

--Honore de Balzac

There's just a natural sort of feeling among the women that they will not get a prestigious job, so why bother trying. Or they think that they are not totally competent in the area, so they're not going to go for it. They end up going into less competitive fields, like human resources or marketing. They don't go for finance, investment banks, or senior-track faculty positions.

--Victoria Brescoll

One of the saddest phrases I've heard is when the heir to a fortune is told, 'Honey, you're never going to have to work.' The announcement is often made by a rich grandparent to a grandchild—and it rarely sounds as good to the recipient as to the one delivering it. Work is what fills most people's days, and it provides the context in which they interact with others. A life of worklessness, however financially comfortable, can easily become one of aimlessness, of estrangement from the world. The fact that most people imagine it would be paradise to never have to work does not make the experience any more pleasant in practice.

--Robert A. Kenny

Having control over your schedule is the only way that women who want to have a career and a family can make it work.

--Mary Matalin

Maybe it's the last year of med school when they [women] say, 'I'll take a slightly less interesting specialty because I'm going to want more balance one day. Maybe it's the fifth year in a law firm when they say, 'I'm not even sure I should go for partner, because I know I'm going to want kids eventually.'...And from that moment, they start quietly leaning back. They don't pursue promotions or agree to overseas transfers. ...Do not lean back—lean in. Put your foot on the gas pedal and keep it there until the day you have made a decision.

--Sheryl Sandberg

Work...family, I'm doing it all. But here's the secret I share with so many other nanny-and housekeeper-less mothers I see working the same balance: my house is trashed. It is strewn with socks and tutus. My minivan is awash in paper wrappers (I can't lie—several are evidence of our visits to McDonald's Playland, otherwise known as 'my second office'). My girls went to school today in the T-shirts they slept in. But so what? My children and I spend 70 hours a week of high-to-poor quality time together. We enjoy ourselves.

--Sandra Tsing Loh

In order to achieve success, the career woman must look like a woman, act like a lady, think like a man, and work like a dog.

--Caroline K. Simon

At the end of life, we know that a top regret of most men is that they did not lead the caring and connected life they wanted, but rather the career-oriented life that was expected of them.

—Andrew Moravcsik

Loyalty is a really old-fashioned value. People don't talk about loyalty anymore. We've become more focused on the self, fulfilling our own personal needs. How your behavior affects the corporation has been chucked by the wayside in favor of personal actualization.

You really see a major shift in people's sense of whom they owe something to. They feel they're just as likely to be shafted by their companies, so if something better comes along, they're going to grab it.

—Susan Whitbourne

The experience of dealing with the arts is necessary for younger children. For most of them, producing art is their introduction to the idea of work. They start learning the discipline that they will need to achieve their goals. They learn what powerful satisfaction work can provide. They learn to explore, and they experience success. These are the impulses a human being needs most if he is to work hard and happily in life, and no children's activity is better than art at instilling these attitudes.

--Leonard Garmet

Take the sum of human achievement in action, in science, in art, in literature—subtract the work of the men above forty, and while we should miss great treasures, even priceless treasures, we would practically be where we are today....The effective, moving, vitalizing work of the world is done between the ages of twenty-five and forty.

--Sir William Osler

We all know someone at work that makes us wonder...how did they ever get hired and how the hell do they still have this job?

—*theChive*

Most people want to work, and are miserable when they cannot. The ills of unemployment go well beyond the loss of income; people who lose their job are more likely to suffer from mental and physical ailments. 'There is a loss of status, a general malaise and demoralization, which appears somatically or psychologically or both,' says Ralph Catalano, a public-health professor at UC Berkeley. Research has shown that it is harder to recover from a long bout of joblessness than from losing a loved one or suffering a life-altering injury. The very things that help many people recover from other emotional traumas—a routine, an absorbing distraction, a daily purpose—are not readily available to the unemployed.

—Derek Thompson

I know of no more encouraging fact than the unquestioned ability of a man to elevate his life by conscious endeavor.

—Henry David Thoreau

Examples of bias abound. Tall men get hired and promoted more frequently than short men, and make more money. Beautiful women get preferential treatment, too—unless their breasts are too large. According to a national survey by the *Employment Law Alliance* a few years ago, most American workers don't believe attractive people in their firms are hired or promoted more frequently than unattractive people, but the evidence shows that they are, overwhelmingly so. Older workers, for their part, are thought to be more resistant to change and generally less competent than younger workers, even though plenty of research indicates that's just not so. Workers who are too young or, more specifically, are part of the Millennial generation are tarred as entitled and unable to think outside the box.

--Don Peck

Never permit a dichotomy to rule your life, a dichotomy in which you hate what you do so you can have pleasure in your spare time. Look for a situation in which your work will give you as much happiness as your spare time.

--Edward L. Bernays

The boss isn't always right;  
but the boss is always the boss.

--Rudolf Abel

Don't be irreplaceable. If you can't be replaced, you can't be promoted!

--Mack McGinnis

I long to accomplish a great and noble task, but it is my chief duty to accomplish humble tasks as though they were great and noble. The world is moved along, not only by the mighty shoves of its heroes, but also by the aggregate of the tiny pushes of each honest worker.

--Helen Keller

Nobody, when they were on their deathbed, ever said, 'I wish I'd spent more time at the office.'

--Paul Tsongas

Opportunity is missed by most people because it is dressed in overalls and looks like work.

--Thomas Edison

People who work sitting down get paid more than people who work standing up.

--Ogden Nash

Choose a job you love, and you will never have to work a day in your life.

--Confucius

One machine can do the work of 50 ordinary men. No machine can do the work of one extraordinary man.

--Elbert Hubbard

How interesting that splendid minds cannot see the class war; how they chant the inabilities of the worker—how he needs a boss, a master, or all would be chaos. How hard to realize that if we like a job—like the work or the work was at all interesting—everyone would like to do things. But to expect a human man or woman to like being molded day by day into a machine is laughable.

--Margaret Sanger

Whenever you are asked if you can do a job, tell 'em, 'Certainly I can!' Then get busy and find out how to do it.

--Theodore Roosevelt

Two stonecutters...were engaged in a similar activity. Asked what they were doing, one answered, 'I'm squaring up this block of stone.' the other replied, 'I'm building a cathedral.' The first may have been underemployed; the second was not. Clearly what counts is not so much what work a person does, but what he perceives he is doing it for.

--Willis Harman

By working faithfully eight hours a day, you may eventually get to be a boss and work twelve hours a day.

--Robert Frost

There may be luck in getting a good job—but there's no luck in keeping it.

--J. Ogden Armour

The ant is knowing and wise; but he doesn't know enough to take a vacation.

--Clarence Day

With all their faults, trade-unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in man, than any other association of men.

--Clarence S. Darrow

To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their firesides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonism; to secure to them the right to life, and the opportunity to maintain that life; their right to be full sharers in the abundance which is the result of their brain and brawn, and the civilization of which they are the founders and the mainstay....The attainment of these is the glorious mission of the trade unions.

--Samuel Gompers

I don't like work—no man does—but I like what is in work—the chance to find yourself. Your own reality—for yourself, not for others—what no other man can ever know.

--Joseph Conrad

The master word (work)...is the open sesame to every portal, the great equalizer in the world, the true philosopher's stone which transmutes all the base metal of humanity into gold.

--Sir William Osler

The first consideration for all, throughout life, is the earning of a living.

--Ihara Saikaku

Every man's work, whether it be literature or music or pictures or architecture or anything else, is always a portrait of himself.

— Samuel Butler

The aim of the laborer should be, not to get his living, to get 'a good job,' but to perform well a certain work. Do not hire a man who does your work for money, but him who does it for love of it.

--Henry David Thoreau

Remember, you have to work. Whether you handle a pick or a pen, digging ditches or editing a paper, ringing an auction bell or writing funny things--you must work. If you look around, you will see the men who are the most able to live the rest of their days without work are the men who work the hardest. Don't be afraid of killing yourself with overwork. It is beyond your power to do that on the sunny side of thirty. So find out what you want to be, and do, and take off your coat, and make a dust in the world.

--Charles Reade

Making a success of the job at hand is the best step toward the kind you want.  
--Bernard M. Baruch

Labor rids us of three evils: tediousness, vice and poverty.  
—Thomas Carlyle

If you don't want to work, you have to work to earn enough money so that you won't have to work.  
--Ogden Nash

Work expands so as to fill the time available for its completion.  
--C. Northcote Parkinson

Hard work is the best investment a man can make.  
--Charles M. Schwab

I have always felt that the surest way to qualify for the job just ahead is to work a little harder than anyone else on the job one is holding down...If you must be a glutton, be a glutton for work.  
--Charles M. Schwab

Thank God every morning when you get up, that you have something to do that day which must be done, whether you like it or not. Being forced to work and forced to do your best will breed in you temperance and self-control, diligence and strength of will, cheerfulness and content, and a hundred virtues which the idle never know.  
--Charles Kingsley

There is no record of anybody ever being drowned in sweat.  
--Burton Hillis

There's more credit and satisfaction in being a first-rate truck-driver than a tenth-rate executive.  
--B. C. Forbes

God gives every bird its food, but He does not throw it into the nest.  
--Josiah Gilbert Holland

Kill time and kill your career.  
--B. C. Forbes

A woman has to be twice as good as a man to go half as far.

--Fannie Hurst

The real question of physical and moral health in a man as well as in animals is how well he is able to do his work and enjoy his life, and how fit he is yet to survive.

--Lin Yutang

When love and skill work together, expect a masterpiece.

--Charles Reade

He is well paid that is well satisfied.

--William Shakespeare

He worked like hell in the country so he could live in the city, where he worked like hell so he could live in the country.

--Don Marquis

Run, if you like, but try to keep your breath;  
Work like a man, but don't be worked to death.

--Oliver Wendell Holmes

Grandma's Law: Eat your vegetables and then you can have your dessert.

--Laurence J. Peter

Where do the best opportunities for the future lie? Special opportunities do not exist in the particular industry or profession—they exist within men themselves.

--Charles Kettering

It is good work well done that holds the fabric of civilization together and gives a sense of significance to the individual life.

--*N.E.A. Journal*

When you play, play with all your might, but when you work, don't play at all.

--Theodore Roosevelt

I never did anything worth doing by accident, nor did any of my inventions come by accident; they came by work.

--Thomas A. Edison

Nothing is really work unless you would rather be doing something else.

--Sir James Barrie

Man must work. That is certain as the sun. But he may work grudgingly or he may work gratefully; he may work as a man, or he may work as a machine. There is no work so rude that he may not exalt it; no work so impassive that he may not breathe a soul into it; no work so dull that he may not enliven it.

--Henry Giles

Judge a tree from its fruit; not from the leaves.

--Euripides

Dr. Henry Sloane Coffin has given a new interpretation to the direction: 'Let not thy left hand know what thy right hand doeth.' Why not? Because the left hand should be so busy doing its own work that it has no time to be watching its fellow.

--Lyman Abbott

It is work which gives flavor to life.

--Amiel

A horse in a stable that never travels, a hawk in a mew that seldom flies, are both subject to diseases which left to themselves are most free from any such encumbrances. An idle dog will be mangy, and how can an idle person think to escape?

--Robert Burton

Now I have noticed four very marked qualities in all the great workers and doers of my acquaintance. They are never in a hurry; they are never late; they are calm and quiet persons; and they always have time to spare for any job that may turn up unexpectedly.

--Arnold Bennett

They must hunger in frost that will not work in heat.

--William Camden

Every man is the son of his own works.

--Miguel de Cervantes

All growth depends upon activity. Life is manifest only by action. There is no development physically or intellectually without effort, and effort means work. Work is not a curse, it is the prerogative of intelligence, the only means to manhood, and the measure of civilization. Savages do not work. The growth of a sentiment that despises work is an appeal from civilization to barbarism.

--Calvin Coolidge

It is my firm belief that the main source of happiness in life's work. Whatsoever that work may be, I have found that the best gift life can give us is that we have something to set our hand to, something in which to be busy, in which we may be productive.

--Kirsten Flagstad

'You make pretty good hammers here,' said a visitor to a workman in a factory. 'Now sir,' came the swift answer. 'We make the best hammers that can be made.' There is a man who...has made a common task into a fine art.

--Harry Emerson Fosdick

Plough deep while sluggards sleep.

--Benjamin Franklin

A ploughman on his legs is higher than a gentleman on his knees.

--Benjamin Franklin

The big work of the world is being done by the enthusiasts.

--Luther H. Gulick

Any man who has a job has a chance.

--Elbert Hubbard

This is the plan:

More work; by work we build the man!

--Edwin Markham

If a whistle calls you to or from work, you'll never do much.

--Harry Myers

The best servants of the world are those who do not spare themselves in either youth or age, but who are so wisely strenuous that they carry their strength into maturity, and prolong their maturity while strength remains, The will to work is the will to live, and the loss of either will is the loss of the other.

--*New York Times*

Surely the willfully idle need arouse in the breast of a healthy man no emotion stronger than that of contempt.

--Theodore Roosevelt

The man who is greatly interested in his work and who finds delight in overcoming the difficulties of his calling is not likely to become so tired as the man for whom work is a burden.

--Walter Dill Scott

There is no trade or employment but the young man following it may become a hero.

--Walt Whitman

Some are bent with toil, and some get crooked trying to avoid it.

--Herbert V. Prochnow

Long ago we stated the reason for labor organizations. We said that union was essential to give laborers opportunity to deal on an equality with their employer.

--*U. S. Supreme Court*

The end of labor is to gain leisure.

--Aristotle

The closest to perfection a person ever comes is when he fills out a job application form.

--Stanley J. Randall

One of the saddest experiences which can come to a human being is to awaken, gray-haired and wrinkled, near the close of an unproductive career, to the fact that all through the years he has been using only a small part of himself.

--V. W. Burrows

To get profit without risk, experience without danger, and reward without work, is as impossible as it is to live without being born.

--A. P. Gouthey

Always take a job that is too big for you.

--Harry Emerson Fosdick

There is no future in any job. The future lies in the man who holds the job.

--Dr. George Crate

Men and women must receive equal pay for equal work in production. Genuine equality between the sexes can only be realized in the process of the socialist transformation of society as a whole.

--Mao Tse-tung

If one defines the term 'dropout' to mean a person who has given up serious effort to meet his responsibilities, then every business office, government agency, golf club and university faculty would yield its quota.

--John Gardner

My father taught me to work, but not to love it. I never did like to work, and I don't deny it. I'd rather read, tell stories; crack jokes, talk, laugh—anything but work.

--Abraham Lincoln

I'm a great believer in luck, and I find the harder I work the more I have of it.

--Thomas Jefferson

No other technique for the conduct of life attaches the individual so firmly to reality as laying emphasis on work; for his work at least gives him a secure place in a portion of reality, in the human community.

--Sigmund Freud

An unemployed existence is a worse negation of life than death itself. Because to live means to have something definite to do—a mission to fulfill—and in the measure in which we avoid setting our life to something, we make it empty...Human life, by its very nature, has to be dedicated to something.

--Jose Ortega y Basset

Without work all life goes rotten.

--Albert Camus

A considerable number of persons are able to protect themselves against the outbreak of serious neurotic phenomena only through intense work.

--Karl Abraham

They intoxicate themselves with work so they won't see how they really are.

--Aldous Huxley

I've met a few people in my time who were enthusiastic about hard work. And it was just my luck that all of them happened to be men I was working for at the time.

--Bill Gold

The harder you work, the luckier you get.

—Gary Player

The darkest hour of any man's life is when he sits down to plan how to get money without earning it.

--Horace Greeley

Every man is a consumer and ought to be a producer.

--Ralph Waldo Emerson

The work that the kids saw around them was so odious, so boring, so worthless that they came to regard WORK as the only dirty four-letter word in the English language.

--Abbie Hoffman

The test of a vocation is the love of the drudgery it involves.

--Logan Pearsall Smith

Monotony is the law of nature. Look at the monotonous manner in which the sun rises....The monotony of necessary occupations is exhilarating and life-giving.

--Mohandas K. Gandhi

Man becomes a 'nine to fiver,' he is part of the labor force, or the bureaucratic force of clerks and managers. He has little initiative, his tasks are prescribed by the organization of the work; there is even little difference between those high up on the ladder and those on the bottom. They all perform tasks prescribed by the whole structure of the organization, at a prescribed speed, and in a prescribed manner.

--Erich Fromm

A man's work is one of the more important parts of his social identity, of his self, indeed of the fate in the one life he has to live, for there is something almost irrevocable about the choice of occupation as there is about the choice of a mate.

--Everett Hughes

Hire yourself out to work which is beneath you rather than become dependent on others.

--*The Talmud*

No labor is really menial unless you're not getting adequate wages. What makes it menial is the income, the wages.

--Martin Luther King, Jr.

We work to become, not to acquire.

--Elbert Hubbard

Most work in our society is meaningless, degrading and inconsistent with self-realization.

--Charles Reich

Work is a dull thing; you cannot get away from that. The only agreeable existence is one of idleness, and that is not, unfortunately, always compatible with continuing to exist at all.

--Rose Macaulay

The effectiveness of work increases according to geometrical progression if there are no interruptions.

--Andre Maurois

As a remedy against all ills-poverty, sickness, and melancholy—only one thing is absolutely necessary: a liking for work.

--Charles Baudelaire

How many years of fatigue and punishment it takes to learn the simple truth that work, that disagreeable thing, is the only way of not suffering in life, or at all events, of suffering less.

--Charles Baudelaire

Work is not man's punishment. It is his reward and his strength, his glory and his pleasure.

--George Sand

If a man loves the labor of his trade, apart from any question of success or fame, the gods have called him.

--Robert Louis Stevenson

When white-collar people get jobs, they sell not only their time and energy, but their personalities as well. They sell by the week, or month, their smiles and their kindly gestures, and they must practice prompt repression of resentment and aggression.

--C. Wright Mills

Employment is nature's physician, and is essential to human happiness.

--Galen

By the work one knows the workman.

--Jean de la Fontaine

Work brings its own relief;  
He who most idle is  
Has most of grief.

--Eugene Fitch Ware

If a little labor, little are our gains.  
Man's fortunes are according to his pains.

--Robert Herrick

Each morning sees some task begun,  
Each evening sees it close,  
Something attempted, something done,  
Has earned a night's repose.

--Henry Wadsworth  
Longfellow

God gave man work, not to burden him, but to bless him, and useful work, willingly,  
cheerfully, effectively done, has always been the finest expression of the human  
spirit.

--Walter R. Courtenay

If you work hard enough you can replace depression with exhaustion.

—Internet Meme

There is dignity in work only when it is work freely accepted.

--Albert Camus

If a man will not work, he shall not eat.

--*II Thessalonians* 3:10

He who shuns the millstone, shuns the meal.

--Erasmus

I get quiet joy from the observation of anyone who does his job well.

--William Feather

We always admire the other fellow more after we have tried to do his job.

--William Feather

I find that a man is as old as his work. If his work keeps him moving forward, he will look forward with the work.

--William Ernest Hocking

Nodding the head does not row the boat.

--Irish Proverb

Every calling is great when greatly pursued.

--Oliver Wendell  
Holmes, Jr.

Blessed is he who has found his work; let him ask no other blessedness.

--Thomas Carlyle

The one thing that's saving me—saving me, I mean, not from any melodramatic issues but just from sheer unhappiness—is lots and lots of work.

--Dylan Thomas

Work is needed to express what is true: also to receive what is true. We can express and receive what is false, or at least what is superficial, without any work.

--Simone Weil

No man needs sympathy because he has to work....Far and away the best prize that life offers is the chance to work hard at work worth doing.

--Theodore Roosevelt

Too much work and too much energy kills a man just as effectively as too much assorted vice or too much drink.

--Rudyard Kipling

Freedom is the greatest fruit of self-sufficiency.

--Epicurus

Work and thou can't not escape the rewards whether thy work be fine or coarse, planting corn or writing epics, so only it be honest work, done to thine own approbation, it shall earn a reward to the senses as well as to the thought. No matter how often defeated, you are born to victory. The reward of a thing well done is to have done it.

--Ralph Waldo Emerson

Don't believe the world owes you a living; the world owes you nothing—it was here first.

--Robert Jones Burdette

Never continue in a job you don't enjoy. If you're happy in what you're doing, you'll like yourself, you'll have inner peace. And if you have that, along with physical health, you will have had more success than you could possibly have imagined.

--Johnny Carson

Work smarter, not harder.

--Ron Carswell

A man who is too big to study his job is as big as he will ever be.

--William E. North

Labor, if it were not necessary for the existence, would be indispensable for the happiness of man.

--Samuel Johnson

All work and no play makes Jack a dull boy.

--James Howell

Every year more than a million people apply for jobs in IBM. Less than one percent of those who apply are hired.

--*IBM Corporation*

The most important thing in life is the choice of a calling, but that is left to chance.

--Blaise Pascal

Hunger is a suitable comrade for the work-shy.

--Hesiod

Life grants nothing to us mortals without hard work.

--Horace

No dream comes true until you wake up and go to work.

--Unknown

Be thankful if your job is a little harder than you like. A razor can't be sharpened on a piece of velvet.

--Unknown

The most wonderful thing ever made by man is a living for his family.

—Thomas A. Edison

Work isn't work if you like it.

--Unknown

It's a wonderful goal to strive for finding work that you enjoy. In fact, it should be a goal for everyone. But this absurd axiom suggests that you can simply take what you already love, turn it into something for which you get paid (meaning, you have clients and bosses and deadlines and obligations...) and it won't ever feel like anything other than that thing you love.

This is a blatant, hurtful lie that far too many people fall for. And they end up feeling like something is wrong with them, when really something is wrong with the idea they've been sold.

When something you love becomes work, it fundamentally—and unavoidably—changes the way in which you interact with it.

—Chrissy Scivicque

Even the best job in the world [is] still just a job. Even Johnny Ramone said that being a rock and roll guitar player was a pretty good job, but that, in the end, it also sucked just like any other job.

—Brad Werner

When men are employed, they are best contented; for on the days they worked they were good-natured and cheerful, and, with the consciousness of having done a good day's work, they spent the evening jollily; but on our idle days they were mutinous and quarrelsome.

--Benjamin Franklin

Work is love made visible. And if you cannot work with love but only with distaste, it is better that you should leave your work and sit at the gate of the temple and take alms of those who work with joy.

--Kahlil Gibran

All work, even cotton spinning, is noble; work is alone noble....A life of ease is not for any man.

--Thomas Carlyle

Every really able man, in whatever direction he work...if you talk sincerely with him, considers his work, however much admired, as far short of what it should be.

--Ralph Waldo Emerson

The reward of labor is life.

--William Morris

More men are killed by overwork than the importance of the world justifies.

--Rudyard Kipling

The return from your work must be the satisfaction which that work brings you and the world's need of that work. With this, life is heaven, or as near heaven as you can get. Without this—with work which you despise, which bores you, and which the world does not need—this life is hell.

--W. E. B. DuBois

Unionism seldom, if ever, uses such power as it has to insure better work; almost always it devotes a large part of that power to safeguarding bad work.

--H. L. Mencken

Every man who does not teach his son a trade, it is as though he teaches him to rob.

--*Palestinian Talmud*

Most men in a brazen prison live,  
Where in the sun's hot eye,  
With heads bent o'er their toil, they languidly  
Their lives to some unmeaning taskwork give,  
Dreaming of nought beyond their prison wall.

--Matthew Arnold

Most people spend most of their days doing what they do not want to do in order to earn the right, at times to do what they may desire.

--John Mason Brown

To crush, to annihilate a man utterly, to inflict on him the most terrible of punishments so that the most ferocious murderer would shudder at it and dread it beforehand, one need only give him work of an absolutely, completely useless and irrational character.

--Fyodor Dostoyevsky

He who considers his work beneath him will be above doing it well.

--Alexander Chase

Originality and the feeling of one's own dignity are achieved only through work and struggle.

--Fyodor Dostoyevsky

One of the saddest things is that the only thing a man can do for eight hours a day, day after day, is work. You can't eat eight hours a day nor drink for eight hours a day nor make love for eight hours.

--William Faulkner

Men for the sake of getting a living forget to live.

--Margaret Fuller

The best preparation for good work tomorrow is to do good work today.

--Elbert Hubbard

Do your work with your whole heart and you will succeed—there is so little competition!

--Elbert Hubbard

Where there is no desire, there will be no industry.

--John Locke

Constant labor of one uniform kind destroys the intensity and flow of a man's animal spirits, which find recreation and delight in mere change of activity.

--Karl Marx

Let us work without theorizing; it is the only way to make life endurable.

--Voltaire

Most men would feel insulted if it were proposed to employ them in throwing stones over a wall, and then in throwing them back, merely that they might earn their wages. But many are no more worthily employed now.

--Henry David Thoreau

Work consists of whatever a body is obliged to do, and Play consists of whatever a body is not obliged to do.

--Mark Twain

There is dignity in work only when it is work freely accepted.

--Albert Camus

Gardner's Law: Eighty-seven percent of all people in all professions are incompetent.

--John Gardner

It is better to wear out than to rust out.

--Richard Cumberland

The more we do, the more we can do.

--William Hazlitt

If you have great talents, industry will improve them; if moderate abilities, industry will supply their deficiencies. Nothing is denied to well-directed labor; nothing is ever to be attained without it.

--Joshua Reynolds

Honor lies in honest toil.

--Grover Cleveland

The man who works for the gold in the job rather than for the money in the pay envelope, is the fellow who gets on.

--Joseph French Johnson

No person who is enthusiastic about his work has anything to fear from life.

--Samuel Goldwyn

The world belongs to the energetic.

--Ralph Waldo Emerson

Employment gives health, sobriety and morals.

--Daniel Webster

Early to bed and early to rise probably indicates unskilled labor.

--John Ciardi

Employment, which Galen calls 'nature's physician,' is so essential to human happiness that indolence is justly considered as the mother of misery.

--Richard E. Burton

Each man's task is his life preserver.

--George B. Emerson

The best education in the world is that by struggling to get a living.

--Wendell Phillips

No man, however strong, can serve ten years as schoolmaster, priest, or Senator, and remain fit for anything else.

--Henry Brooks Adams

What is sad for women of my generation is that they weren't supposed to work if they had families. What were they do do when the children were grown—watch raindrops coming down the windowpane?

—Jacqueline Kennedy  
Onassis

Jobs are physically easier, but the worker now takes home worries instead of an aching back.

--Homer Bigart

A life spent in constant labor is a life wasted, save a man be such a fool as to regard a fulsome obituary notice as ample reward.

--George Jean Nathan

Opportunity follows struggle. It follows effort. It follows hard work. It doesn't come before.

--Shelby Steele

You've got to give to get. And if you don't plan on givin', then you better not plan on gettin'.

--Joe Clark

The reward for work well done is the opportunity to do more.

--Jonas Salk

One of the symptoms of an approaching nervous breakdown is the belief that one's work is terribly important.

--Bertrand Russell

‘Average but works hard,’ beats ‘brilliant but lazy.’

--Unknown

Every job is a self-portrait of the person who did it. Autograph your work with quality.

--Ted Key

The highest reward for a person’s toil is not what they get for it, but what they become by it.

--John Ruskin

People forget how fast you did a job—but they remember how well you did it.

--Howard W. Newton

Never is there either work without reward, nor reward without work being expended.

--Livy

If you live without work, you must live without food.

--Aesop

Work is a grand cure for all the maladies and miseries that ever beset mankind—honest work, which you intend getting done.

--Thomas Carlyle

There is no substitute for hard work.

--Thomas A. Edison

Every morning I get up and look through the Forbes list of the richest people in America. If I’m not there, I go to work.

--Robert Orben

It is easier to do a job right than to explain why you didn’t.

--Martin van Buren

The largest opportunity for any average man is right in the line where he is already established. When he is already in a business, no matter how far down the scale, he can go ahead faster in that business than he can in any other. The average man who, like myself, has no special gifts, does better to stick to the line he knows.

--Charles Walgreen

Work really defines who you are. So much of a person's self-esteem is measured by success at work.

--Warren Bennis

I want to get rid of the living dead. I can't stand going into factories and businesses and seeing these faceless people standing around. They don't look healthy and they don't act healthy, and they're a big problem for corporate America. I'm talking about the people who are there because it's a job, whose attitude is, 'I have to be here, but I don't have to like it. I'll do it for my family, not for myself.' What have we done to create those types of environments? We should be able to tell this person, 'It's your obligation to be happy. Find somewhere to be happy.'

--Jack Stack

Your legacy should be that you make it better than it was when you got it.

--*Erie Insurance Group  
Newsletter*

There is nothing better for a man than to rejoice in his work.

--*Ecclesiastes 3:22*

If the power to do hard work is not talent, it is the best possible substitute for it.

--James A. Garfield

It is not work that men object to, but the element of drudgery. We must drive out drudgery wherever we find it. We shall never be wholly civilized until we remove the treadmill from the daily job.

--Henry Ford

People don't choose their careers; they are engulfed by them.

--John Dos Passos

When work is a pleasure, life is a joy; when work is a duty, life is slavery.

--Maxim Gorky

Man works primarily for his own self-respect and not for others or for profit...the person who is working for the sake of his own satisfaction, the money he gets in return serves merely as fuel, that is, as a symbol of reward and recognition, in the last analysis, of acceptance by one's fellowmen.

--Otto Rank

If a little labour, little are our gains.  
Man's fortunes are according to his pains.

--Robert Herrick

Work is of two kinds: first, altering a position of matter at or near the earth's surface relatively to other such matter; second, telling other people to do so. The first kind is unpleasant and ill-paid; the second is pleasant and highly paid.

--Bertrand Russell

No fine work can be done without concentration and self-sacrifice and toil and doubt.

--Max Beerbohm

Twenty per cent of the people in volunteer groups do ninety per cent of the work.

--*The Diamond of Psi*  
*Upsilon*

The secret of joy in work is contained in one word—excellence. To know how to do something well is to enjoy it.

--Pearl Buck

The harder you work, the more luck you have.

--R. David Thomas

There is as much dignity in tilling a field as in writing a poem.

--Booker T. Washington

Everything considered, work is less boring than amusement.

--Charles Baudelaire

Don't be afraid to give your best to what seemingly are small jobs. Every time you conquer one it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves.

--Dale Carnegie

Nothing ever comes to one that is worth having except as a result of hard work.

--Booker T. Washington

To do great work a man must be very idle as well as very industrious.

--Samuel Butler

I feel very angry when I think of brilliant, or even interesting women whose minds are wasted on a home.

--John Kenneth  
Galbraith

No laborer in the world is expected to work for room, board, and love—except the housewife.

--Letty Cottin Pogrebin

The better work men do is always done under stress and at great personal cost.

--William Carlos  
Williams

Work is a necessity for man.

--Pablo Picasso

Opportunities are usually disguised as hard work, so most people don't recognize them.

--Ann Landers

To youth I have but three words of counsel—work, work, work.

--Otto von Bismarck

Do your work with your whole heart and you will succeed—there's so little competition.

--Elbert Hubbard

The more you do, the more you are.

--Angie Papadakis

To love what you do and feel that it matters—how could anything be more fun?

--Katharine Graham

Even when I went to the playground, I never picked the best players. I picked the guys with less talent, but who were willing to work hard, who had the desire to be great.

--Earvin 'Magic' Johnson

Whatever your life's work is, do it well. A man should do his job so well that the living, the dead, and unborn could do it no better.

--Martin Luther King, Jr.

It takes less time to do a thing right than it does to explain why you did it wrong.

--Henry Wadsworth  
Longfellow

A woman's work is never done.

--Proverb

To get to the top women, like men, will simply have to put their careers and companies first for some part of their working lives...men in power have always been willing to pay this price.

--Katharine Graham

Work leads to greater success than nonwork. Hard work leads to greatness.

--Greg Henry Quinn

Work is the meat of life; pleasure the dessert.

--Bertie Charles Forbes

A man is a worker. If he is not that he is nothing.

--Joseph Conrad

The high wage begins down in the shop. If it is not created there it cannot get into pay envelopes. There will never be a system invented which will do away with the necessity for work.

--Henry Ford

'A fair day's wage for a fair day's work': it is as just a demand as governed men ever made of governing. It is the everlasting right of man.

--Thomas Carlyle

The commonest form, one of the most often neglected, and the safest opportunity for the average man to seize, is hard work.

--Arthur Brisbane

There are two kinds of men who never amount to much: those who cannot do what they are told, and those who can do nothing else.

--Cyrus H. Curtis

Good luck is a lazy man's estimate of a worker's success.

--Unknown

They talk of the dignity of work. Bosh. The dignity is in leisure.

--Herman Melville

Employ thy time well, if thou meanest to gain leisure.

--Benjamin Franklin

There is no real wealth but the labor of man.

--Percy Bysshe Shelley

Excellence in any department can be attained only by the labor of a lifetime; it is not to be purchased at a lesser price.

--Samuel Johnson

The fruit derived from labor is the sweetest of all pleasures.

--Luc de Clapiers

It is only through labor and painful effort, by grim energy and resolute courage, that we move on to better things.

--Theodore Roosevelt

One half of the world must sweat and groan that the other half may dream.

--Henry Wadsworth  
Longfellow

Work is something you want to get done; play is something you just like to be doing.

--Harry Leon Wilson

25 percent of employees in the United States hate their jobs so much that they equate work with prison. Another 56 percent could take it or leave it; and only 19 percent say they love their jobs.

--Wolf J. Rinke

Some have a talent for working themselves, while others have a talent for setting others to work. Which is the more valuable?...I think a man ought to have both. If he can't, I think he ought to be able to work himself. The ability to work hard is, perhaps, the most valuable road to success.

--Theodore Roosevelt

In Japan, employees occasionally work themselves to death. It's called Karoshi. I don't want that to happen to anybody in my department. The trick is to take a break as soon as you see a bright light and hear dead relatives beckon.

--*Dilbert Comic Strip*

Try not to make hard divisions between work and play. Figure out how to make your job fun, creative and inspiring for you and for others. And don't underestimate everyone's need to be affirmed. That includes: co-workers, suppliers, the janitor, messengers, advertisers, saints and sinners.

--Helen Tworkov

If a man has any greatness in him, it comes to light—not in one flamboyant hour, but in the ledger of his daily work.

--Beryl Markham

Luck? I don't know anything about luck. I've never banked on it, and I'm afraid of people who do. Luck to me is something else: hard work—and realizing what is opportunity and what isn't.

--Lucille Ball

All the genius I may have is merely the fruit of thought and labor.

--Alexander Hamilton

It's easy to make a buck. It's a lot harder to make a difference.

--Tom Brokaw

Work done with little effort is likely to yield little result.

--B. C. Forbes

Hard work never killed anybody, but why take a chance?

--Charlie McCarthy  
(Edgar Bergen)

A man with a career can have no time to waste upon his wife and friends; he has to devote it wholly to his enemies.

--John Oliver Hobbes

There is no more fatal blunder than he who consumes the greater part of his life getting his living.

--Henry David Thoreau

A professional is someone who can do his best work when he doesn't feel like it.  
--Alfred Alistair Cooke

It is not hard work which is dreary; it is superficial work. That is always boring in the long run.

--Edith Hamilton

Work, alternated with needful rest, is the salvation of man or woman.

--Antoinette Brown  
Blackwell

Men see work as a series of tasks to be completed, all adding up to something; women often look at a job as an endless stream of work, with no beginning, middle or end.

--Margaret Henning and  
Anne Jardin

My kids were only babies when their Daddy went away.  
So I hung up my apron and went out to work for pay.  
They put me on the night-shift working on a big machine;  
That was the last of normal life my kids and I have seen.

--Marilyn Major

You'll be old and you never lived, and you kind of feel silly to lie down and die and to never have lived, to have been a job chaser and never have lived.

--Gertrude Stein

Leisure for men of business, and business for men of leisure, would cure many complaints.

--Esther L. S. Thrale

A job is not a career. I think I started out with a job. It turned into a career and changed my life. A career means long hours, travel, frustration and plain hard work, and finally perhaps a realization that you can't have it all.

--Barbara Walters

The two kinds of people on earth that I mean  
Are the people who lift and the people who lean.

--Ella Wheeler Wilcox

Too many people are ready to carry the stool when the piano needs to be moved.  
--Unknown

Work and love—these are the basics. Without them there is neurosis.  
--Theodor Reik

There must always be some who're brighter and some who're stupider. The latter make up for it by being better workers.  
--Bertolt Brecht

When men are rightly occupied, their amusement grows out of their work, as the colour-petals out of a fruitful flower.  
--John Ruskin

Unless you are willing to drench yourself in your work beyond the capacity of the average person, you are just not cut out for positions at the top.  
--J. C. Penny

Unless a man believes in himself and makes a total commitment to his career and puts everything he has into it—his mind, his body, his heart—what's life worth to him?  
--Vince Lombardi

If you start off with a view to just making money, you'll probably make some, but you won't make a lot—you have to have a passion to succeed.  
--Howard Hodgson

There are no menial jobs, only menial attitudes.  
--William J. Brennan, Jr.

Labor disgraces no man, but occasionally men disgrace labor.  
--Ulysses S. Grant

Laziness may appear attractive, but work gives satisfaction.  
--Anne Frank

Work! There ain't no short cuts!  
--John Chaney

I never did a day's work in my life; it was all fun.  
--Thomas Alva Edison

It's important for young people to remember that when you get up in the morning and go work it must be enjoyable. You must have in your sights enjoyment in what you're going to do.

--Lord Hanson

At Amstrad the staff start early and finish late. Nobody takes lunches—they may get a sandwich slung on their desk—there's no small talk. It's all action and the atmosphere is amazing, and the esprit de corps is terrific. Working hard is fun.

--Alan Sugar

If you have a job without aggravations, you don't have a job.

--Malcolm S. Forbes

If you don't have time to do it right, you must have time to do it over.

--John Wooden

Hardly a competent workman can be found who does not devote a considerable amount of time to studying just how slowly he can work and still convince his employer that he is going at a good pace.

--Frederick W. Taylor

It is the working man who is the happy man. It is the idle man who is the miserable man.

--Benjamin Franklin

Work is life, you know, and without it there's nothing but fear and insecurity.

--John Lennon

Hard work never killed a man. Men die of boredom, psychological conflict and disease. Indeed the harder your people work, the happier and healthier they will be.

--David Ogilvy

There is honor in labor. Work is the medicine of the soul. It is more: it is your very life, without which you would amount to little.

--Grenville Kleiser

Even in the meanest sorts of labor, the whole soul of a man is composed into a kind of real harmony the instant he sets himself to work.

--Thomas Carlyle

Though you may have known clever men who were indolent, you never knew a great man who was so; and when I hear a young man spoken of as giving promise of great genius, the first question I ask about him always is, Does he work?

—John Ruskin

Queer thing, but we always think every other man's job is easier than our own. And the better he does it, the easier it looks.

--Eden Phillpotts

To find a career to which you are adapted by nature, and then to work hard at it, is about as near to a formula for success and happiness as the world provides. One of the fortunate aspects of this formula is that, granted the right career has been found, the hard work takes care of itself. Then hard work is not hard work at all.

--Mark Sullivan

You may know for a certainty that if your work is becoming uninteresting, so are you; for work is an inanimate thing and can be made lively and interesting only by injecting yourself into it. Your job is only as big as you are.

--George C. Hubbs

The secret of the true love of work is the hope of success in that work; not for the money reward, for the time spent, or for the skill exercised, but for the successful result in the accomplishment of the work itself.

--Sidney A. Weltmer

I do not despise genius—indeed, I wish I had a basketful of it. But yet, after a great deal of experience and observation, I have become convinced that industry is a better horse to ride than genius. It may never carry any man as far as genius has carried individuals, but industry—patient, steady, intelligent industry—will carry thousands into comfort, and even celebrity; and this it does with absolute certainty.

--Walter Lippman

The higher men climb the longer their working day. And any young man with a streak of idleness in him may better make up his mind at the beginning that mediocrity will be his lot. Without immense, sustained effort he will not climb high. And even though fortune or chance were to lift him high, he would not stay there. For to keep at the top is harder almost than to get there. There are no office hours for leaders.

--Cardinal Gibbons

No thoroughly occupied man was ever yet very miserable.

--L. E. Landon

Work is often the father of pleasure.

--Voltaire

If you are poor, work. If you are burdened with seemingly unfair responsibilities, work. If you are happy, work. Idleness gives room for doubts and fears. If disappointments come, keep right on working. If sorrow overwhelms you and loved ones seem not true, work. If health is threatened, work. When faith falters and reason fails, just work. When dreams are shattered and hope seems dead, work. Work as if your life were in peril. It really is. No matter what ails you, work. Work faithfully—work with faith. Work is the greatest remedy available for both mental and physical afflictions.

--Korsaren

I believe in the dignity of labor, whether with head or hand; that the world owes no man a living but that it owes every man an opportunity to make a living.

--John D. Rockefeller

My share of the work of the world may be limited, but the fact that it is work makes it precious. Darwin could work only half an hour at a time; but in many diligent half-hours he laid anew the foundations of philosophy. Green, the historian, tells us that the world is moved not only by the mighty shoves of the heroes, but also by the aggregate of the tiny pushes of each honest worker.

—Helen Keller

The delusive idea that men merely toil and work for the sake of preserving their bodies, and procuring for themselves bread, houses, clothes, is degrading and not to be encouraged. The true origin of man's activity and creativeness lies in his unceasing impulse to embody outside himself the divine and spiritual element within.

--Friedrich Fröbel

Hard work keeps the wrinkles out of the mind and spirit.

--Helena Rubinstein

The ugliest of trades have their moments of enjoyment. If I were a gravedigger, or even a hangman, there are some people I could work for with a good deal of enjoyment.

--Douglas Jerrold

A professional is a man who can do his job when he doesn't feel like it; an amateur is one who can't do his job when he does feel like it.

--James Agatge

None preaches better than the ant, and she says nothing.

--Benjamin Franklin

The only way to enjoy life is to work.

--Noël Coward

The all-American work ethic, destructive enough by itself, also packs a gender double standard that strip-mines the natural resources of both parents. It has taught us that as their earnings and success increase, men become 'more manly,' while women become 'less feminine.' This perverse cultural dynamic gives fathers an incentive to stay away from their families and kill themselves at work, while coercing mothers to limit their career commitment, which in turn limits their wages and shortchanges their families.

--Letty Cottin Pogrebin

Work though we must, our jobs do not automatically determine our priorities concerning our marriages, our children, our social life, or even our health. It's still life, constrained as it may be by limited disposable income or leisure time, and we're still responsible for making it something we enjoy or endure.

--Melinda M. Marshall

Work is a responsibility most adults assume, a burden at times, a complication, but also a challenge that, like children, requires enormous energy and that holds the potential for qualitative, as well as quantitative, rewards. Isn't this the only constructive perspective for women who have no choice but to work? And isn't it a more healthy attitude for women writhing with guilt because they choose to compound the challenges of motherhood with work they enjoy?

--Melinda M. Marshall

Knowing how beleaguered working mothers truly are—knowing because I am one of them—I am still amazed at how one need only say 'I work' to be forgiven all expectation, to be assigned almost a handicapped status that no decent human being would burden further with demands. 'I work' has become the universally accepted excuse, invoked as an all-purpose explanation for bowing out, not participating, letting others down, or otherwise behaving inexcusably.

--Melinda M. Marshall

You have a lifetime to work, but children are only young once.

--Polish Proverb

The funniest thing in the world is usually your boss's joke.

--Unknown

The difference between a job and a career is the difference between 40 and 60 hours a week.

--Robert Frost

America is a land of opportunity where a plumber can become an executive—if he is willing to make the financial sacrifice.

--Unknown

He who keeps his mind on his work, gets ahead; he who keeps his work on his mind, gets an ulcer.

--Unknown

Life is just a dirty four-letter word: w-o-r-k.

--J. P. McEvoy

Many a man works himself to death by burying himself in his work.

--Evan Esar

In the good old days when a man finished his day's work, he needed rest; nowadays he needs exercise.

--Evan Esar

Don't try to go too fast. Learn your job. Don't ever talk until you know what you're talking about....If you want to get along, go along.

--Sam Rayburn

An excellent plumber is infinitely more admirable than an incompetent philosopher. The society which scorns excellence in plumbing because plumbing is a humble activity and tolerates shoddiness in philosophy because it is an exalted activity will have neither good plumbing nor good philosophy. Neither its pipes nor its theories will hold water.

--John W. Gardner

If you work for a man, in heaven's name work for him!

If he pays you wages that supply you your bread and butter, work for him—speak well of him, think well of him and stand by the institution he represents.

I think if I worked for a man I would work for him. I would not work for him a part of the time, and the rest of the time work against him. I would give an undivided service or none. If put to the pinch, an ounce of loyalty is worth a pound of cleverness.

--Elbert Hubbard

They'll give better care to that machine than they will to you. If it breaks down, there's somebody out there to fix it right away. If I break down, I'm just pushed over to the other side till another man takes my place.

--Harry Stallings

Don't tell me how hard you work. Tell me how much you get done.

--James J. Ling

There are no rewards for thirty years' service around here. It's what you do this year that counts.

--Unknown Executive,  
*Forbes*, 2/73

Everything can be a deadend job if you're a deadend guy.

--Anthony Chaffo

The continuing increases in purchasing power and leisure time that have made Americans the envy of working people everywhere have not come from working ever harder—but from working ever smarter.

--William C. Freund

The hardest work in the world is being out of work.

--Whitney M. Young

Take care to do what you like or you will be forced to like what you do.

--George Bernard Shaw

Laziness may appear attractive, but work gives satisfaction.

--Anne Frank

I'm tired and I'm bored  
And I've kinks in my leg  
From sitting here day after day.  
It's work! How I hate it!  
I'd much rather play.

--Dr. Seuss

Each honest calling, each walk of life, has its own elite, its own aristocracy based upon excellence of performance.

--James Bryant Conant

What you love is a sign from your higher self of what you are to do.

--Sanaya Roman

Love turns work into rest.

--St. Teresa of Avila

Never let work drive you; master it and keep in complete control.

--Booker T. Washington

The wishbone will never replace the backbone.

--Will Henry

A professional is one who does his best when he feels the least like working.

--Frank Lloyd Wright

If your nose is close to the grindstone and you hold it there long enough in time you'll say there's no such thing as brooks that babble and birds that sing. These three will all your world compose; Just you, the stone and your poor old nose.

--*Inscription on a  
200-year-Old  
Grave  
Stone*

The quality of a man's life is in direct proportion to his commitment to excellence, regardless of his chosen field of endeavor.

--Vince Lombardi

You should not confuse your career with your life.

--Dave Barry

My grandfather once told me that there were two kinds of people: those who do the work and those who take the credit. He told me to try to be in the first group; there was much less competition.

-- Indira Gandhi

There is a name for people who are not excited about their work—unemployed.

--*God's Little Devotional Book*

The only thing that overcomes hard luck is hard work.

--Harry Golden

Things go bad. They get better. Every job has its little problems. That's why they call them 'jobs,' not 'summer camp.'

--Harvey MacKay

I never remember feeling tired by work though idleness exhausts me completely.

--Arthur Conan Doyle

Take your work seriously, but never yourself.

--Dame Margot Fonteyn

Sometimes your best is not enough, you have to do what's required.

--Winston Churchill

...a profession is about what you feel in your soul, and finding people who feel the same way.

--Libby Larsen

It is while you are patiently toiling at the little tasks of life that the meaning and shape of the great whole of life shines down on you.

--Phillips Brooks

It is impossible to enjoy idling thoroughly unless one has plenty of work to do.

--Jerome K. Jerome

Nobody can think straight who does not work. Idleness warps the mind. Thinking without constructive action becomes a disease.

--Henry Ford

If work is so good, how come they have to pay us to do it?

--Mike Royko

There is no labor a person does that is undignified; if they do it right.

--Bill Cosby

Some of us will do our jobs well and some will not, but we will be judged by only one thing—the result.

--Vince Lombardi

Work is either fun or drudgery. It depends on your attitude.

--Colleen C. Barrett

Let what you love be what you do.

--Rumi

When trouble comes, wise men take to their work; weak men take to the woods.

--Elbert Hubbard

The less time I have to work with, the more things I get done.

--Andy Rooney

People want recognition of their work to help them believe in themselves.

--Dorothy Miller  
Richardson

To feel valued, to know, even if only once in a while, that you can do a job well is an absolutely marvelous feeling.

--Barbara Walters

The first duty of a human being is to assume the right relationship to society—more briefly, to find your real job, and do it.

--Charlotte Perkins  
Gilman

There is no growth except in the fulfillment of obligations.

--Saint Exupéry

Love your calling with passion. It is the meaning of life.

--Auguste Rodin

Accomplishing the impossible means only that the boss will add it to your regular duties.

--Doug Larson

Nothing is more terrible than activity without insight.

--Thomas Carlyle

Your work is to discover your work and then with all your heart to give yourself to it.

--Buddha

It is your work in life that is the ultimate seduction.

--Pablo Picasso

Fires can't be made with dead embers, nor can enthusiasm be stirred by spiritless men. Enthusiasm in our daily work lightens effort and turns even labor into pleasant tasks.

--James Baldwin

You can't be burned out if you were never on fire.

--Lola May

I have offended God and mankind because my work didn't reach the quality it should have.

--Leonardo da Vinci

A person who has not done one-half his day's work by ten o'clock, runs a chance of leaving the other half undone.

--Emily Bronte

The graveyards are full of indispensable people.

--Charles de Gaulle

Don't just put in the day—put something into the day.

--Unknown

'Law of Volunteer Labor'

People are always available for work in the past tense.

--Martin Shervington  
and John Seymour

Enthusiasm in our daily work lightens effort and turns even labor into pleasant tasks.

--Stanley Baldwin

You cannot be really first-rate at your work if your work is all you are.

--Anna Quindlen

I don't think one should ever come to my stage of life and have to look back and say, Gosh. I wish I hadn't spent all those years doing that job I was never really interested in.

--Charles Kuralt

When a man tells you that he got rich through hard work, ask him: 'Whose?'

--Don Marquis

You reach a point where you don't work for money.

--Walt Disney

I am doomed to an eternity of compulsive work. No set goal achieved satisfies. Success only breeds a new goal. The golden apple devoured has seeds. It is endless.

--Bette Davis

I work to stay alive.

--Bette Davis

This has always been a motto of mine: Attempt the impossible in order to improve your work.

--Bette Davis

Do not pray for easy lives. Pray to be stronger men. Do not pray for tasks equal to your powers. Pray for powers equal to your tasks. Then the doing of your work shall be no miracle, but you shall be the miracle.

--Phillips Brooks

When your work speaks for itself, don't interrupt.

--Henry J. Kaiser

Never... ever suggest they don't have to pay you. What they pay for, they'll value. What they get without charge, they'll take for granted, and then demand as a right. Hold them up for all the market will bear.

--Lois McMaster Bujold

Pleasure in the job puts perfection in the work.

--Aristotle

You've achieved success in your field when you don't know whether what you're doing is work or play.

--Warren Beatty

In order to be irreplaceable one must always be different.

--Coco Chanel

Coming together is a beginning.  
Keeping together is progress.  
Working together is success.

—Henry Ford

Our greatest weariness comes from work undone.

--Eric Hoffer

Getting fired is nature's way to telling you that you had the wrong job in the first place.

--Hal Lancaster

Whoever does not love his work cannot hope that it will please others.

--Unknown

The less you're concerned about getting credit, the more work you can get done.

--Arnold Schwarzenegger

Employed women expressed a higher degree of enjoyment for shopping, preparing food, taking care of their children, and doing housework than for working at their jobs—an activity that was ranked at the next-to-lowest level of enjoyment, just above commuting to work.

--Neil Gilbert

You can't build a reputation on what you are going to do.

--Henry Ford

Going to work for a large company is like getting on a train. Are you going sixty miles an hour or is the train going sixty miles an hour and you're just sitting still?

--J. Paul Getty

In a hierarchy, every employee tends to rise to his level of incompetence; the cream rises until it sours.

--Lawrence J. Peter

Workaholism is one of the only addictions in society that we boast about, that we're proud of, that we actually support.

--Diane Fassel

Getting ahead in a difficult profession requires avid faith in yourself. That is why some people with mediocre talent, but with great inner drive, go so much further than people with vastly superior talent.

--Sophia Loren

The most important career decision you're going to make is whether or not you have a life partner and who that partner is.

--Sheryl Sandberg

I do not believe fathers love their children any less than mothers do, but men do seem more likely to choose their job at a cost to their family, while women seem more likely to choose their family at a cost to their job.

--Anne-Marie Slaughter

Workers who put their careers first are typically rewarded; workers who choose their families are overlooked, disbelieved, or accused of unprofessionalism.

--Anne-Marie Slaughter

When I was younger, I struggled with the fact that work was my mother's first priority. But now that I am embarking on my own career, I realize that I could never have asked for a better role model. Work was the norm for my parents (particularly my mother), and I have ended up stronger for it. I couldn't be prouder that I am my mother's daughter.

--Mari Cohen

A woman cannot work a 60-hour-per-week job and be the same kind of parent she would have been without the 60-hour-per-week job. No man can do this; no human can do this.

--Deborah Spar

I don't drink coffee at work. It keeps me awake.

--Judy Brown

Women are working for major corporations but not leading them. Practicing medicine but rarely heading medical departments or hospitals. Running for political office but still not winning more than a token percentage of seats. As of 2012, women accounted for only 16 percent of partners at the country's largest law firms. And 15 percent of senior executives at Fortune 100 firms. They constituted only 10 percent of the country's aerospace engineers, 7 percent of its Hollywood directors, and 16 percent of its congressional representatives. And they still earn, on average, only 77 cents to every man's dollar.

--Deborah Spar

A modern textile mill employs only a man and a dog. The man is there to feed the dog, and the dog is there to keep the man away from the machines.

--Adam Davidson

What worries people in factories is electronics, robots. If you don't know jack about computers and electronics, then you don't have anything in this life anymore. One day, they're not going to need people; the machines will take over. People like me, we're not going to be around forever.

--Factory Worker Maddie  
Parlier

They didn't want it good; they wanted it Wednesday.

--Robert A. Heinlein

Decades ago, marriage was a pairing of opposites, with husbands working in offices or factories and wives working at home. But since women flooded the labor force, marriage has become an arrangement in which similarly educated, ambitious, and advantaged people are likely to pair off. In other words, the more hours you spend at work, the more likely you are to marry someone who also works a lot.

--Derek Thompson

As our economy has transitioned away from manufacturing and industry, men with a high-school education can no longer expect the steady, well-paying union jobs that formerly enabled many to support their families. Out-dated assumptions that men should bring something to the table, and that this something should be money, don't help. Surveying their prospects, many working-class mothers reject marriage altogether, perhaps reasoning that they can support a child, but don't want a dependent husband.

--Liza Mundy

A bus station is where a bus stops. A train station is where a train stops. On my desk, I have a work station...

--William Faulkner

As any woman who has ever sat around a mostly male table can attest, the presence of only one or two women around that table leaves them highlighted as 'the women.' Their voices are seen as representing 'the women's position.' They are looked upon when issues of diversity arise, or when the softer side of something needs to be addressed. And, most invidious, they are implicitly but constantly compared. Did Ann speak more eloquently than Beatrice? Was Beatrice nasty to Ann? As a result, Ann and Beatrice find themselves jostling, whether they mean to or not, to become the woman at whatever enterprise they serve. And women behind them on the ladder similarly scramble to take their places, subtly aware that there are only two slots. The result is more competition than is warranted; more of a buried sense that women must fight, not just for men's jobs, but among themselves.

--Debra Spar

Good husbands—the selection of whom is the most important career choice young women can make.

--Sheryl Sandberg

The erosion of wages is something over which none of us has any control. The only thing one can do is work more hours to try to compensate. I long since made that adjustment. I work seven days a week, from morning to night. There is no other way.

—Neal Gabler

Low-income mothers are far more likely to stay at home today than are upper-income mothers. Such women are forgoing paid work not because they refuse to lean in but because they can't earn enough money at their jobs to cover child care.

--Stephen Marche

At my old job, my manager used to say, 'The most important part of your uniform, is your smile.' Until the day I forgot to wear pants.

--Adam Cozens

For the last third of life there remains only work. It alone is always stimulating, rejuvenating, exciting and satisfying.

--Doris Lessing

Be nice to nerds. Chances are you'll end up working for one.

--Bill Gates

When you see what some girls marry, you realize how they must hate to work for a living.

--Helen Rowland

French women avoid anything that demands too much effort for too little pleasure. They aren't racing to the top, because most don't consider it worth the game. They care less about being the most successful person in the room and more about being the most content. They reject the notion that success is based on how hard you work and measure their happiness instead by the amount of pleasure extracted. With our common sense, rationale, humor, and *joie de vivre* the French seem to convince the world of what they want to hear: to take it easy and simply.

--Mireille Guiliano

If a person goes to his job with a firm determination to give of himself the best of which he is capable, that job no matter what it is takes on dignity and importance.

--Hortense Odlum

Ever since we've had companies, we've had managers trying to figure out which people are best suited to working for them. The techniques have varied considerably. Near the turn of the 20th century, one manufacturer in Philadelphia made hiring decisions by having its foremen stand in front of the factory and toss apples into the surrounding scrum of job seekers. Those quick enough to catch the apples and strong enough to keep them were put to work.

--Don Peck

One's work usually occupies more than half of one's waking life. Choosing work that does not bring happiness will lead to a life that is mostly disappointing.

--Bo Bennett

Most jobs today are still structured the same way they were 50 years ago, when most families had someone who could stay at home.

--Joan Blades

If you pursue good with labor, the labor passes away but the good remains.

--Marcus Tullius Cicero

Work is something you can count on, a trusted, lifelong friend who never deserts you.

--Margaret Bourke-White

There is no social program in this country that is as important as a good job that pays well, that gives someone an opportunity to go to work, have some security, have benefits, and take care of their family and have a good life.

--Byron Dorgan

You don't like your job. You don't strike. You go in every day and do it really half-assed. That's the American way.

--Homer Simpson

Deliver more than you are getting paid to do. The victory of success will be half won when you learn the secret of putting out more than is expected in all that you do. Make yourself so valuable in your work that eventually you will become indispensable. Exercise your privilege to go the extra mile, and enjoy all the rewards you receive.

--Og Mandino

Make no little plans; they have no magic to stir men's blood and probably will themselves not be realized. Make big plans; aim high in hope and work, remembering that a noble, logical diagram once recorded will not die.

--Daniel Burnham

If I could I would always work in silence and obscurity, and let my efforts be known by their results.

--Emily Bronte

We've made undeniable progress. In the United States, women now earn more college and graduate degrees than men do. We make up half the workforce, and we are closing the gap in middle management. Half a dozen global studies, conducted by the likes of Goldman Sachs and Columbia University, have found that companies employing women in large numbers outperform their competitors on every measure of profitability. Our competence has never been more obvious. Those who closely follow society's shifting values see the world moving in a female direction.

--Katty Kay and Claire  
Shipman

When I work fourteen hours a day, seven days a week, I get lucky.

--Armand Hammer

For society to flourish, it takes work. So what is work? Tasks we perform for compensation in the service of an employer, be it an individual or corporate entity. And yes, it is as exciting as it sounds. We don't want to work. In fact, that's about as good a definition of 'work' as you could have—'that which we don't want to do, but have to, if we don't want to eat dirt.' Of course, some workers attack their jobs with passion and creativity. These people are known as brown-nosing jagoffs.

--*Earth (The Book) A  
Visitor's Guide to  
the Human Race*

Working is living to me.

--Mikhail Baryshnikov

Blessed is the man who has some congenial work, some occupation in which he can put his heart, and which affords a complete outlet to all the forces there are in him.

--John Burroughs

Life is too short to work so hard.

--Vivien Leigh

It is too difficult to think nobly when one thinks only of earning a living.

--Jean Jacques Rousseau

Labor is the source of all wealth and all culture.

--Ferdinand Lassalle

I may sometimes be willing to teach for nothing, but if paid at all, I shall never do a man's work for less than a man's pay.

--Clara Barton

The greatest teacher I know is the job itself.

--James Cash Penney

There is no force equal to a woman determined to rise.

—W. E. B. Dubois

In interviews I gave early on in my career, I was quoted as saying it was possible to have it all: a dynamic job, marriage, and children. In some respects, I was a social adolescent.

—Jessica Savitch

The man who uses his hands is a laborer. The man who uses his mind is a master.  
But the man who gives his heart to the passion is a craftsman.

--Nadir Güllü

Most Americans will likely need to take a new view of what retirement should be: not a toggle switch—no work at all, after years of full-time labor—but a continuum on which a person gradually downshifts to half-time, then to working now and then. Let's call it the 'retirement track' rather than retirement: a phase of continuing to earn and save as full-time work winds down.

—Gregg Easterbrook

You're blessed if you have the strength to work.

—Mahalia Jackson

Everyone has his own specific vocation or mission in life; everyone must carry out a concrete assignment that demands fulfillment. Therein he cannot be replaced, nor can his life be repeated, thus, everyone's task is unique as his specific opportunity to implement it.

—Viktor E. Frankl

One never notices what has been done; one can only see what remains to be done.

--Marie Curie

Always remember, you can never finish work, but work can finish you.

—Louis Keisler

Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all.

—Sam Ewing

After all, it is hard to master both life and work equally well. So if you are bound to fake one of them, it had better be life.

—Joseph Brodsky

The state of mind which enables a man to do work of this kind...is akin to that of the religious worshipper or the lover; the daily effort comes from no deliberate intention or program, but straight from the heart.

—Albert Einstein

I got bored at work today so I started working to help pass the time.

—Unknown

I have discovered the secret of happiness - it is work, either with the hands or the head. The moment I have something to do, the draughts are open and my chimney draws, and I am happy.

—John Burroughs

For anything worth having one must pay the price; and the price is always work, patience, love, self-sacrifice - no paper currency, no promises to pay, but the gold of real service.

—John Burroughs

Like every man of sense and good feeling, I abominate work.

—Aldous Huxley

The average American worker has fifty interruptions a day, of which seventy percent have nothing to do with work.

—W. Edwards Deming

If someday they say of me that in my work I have contributed something to the welfare and happiness of my fellow man, I shall be satisfied.

—George Westinghouse

Bush has said that the economy is growing, that there are jobs out there. But you know, it's a long commute to China to get those jobs.

—Tom Daschle

There is joy in work. There is no happiness except in the realization that we have accomplished something.

—Henry Ford

Toil and pleasure, dissimilar in nature, are nevertheless united by a certain natural bond.

—Titus Livius

The real essence of work is concentrated energy.

—Walter Bagehot

All hard work brings a profit, but mere talk leads only to poverty.

—*Proverbs* 14:23

The quality of your work, in the long run, is the deciding factor on how much your services are valued by the world.

—Orison Swett Marden

I don't know that there are any short cuts to doing a good job.

—Sandra Day O'Connor

People might not get all they work for in this world, but they must certainly work for all they get.

—Frederick Douglass

It is work and personal worth which make a State great both politically and industrially, and in my estimation they are to be found in largest proportions in the Democratic party.

—Franklin Knight Lane

Shadow work is the unremunerated labor we now do ourselves that once got done by others for pay. The toil comes in all shapes, sizes, and places, though we've barely noticed the DIY theme: we pump our own gas, assemble our own furniture, book our own travel, take on new duties at our downsizing offices, coordinate our kids' extracurriculars, Google for guidance on our medical problems, and that's not the half of it.

—Craig Lambert

One who works for his own profit is likely to work hard. One who works for the use of others, without profit to himself, is likely not to work any harder than he must.

—B. Carroll Reece

Hard work is a two-way street. You get back exactly what you put in.

—Unknown

The future belongs to the few of us still willing to get our hands dirty.

—Unknown

There is only one secret. To love what you are doing.

—Jayne Meadows

I believe in work, hard work, and long hours of work. Men do not break down from overwork, but from worry and dissipation.

—Charles Evans Hughes

You can't get much done in life if you only work on the days when you feel good.  
—Jerry West

Real success is finding your lifework in the work that you love.  
—David C. McCullough

Why do people ask, 'How was work?' Like...work is work. I'd rather be drunk on a yacht being hand fed grapes by naked underwear models, but here I am.  
—Unknown

Youngstown's story is America's story, because it shows that when jobs go away, the cultural cohesion of a place is destroyed. The cultural breakdown matters even more than the economic breakdown.  
—John Russo

Half of the decline [labor losses] is the result of businesses' replacing workers with computers and software. In 1964, the nation's most valuable company, AT & T, was worth \$267 billion in today's dollars and employed 758,611 people. Today's telecommunications giant, Google, is worth \$370 billion but has only about 55,000 employees—less than a tenth the size of AT & T's workforce in its heyday.  
—Derek Thompson

The share of prime-age men who are neither working nor looking for work has doubled since the late 1970s, and has increased as much throughout the recovery as it did during the Great Recession itself. All in all, about one in six prime-age men today are either unemployed or out of the workforce altogether. This is what the economist Tyler Cowen calls 'the key statistic' for understanding the spreading rot in the American workforce. Conventional wisdom has long held that under normal economic conditions, men in this age group—at the peak of their abilities and less likely than women to be primary caregivers for children—should almost all be working. Yet fewer and fewer are.

—Derek Thompson

Computers are so dexterous that predicting their application 10 years from now is almost impossible. Who could have guessed in 2005, two years before the iPhone was released, that smartphones would threaten hotel jobs within the decade, by helping homeowners rent out their apartments and houses to strangers on Airbnb? Or that the company behind the most popular search engine would design a self-driving car that could soon threaten driving, the most common job occupation among American men?

—Derek Thompson

In 2013, Oxford University researchers forecast that machines might be able to perform half of all U.S. jobs in the next two decades. The projection was audacious, but in at least a few cases, it probably didn't go far enough. For example, the authors named psychologist as one of the occupations least likely to be 'computerisable.' But some research suggests that people are more honest in therapy sessions when they believe they are confessing their troubles to a computer, because a machine can't pass moral judgment. Google and WebMD already may be answering questions once reserved for one's therapist. This doesn't prove that psychologists are going the way of the textile worker. Rather, it shows how easily computer can encroach on areas previously considered 'for humans only.'

—Derek Thompson

Work is really three things: the means by which the economy produces goods, the means by which people earn income, and an activity that lends meaning or purpose to many people's lives.

—Peter Frase

Purpose, meaning, identity, fulfillment, creativity, autonomy—all these things that positive psychology has shown us to be necessary for well-being are absent in the average job.

—Benjamin Hunnicutt

Richer, college-educated Americans are working more than they did 30 years ago, particularly when you count time working and answering e-mails at home.

—Derek Thompson

Americans work so hard because their culture has conditioned them to feel guilty when they are not being productive.

—Derek Thompson

One theory of work holds that people tend to see themselves in jobs, careers, or callings. Individuals who say their work is 'just a job' emphasize that they are working for money rather than aligning themselves with any higher purpose. Those with pure careerist ambitions are focused not only on income but also on the status that comes with promotions and the growing renown of their peers. But one pursues a calling not only for pay or status, but also for the intrinsic fulfillment of the work itself.

—Derek Thompson

When you work you are a flute through whose heart the whispering of the hours turns to music.

—Kahlil Gibran

You've got to get up every morning with determination if you're going to go to bed with satisfaction.

—George Horace Lorimer

Burnout is one of the biggest problems in the workplace, especially for older workers. In fact, it's a major reason many people retire earlier than they projected. They just can't take it anymore. They're sick of the routine, playing the game, and not having an incentive to push ahead because promotions have dwindled or raises are perfunctory, if they exist at all.

—Kerry Hannon

Somewhere we have forgotten to teach that pleasure or reward follows effort and work.

—Monty Ellison

In any profession, there's a sleazy side and an honorable side.

—Gina Gershon

In the past I have never thought about loneliness when working, and I don't think about it now. Yet there must be a reason for the fact that so many people talk about it.

—Alberto Giacometti

Do what you love to do and give it your very best. Whether it's business or baseball, or the theater, or any field. If you don't love what you're doing and you can't give it your best, get out of it. Life is too short. You'll be an old man before you know it.

—Al Lopez

Nobody can be successful unless he loves his work.

—David Sarnoff

Although Freud said happiness is composed of love and work, reality often forces us to choose love or work.

—Letty Cottin Pogrebin

Always render more and better service than is expected of you, no matter what your task may be.

—Og Mandino

Your work is to discover your work and then with all your heart to give yourself to it.

—Buddha

Work is an art form. Work really is the answer to so many problems, and it's a form of play, too, that you take very seriously and keep trying to expand.

—Diane Keaton

According to a *Pew Research Center* study, 50 percent of married or cohabiting women report doing more child care than their male partners, whereas just 4 percent of men do more than their female partners. This disparity has a devastating effect on women's careers. Researchers refers to the gap between male and female wages and seniority as the 'motherhood penalty,' because it is almost entirely explained by the lower earnings and status of women with children.

—Andrew Moravcsik

Despite their superior performance in college, surprisingly few women reach the pinnacle of professional success: They account for only 21 percent of surgeons, 20 percent of law-firm partners, and 9 percent of equity-fund managers. The nearly impossible expectations facing professional women pose a stark dilemma for ambitious young people planning two-career marriages.

—Andrew Moravcsik

Ex-offenders are excluded from a wide variety of jobs, running the gamut from septic-tank cleaner to barber to real-estate agent, depending on the state. And in the limited job pool that ex-offenders can swim in, blacks and whites are not equal. For her research, Devah Pager pulled together four testers to pose as men looking for low-wage work. One white man and one black man would pose as job seekers without a criminal record, and another black man and white man would pose as job seekers with a criminal record. The negative credential of prison impaired the employment efforts of both the black man and the white man, but it impaired those of the black man more. Startlingly, the effect was not limited to the black man with a criminal record. The black man without a criminal record fared worse than the white man with one.

—Ta-Nehisi Coates

We cannot...repair the American community and restore the American family until we provide the structure, the values, the discipline, and the reward that work gives.

—Bill Clinton

Son, if you really want something in this life you have to work for it. Now quiet—they're about to announce the lottery.

—Homer Simpson

I don't mind coming to work, but this eight hour wait to go home is just bullshit.

—*DespicableMeMinions.org*

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle.

—Steve Jobs

My hand does the work and I don't have to think; in fact, were I to think, it would stop the flow. It's like a dam in the brain that bursts.

—Edna O'Brien

I feel sad when I'm overworked and I just become a moneymaking machine and my passion and creativity take a backseat. That makes me unhappy. So what did I do? I started to say no. I'm not doing that. I don't want to do that... And slowly but surely, I remembered who I am.

—Lady Gaga

The man who knows *how* will always have a job. The man who knows *why* will always be his boss.

—Ralph Waldo Emerson

Workers of the world unite; you have nothing to lose but your chains.

—Karl Marx

Of course women don't work as hard as men. They get it right the first time.

—Ged Backland

The reward of labour is life. Is that not enough?

—William Morris

According to Gallup pollsters, only one-third of Gen Xers are engaged by their work. Jim Harter, Gallop's chief scientist for workplace management and well-being, says about half of Boomer and Gen X employees fall in a second category that Gallup characterizes as 'not engaged.' As Harter puts it, 'They show up; they get their pay-check and do the minimum required.' And one out of five belongs in the category Gallup calls 'actively disengaged,' which Harter describes as 'a pretty desperate state.' This situation exacts a toll on more than just productivity: Gallup has found that, compared with engaged employees, actively disengaged workers of all ages are far likelier to report stress and physical pain. They have higher cortisol levels and blood pressure and they are nearly twice as likely to be diagnosed with depression or to call in sick.

—Barbara Bradley  
Hagerty

Copenhagen's *Happiness Research Institute* surveyed 2,600 Danish workers, from every sector and type of job, about the sources of professional contentment. The winner, by a sizable margin, was a sense of purpose, which contributed twice as much to an individual's job satisfaction as did the runner-up, having a high-quality manager. Maik Wiking, the institute's CEO, notes that Aristotle recognized the close connection between happiness and a sense of purpose. The good life—what the philosopher called *eudaimonia*—is not an easy life, but rather one filled with meaning and striving toward a goal. 'We need a sense of purpose,' Wiking says.

—Barbara Bradley  
Hagerty

Any human anywhere will blossom in a hundred unexpected talents and capacities simply by being given the opportunity to do so.

—Doris Lessing

If ants are such busy workers, how come they find time to go to all the picnics?

—Marie Dressler

If hard work were such a wonderful thing, surely the rich would have kept it all to themselves.

—Lane Kirkland

Anything in life worth having is worth working for.

—Andrew Carnegie

When one who is by nature a worker attempts to enter the warrior class, or one of the soldiers tries to enter the class of guardians, this meddling brings the city to ruin. That then is injustice. But the doing of one's own job by each class is justice and makes the city just.

—Plato

What constitutes the alienation of labor? First, that the work is external to the worker, that is not part of his nature; and that, consequently, he does not fulfill himself in his work but denies himself, has a feeling of misery rather than well-being, does not develop freely his mental and physical energies but is physically exhausted and mentally debased.

—Karl Marx

I see a lot of people who love their jobs. I see some garbage collectors smiling as they go about their work.

—Willie Stargell

The automobile has long been a symbol of everything great and everything terrible about America. On the one hand: freedom, individualism, power, speed. The taming of millions of miles of varied wildernesses through roads, then highways, then interstates. The capacity of American industry—Pittsburgh's steel, Akron's rubber, Detroit's factories.

But on the other hand: gas-guzzling SUVs. Traffic and sprawl. The abandonment of mass transit. The suburb and then the exurb, with their undeniable ties to white flight and segregation. The decline of the Rust Belt, the near-collapse of the Big Three automakers during the Great Recession of 2008, and the slow death of American manufacturing and blue-collar work.

—Ian Bogost

The biggest mistake that you can make is to believe that you are working for somebody else. Job security is gone. The driving force of a career must come from the individual. Remember: Jobs are owned by the company, you own your career!

—Earl Nightingale

No one is satisfied with their life's work.

—Marjory S. Douglas

Nothing stops a bullet like a job.

—Duncan Campbell

I see now more clearly than I have ever done before that a private governess has no existence, is not considered as a living and rational being except as connected with the wearisome duties she has to fulfill.

—Charlotte Brontë

To work is to feel alive.

—Tony Bennett

One thing young people have to always keep in mind when deciding what they want to do with their lives is, is it fun? Is it something that I'm interested in? Is it something I enjoy?

—Bob Schieffer

In every job that must be done, there is an element of fun. You find the fun and SNAP, the job's a game.

—Mary Poppins

Leisure is an indispensable ingredient in a growing consumer market because working people need to have enough free time to find uses for consumer products, including automobiles.

—Henry Ford

There was once a time in this country when you could work 40 hours a week. Your spouse didn't have to work and you retired at 60 with a pension. Today, 40 hours a week is barely enough to pay rent, utilities even with dual incomes. This is the reality for 45 million Americans.

—*TheFreeThoughtProject.com*

More than 90 percent of mid-career professionals recently cited the 'need to write effectively' as a skill 'of great importance' in their day-to-day work....The reward of disciplined writing is the most valuable job attribute of all: a mind equipped to think.

--Bob Kerrey

The only time some people work like a horse is when the boss rides them.

—Gabriel Heatter

You were not born to just go to work, pay bills and die.

—Unknown

The workplace does not produce workers; it is in the family that workers are produced and human capital is initially developed.

--Beatrice Paolucci

Emergencies have always been necessary to progress. It was darkness which produced the lamp. It was fog that produced the compass. It was hunger that drove us to exploration. And it took a depression to teach us the real value of a job.

—Victor Hugo

A career is a kind of ladder of jobs.

--John Holt

The democracy will cease to exist when you take away from those who are willing to work and give to those who would not.

—Thomas Jefferson

I have the worst job in America, or so the experts say. Worse than a job putting down sick puppies. Worse than being a closer for the Cubs. Worse than working for Kardashians. Analyzing factors such as pay, hours, stress, physical demands and the outlook for future employment, *Careercast.com* proclaims a newspaper reporter as the worst job, a step lower than being a lumberjack.

--Burt Constable

Some reporters credit their career choice to a thirst for justice and liberty and a desire to comfort the afflicted and afflict the comfortable. I credit mine to engineering camp, where I spent a week between my junior and senior years in high school. I didn't mind the engineering, but engineering camp made me realize I really didn't envision spending the rest of my life with engineers. Sharing work stories with newspaper reporters seems so much more entertaining.

--Burt Constable

Man's biggest mistake is to believe that he's working for someone else.

—Nashua Cavalier

The beginning is the most important part of the work.

—Plato

The world is full of willing people; some willing to work, the rest willing to let them.

—Robert Frost

A recent study from *CareerCast.com*, a new job site, evaluates 200 professions to determine the best and worst according to five criteria inherent to every job: income, employment outlook, physical demands, and stress. Mathematicians fared best with a median income of \$94,160, strong growth potential, favorable working conditions and excellent job prospects. Most of the positions in the top ten also utilize applied math and statistics skills in their work: actuary, statistician, biologist, software engineer, computer-systems analyst, historian, sociologist, industrial engineer and accountant.

—*CareerCast.com*

If you aren't fired with enthusiasm, you will be fired with enthusiasm.

—Vince Lombardi

Some people are like blisters. They don't show up until all the work is done.

—*Hometown Humor  
USA*

The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence.

—Confucius

Nothing will work unless you do.

—Maya Angelou

It never fails: everybody who really makes it does it by busting his ass.

—Alan Arkin

About one-third of the women in this audience will be working full-time in 15 years. And almost all of you will be working for the guy you are sitting next to.

--Sheryl Sandberg  
in 2011 Address to  
Harvard Business  
Students

Sensing they are not prepared for the world they have entered, many professional women seek still more academic credentials. I've come to think of this as intellectual primping—the frequently futile hope that one more degree will finally win notice, and with it, that perfect job or raise.

--Garance Frake-Ruta

Women may think the more degrees they get, the more chances they have of being hired, but they are swimming upstream.

--Anna Fels

Since 1996, women have earned more bachelor's degrees than men, and last year they started earning a greater number of master's and doctoral degrees. It is an outrage that the male-female wage gap persists, and yet, over the past 10 years, in almost every country in the developed world, it has shrunk. In developed countries, by most economic indicators, women's lives have improved relative to men's. Of the 15 fastest-growing job categories in the United States, 13 are dominated by women.

--Stephen Marche

One of the tragedies of the modern economy is that because one's college history is such a crucial signal in our labor market, perfectly able people who simply couldn't sit still in a classroom at the age of 16, or who didn't have their act together at 18, or who chose not to go to graduate school at 22, routinely get left behind for good. That such early factors so profoundly affect career arcs and hiring decisions made two or three decades later is, on its face, absurd.

--Don Peck

The idea that we should voluntarily retain jobs that could be automated simply so people of lesser capability have something to do is one that economists have debunked time and again. Whatever can be done effectively and less expensively by machines, we should have machines do. There are more than a few tasks not yet being taken care of in our society—child and elder care are two easy examples—that those without a college degree can handle. Let's focus on matching people to valued jobs that are within their abilities without simply making work where it's not needed.

—Gidon G. Rothstein

A 2011 study in the *Journal of Experimental Social Psychology* found that men who have female supervisors earn less, and enjoy less prestige, than men whose bosses are male.

—Peter Beinart

Security guard, truck driver, sales person—year after year, these jobs appear on lists of the unhappiest careers. Although many factors can make a job dismal—unusual hours, low pay, no chance of advancement—these three gigs stand out for another reason: They're characterized either by a lack of conversation or by obligatory but meaningless small talk.

—Stephanie Hayes

Nothing motivates a man more than to see his boss putting in an honest day's work.  
—Mark Twain

If you work hard and keep both feet to the ground, you'll eventually reach a point at which you'll be able to put both feet on a desk.  
—Myron Cohen

Make sure you love what you do and you've got to be passionate about it. Don't go to work every day. Go to do your passion.  
—Mary Lou Retton

Perpetual devotion to what a man calls his business is only to be sustained by neglect of many other things.  
—Robert Louis Stevenson

As a cure for worrying, work is better than whiskey.  
—Ralph Waldo Emerson

The more that learn to read the less learn how to make a living. That's one thing about a little education. It spoils you for actual work. The more you know, the more you think somebody owes you a living.  
--Will Rogers

Remember, when it come to applying for jobs, books ARE judged by their cover!  
—Patricia Akins

If two men on the same job agree all the time, then one is useless. If they disagree all the time, then both are useless.  
—Darryl F. Zanuck

Number of tenured college and university professors who wish they'd gone into a less demanding line of work: 0  
—Unknown

With knowledge doubling every year or so 'expertise' now has a shelf life measured in days; everyone must be both learner and teacher....Learning or education was a task of childhood in preparation for entering adult life and work. Now learning is literally the work of the majority of U.S. jobs.  
--Lewis J. Perelman

Nobody can be successful if he doesn't love his work, love his job.

—David Sarnoff

Less than a third of U.S. employees were engaged with their jobs in 2014, found a new Gallup poll. Though engagement from 2013 was up by almost two percent (the highest it's been since the year 2000), 51 percent were still 'not engaged' and 17.5 percent were 'actively disengaged.' Engagement means employees are involved, enthusiastic, committed to their work and workplace — so basically, a majority of workers are miserable.

—Stephanie Castillo

Successful workers communicate effectively, orally and in writing, and have social and behavioral skills that make them responsible and good at teamwork. They are creative and techno-savvy, have a good command of fractions and basic statistics, and can apply relatively simple math to real-world problems such as those concerning financial or health literacy.

—R. I. Lerman and  
A. Packer

Normal is getting dressed in clothes that you buy for work, driving through traffic in a car that you are still paying for, in order to get to a job that you need so you can pay for the clothes, car and the house that you leave empty all day in order to afford to live in it.

—Ellen Goodman

To be sure, working—that is, earning a living is one aspect of fathering. It's one means that the father has of extending protection to his family. But it's just one. If he concentrates on this to the exclusion of other aspects, it becomes not a form of fathering, but an escape.

--Myron Brenton

It's better to teach children the roots of labor than to hand them the fruits of yours.

--Unknown

Mothers are likely to have more bad days on the job than most other professionals, considering the hours: round-the-clock, seven days week, fifty-two weeks a year....You go to work when you're sick, maybe even clinically depressed, because motherhood is perhaps the only unpaid position where failure to show up can result in arrest.

—Mary Kay Blakely

You have lifetime to work, but children are only young once.

--Polish Proverb

We give up leisure in order that we may have leisure, just as we go to war in order that we may have peace.

—Aristotle

Between 1965 and 2000, the number of working mothers in the United States rose from 45 to 78 percent of all mothers....Yet women were still devoting nearly 40 hours a week to family care: housework, child care, shopping. Men, by contrast, spent only 21, most of which were devoted to fairly discrete and flexible tasks like mowing the lawn, washing the car, and tossing softballs with the kids. (Try this. See who in any household schedules the kids' dental appointments. My own husband, lovely though he is, seems not to be aware that our children have teeth.)

--Deborah Spar

Sometimes I want to ask these guys who say they lament their rationed fatherhood whether they are serious in their regret. I recently asked one if he really would have traded some business success for more time with his children. He hardly paused. No, he had to be who he was. He made it sound as if he had been in the grip of some powerful force, like the one that brings salmon upstream to their spawning grounds. He had no guilt, just regret. What could he do? (I'd love to ask his kids if they would have preferred more time with Daddy over their trust fund.)

—Richard Cohen

Lead parenting is not merely its own reward; it also unlocks a capacity for caring and closeness that can last a lifetime. We know that support networks of friends and family help people tolerate adversity and live longer. Perhaps female advantages in these areas could help explain why women typically outlive men. A recent *National Bureau of Economic Research* paper speculates that women's 'nesting and family-protecting roles' and 'social planning and networking behaviors' could contribute to their sex's resilience and relative longevity.

—Andrew Moravcsik

What the country needs is dirtier fingernails and cleaner minds.

—Will Rogers

Do we talk about the dignity of work? Do we give our students any reason for believing it is worthwhile to sacrifice for their work because such sacrifices improve the psychological and mental health of the person who makes them?

—Sargent Shriver

Not many college students know what they want to do.

—Andie MacDowell

Do more than you are being paid to do, and you'll eventually be paid more for what you do.

—Zig Ziglar

If you want to earn more, learn more.

—Zig Ziglar

A lot of people quit looking for work as soon as they find a job.

—Zig Ziglar

Work isn't to make money; you work to justify life.

—Marc Chagall

The worker is the slave of capitalist society, the female worker is the slave of that slave.

—James Connolly

It is extremely unlikely that anyone coming out of school with a technical degree will go into one area and stay there. Today's students have to look forward to the excitement of probably having three or four careers.

—Gordon Moore

Whatever the calling students may later pursue, their effectiveness will depend mightily on an ability to express views clearly.

--Kingman Brewster, Jr.

The enduring differences in how men and women communicate still have ramifications that range from hurt feelings to missed promotions and fewer pay raises. No news here: Men are supposedly blunter and more aggressive and appear self-confident even when they don't know what they're talking about. Women are more tentative in voicing their opinions and appear unsure of themselves even when they know very well what they're talking about. As bosses, men tend to be more authoritarian and women more collaborative. Men don't give much feedback; women want too much feedback. Men are thought not to ask enough questions; women are thought to ask too many questions. And so forth.

--Alina Tugend

No man ever listened himself out of a job.

—Calvin Coolidge

Every person I work with knows something better than me. My job is to listen long enough to find it and use it.

--Jack Nichols

The computer is a machine that will put you all out of work. Something made of sand—silicon—may turn a lot of you into hod carriers. I hope I'm not the first to tell you this. Your teachers should have; that's what you're paying them for.

--Hunter S. Thompson

The world has changed dramatically. Nobody today can avoid technology. Those unable to use it face a lifetime of menial work.

--William E. Brock

Computers will never replace office workers entirely until they learn how to spread gossip.

—Unknown

There is a computer disease that anybody who works with computers knows about. It's a very serious disease and it interferes completely with the work. The trouble with computers is that you 'play' with them!

--Richard P. Feynman

Microsoft Excel is a program your resume says you're proficient in, because you could probably figure it out if you needed to, right?

—*TL;DR Wikipedia*

'Reply All' is an email function that streamlines the process of getting fired.

—*TL;DR Wikipedia*

Few companies that installed computers to reduce the employment of clerks have realized their expectations... They now need more, and more expensive clerks even though they call them 'operators' or 'programmers.'

—Peter Drucker

Music is a friend of labor for it lightens the task by refreshing the nerves and spirit of the worker.

--William Green

In today's technological world, math is no longer just for students who go to college. ACT compared the skills needed to succeed as a freshman in college and those needed for job-training programs. They found that students need to be educated to a comparable level in algebra, geometry, data analysis, and statistics for success in either situation.

—ACT, 2006

Completing advanced math courses in high school has a greater influence on whether students will graduate from college than any other factor—including family background. Students who take math beyond Algebra II double their chances of earning a bachelor's degree. Through 2016, professional occupations are expected to add more new jobs—at least 5 million—than any other sector; within that category, computer and mathematical occupations will grow the fastest. Simply taking advanced math has a direct impact on future earnings, apart from any other factors. Students who take advanced math have higher incomes 10 years after graduating—regardless of family background, grades, and college degrees.

—*Achieve* [A Group  
Created by  
Governors and  
Corporate Leaders]

As a dishwasher, I come home after hours of work in which I get covered in filth, and I take a shower only to realize...I am the final dish.

—Randy Jones

We don't care about what you did yesterday—we care about what you're going to do tomorrow.

—Cory Doctorow

The labor movement's basic purpose is to achieve a better life for its members. A union that fails in this purpose has failed utterly.

--*New York Times*

The trade union movement represents the organized economic power of the workers ... It is in reality the most potent and the most direct social insurance the workers can establish.

--Samuel Gompers

An entrepreneur is a self-employed person working 18 hours a day to avoid working 8 hours for someone else.

--Rory MccGwire

Employee of the month is a good example of how somebody can be both a winner and a loser at the same time.

--Demetri Martin

I've never been one to look up the ladder. I've always looked down the ladder. As long as there's one guy down there, I'm fine.

--Ron White

Men initiate salary negotiations four times as often as women do, and that when women do negotiate, they ask for 30 percent less money than men do

--Katty Kay and Claire Shipman

The Dunning-Kruger effect: the tendency for some people to substantially overestimate their abilities. The less competent people are, the more they overestimate their abilities.

--Katty Kay and Claire Shipman

A review of personnel records found that women working at HP applied for a promotion only when they believed they met 100 percent of the qualifications listed for the job. Men were happy to apply when they thought they could meet 60 percent of the job requirements. At HP, and in study after study, the data confirm what we instinctively know. Under-qualified and underprepared men don't think twice about leaning in. Overqualified and over-prepared, too many women still hold back. Women feel confident only when they are perfect. Or practically perfect.

--Katty Kay and Claire Shipman

His insomnia was so bad, he couldn't sleep during office hours.

—Arthur Baer

Bankers just get into the habit of complaining about compensation and sort of thinking that they're entitled to be paid 50 times what a firefighter that runs into a burning building to save a little baby gets paid. That entitlement is sort of endemic within banking.

—James Gorman

It is very sad for a man to make himself servant to a single thing; his manhood all taken out of him by the hydraulic pressure of excessive business.

—Theodore Parker

The dearth of females in the upper echelons of virtually every field is notorious, and tends to get worse, not better, the higher you look. While women make up about half of the U.S. workforce and more than half of entry-level hires at the largest corporations, their ranks thin so starkly that just 4.8 percent of Fortune CEOs are female. Elsewhere on Wall Street, in Big Law, and in Silicon Valley, the numbers are no more equitable. Culprits range from child-rearing demands to gender bias.

—Liza Mundy

Women, often held back in midlife by domestic responsibilities, are in many ways suited to shift into high gear at a later age than men—to have it all, as the saying goes, by having it at different times. One high-level female executive told me recently that she is waiting until her kids start college to truly move into overdrive. ‘I’ve got a good 15 years after that,’ she figures, to make her full impact.

—Liza Mundy

Psychological research hints that people of both sexes may feel more comfortable with ambitious older women than with ambitious younger ones.

—Liza Mundy

Even for talented young women, a swift professional rise is far from preordained. Today, women begin their careers close to wage parity: according to the U.S. Bureau of Labor Statistics, women between the ages of 25 and 34 earn almost 90 percent of what men do. The wage gap soon widens, however. Women between the ages of 45 and 54 make 76.6 percent of what men do. This is partly due to child-rearing logistics: a *Pew Research Center* report found that 42 percent of mothers had cut back on their work hours to care for a family member, and 51 percent of mothers with children under 18 said being a parent made it harder for them to advance professionally, compared with just 16 percent of fathers.

—Liza Mundy

The wage gap also seems to reflect a bias against mothers with children at home—a set of belittling stereotypes sometimes referred to as the ‘maternal wall.’ Research shows that when a working woman becomes a mother, she is typically seen as warmer and nicer, and that these traits may actually conspire against her, making her seem less good at her job.

—Liza Mundy

To the extent that innovation and risk taking are in short supply in the corporate world, narcissists are the ones who are going to step up to the plate.

—Donald Hambrick

Men are more likely than women to be promoted based on their perceived potential, while women are more likely to be promoted based on their performance, a phenomenon that results in women getting to the top later, if they get there at all....Perhaps the real tragedy is not that women aren't promoted on potential; it's that men aren't forced to wait until they have performed.

—Liza Mundy

I wish my employee performance evaluation had a line for 'sacrificing my entire social life'—in which case I have exceeded expectations.

—*someecards*

Public and employer opinion often defeat society's best interests with a prejudice against middle-aged women.

—Kate Smith

Nobody ever drowned in his own sweat.

—Ann Landers

Women appear to pay the greatest price for bragging. When job candidates in one study self-confidently high-lighted their accomplishments, they were seen as more competent than when they spoke modestly. Yet the women who self-promoted were seen as less likable than the self-effacing women.

—Matthew Hutson

All of the valuable qualities...like helping in the development of others—will not get you to the top at General Motors, were that path open to women....The characteristics most highly developed in women and perhaps most essential to human beings are the very characteristics that are specifically dysfunctional for success in world as it is....They may, however, be the important ones for making the world different.

--Jean Baker Miller

Company cultures are like country cultures. Never try to change one. Try, instead, to work with what you've got.

—Peter Drucker

Timid salesmen have skinny kids.

—Zig Ziglar

Politics is perhaps the only profession for which no preparation is thought necessary.

--Robert Louis Stevenson

Male students tend to be less engaged on campus and less likely to join a campus organization. According to studies...women are more likely to participate in class discussion and tend to communicate more regularly with faculty, often resulting in a more promising employment outlook after school. It has been well documented in recent years that women tend to graduate with higher GPAs than their male counterparts. As management philosophy shifts, women are also poised to take on more leadership roles in corporate governance.

—Nathaniel Clarkson

If there's a choice between companionship and anything else—especially career—choose companionship. It's the only thing that has the potential to last. Choose career and you'll spend unreasonable amounts of time attempting to look younger than you are and feeling you aren't succeeding.

—Carrie Fisher

There's no dignity, no decency, or health today for men that haven't got a job. All other things depend on work today.

—Nevil Shute

A report released by the *Partnership for a New American Economy* and the *Partnership for New York City* predicts that by 2018, there will be 800,000 science, technology, engineering, and mathematics (STEM) jobs in the United States that require a master's degree or higher—and only around 550,000 American-graduates with this training.

—Marvin Ammori

We know that to compete for the jobs of the 21st century and thrive in a global economy, we need a growing, skilled and educated workforce, particularly in the areas of science, technology, engineering and math. Americans with bachelor's degrees have half the unemployment rate of those with a high school degree.

—Mark Pocan

Boss: Send me some funny messages.

Employee: I can't—I'm working right now.

Boss: LOL! Send another.

—*AARP Bulletin*

Our struggle today is not to have a female Einstein get appointed as an assistant professor. It is for a woman schlemiel to get as quickly promoted as a male schlemiel.

--Bella Abzug

Until recently, the ‘old girls’ did not know how the ‘old boys’ network operated. Women didn’t know they needed to have a network to capture a top-level position in an institution or organization. They thought that all it took was hard work; eventually the organization would recognize worth and promote able people. Women now know that, besides hard work and lots of skill, the move to the top requires a supportive network.

--June E. Gabler

This is a country where women have won the right to be terminally exhausted. But we can start to say things to ourselves and our employers like ‘Two of us can share a job’ and ‘Why do we have to go to an office?’ There really isn’t as much reason anymore. The day the FAX machine came into our lives, everything changed. We can work in a closet or anywhere.

--Sally Jessy Raphael

Here’s some exciting news: women now make up 49% of the workforce and 57% of the college population—indisputable evidence that women aren’t just a part of the workforce, they’re shaping it. After years of fighting for the rights and privileges that men enjoy, women are finally positioned to become the top influencers at work, at home, and in the world.

—Katherine Crowley and  
Kathi Elster

While most of us want to be kind and nurturing, we struggle with our darker side—feelings of jealousy, envy, and competition. While men tend to compete in an overt manner—jockeying for position and fight to be crowned ‘winners’—women often compete more covertly and behind the scenes. This covert competition and indirect aggression is at the heart of mean behavior among women at work.

—Katherine Crowley and  
Kathi Elster

The only options open for girls then were of course mother, secretary or teacher. At least that’s what we all thought and were preparing ourselves for. Now, I must say how lucky we are, as women, to live in an age where ‘Dental Hygienist’ has been added to the list.

--Roseanne Arnold

It is not the glass ceiling that holds women back from rising high, it is the children hanging on to their hems.

--Polly Toynebee

If she wants to get to the top, a woman must be prepared to work ninety per cent harder than a man.

--Margery Hurst

No one—man or woman—can have it all without support from the workplace and genuine help at home. Women, regardless of how they have chosen to lead their lives, can now breathe a collective sigh of relief that superwoman is dead.

--Deborah J. Swiss

Until the Second World War, it was unthinkable for a married woman of the working or middle class to disgrace her husband by working after marriage, because her employment indicated that he was a poor provider.

--Sandra Scarr

The all-American work ethic, destructive enough by itself, also packs a gender double standard that strip-mines the natural resources of both parents. It has taught us that as their earnings and success increase, men become 'more manly,' while women become 'less feminine.' This perverse cultural dynamic gives fathers an incentive to stay away from their families and kill themselves at work, while coercing mothers to limit their career commitment, which in turn limits their wages and shortchanges their families.

--Letty Cottin Pogrebin

(In answer to the question, 'How can you be both a lawmaker and a mother?') I have a brain and a uterus, and I use both.

--Pat Schroeder

To be successful, a woman has to be better at her job than a man.

--Golda Meir

When it came to interactions with different partners, the women ranked interactions with their children as more enjoyable than those with clients/customers, coworkers, and bosses.

--Neil Gilbert

Having a profession is not incompatible with being a good mother or a good wife....Women's lives are different from men's lives. We make different trade-offs. We make different sacrifices. And we get different rewards.

--Marilyn Quayle

I'm sick of hearing how far we've come—about the isolated promotions of occasional women, about the 'pipeline' of potential female leaders rising in the ranks. That fact is that so far as leadership is concerned women in nearly every realm are nearly nowhere—hardly any better off than they were a generation ago.

--Barbara Kellerman

Women tend to respond passive-aggressively, such as withholding needed information, spreading rumors, or the silent treatment. We learn these ways of coping very young on the playground and, sadly they stick.

--Christine Porath and  
Christine Pearson

I'm sick of getting e-mails from women managers who take everything so personally. I think it's keeping women from moving forward. Sometimes a business report just sucks, and a guy can take it....Women stew about it, e-mail about it, tweet about it. They've got to get away from that.

--Eve Tahmincioglu

Women's success in moving into the workplace on equal terms with men counts as one of the greatest advances in human history. But in focusing on women's progress, let's not forget that men and women often share a household—and a life. No man is an island. No woman is either.

--Megan McArdle

Even when the stress was overwhelming—those days when I'd cry in the car on the way to work, asking myself 'Why am I doing this?'—I always knew the answer to that question: I believe in this president. I finally asked myself, 'Who needs me more?' And that's when I realized, it's somebody else's turn to do this job. I'm indispensable to my kids, but I'm not close to indispensable to the White House.

--Mary Matalin,  
Presidential  
Assistant

If we didn't start to learn how to integrate our personal, social, and professional lives, we were about five years away from morphing into the angry woman on the other side of a mahogany desk who questions her staff's work ethic after standard 12-hour workdays, before heading home to eat moo shoo pork in her lonely apartment.

--Kerry Rubin and  
Lia Macko

Women are no better or worse than men, in general. There are only good managers and bad managers. I have had good and bad experiences with both sexes. It completely depends upon the individual and not the sex.

--Dave Denison

Many parts of the work...world are still plagued by sexism, or reward a particular sort of self-promotion that many women shy away from. Studies have repeatedly shown that women get more criticism and less praise in the workplace than men do. They are offered lower starting salaries, and are judged more negatively by prospective employers than are men with identical backgrounds. And unlike in school, the burden of fighting discrimination rests almost entirely on an individual, who must initiate grievance procedures against her boss.

--Garance Franke-Ruta

The university system aside, I suspect there is a deeply ingrained set of behaviors that undermine women: the habits they pick up—or don't pick up—in the dating world. Men learn early that to woo women, they must risk rejection and be persistent. Straight women, for their part, learn from their earliest years that they must wait to be courted. The professional world does not reward the second approach. No one is going to ask someone out professionally if she just makes herself attractive enough. I suspect this is why people who put together discussion panels and solicit op-eds always tell me the same things: it's harder to get women to say yes than men. Well, duh. To be female in our culture is to be trained from puberty in the art of rebuffing—rebuffing gazes, comments, touches, propositions, and proposals.

--Garance Franke-Ruta

Happiness rates among women have dropped even as women have acquired more life options. One possible cause is the lingering inequity in male-female marriage: women's at-home workload can become so burdensome that wives opt out of the paid workforce—or sit at the office making mental lists of the chores they do versus the chores their husbands do, and bang their heads on their desks in despair.

--Liza Mundy

If women are ever to achieve real equality as leaders, then we have to stop accepting male behavior and male choices as the default and the ideal. We must insist on changing social policies and bending career tracks to accommodate our choices, too.

--Anne-Marie Slaughter

If there remain some businesswomen who choose to put their children over their careers...we might not be witnesses to a national tragedy. We might instead find evidence of some of the best impulses of the human spirit.

--Caitlin Flanagan

Women today spend an inordinate amount of time attacking one another...Women in the workforce quietly whisper that female bosses are the worst; women on the playground indelicately dissect other mothers' choices to return to work. In my own experience, female students are liable to be particularly tough on female professors, and female professors, especially in mostly male environments, to be particularly critical of their younger female colleagues. Whenever I relate one of these stories to my husband, he sighs and offers the same remark. 'This,' he says, 'is why you people will never take over.' Slightly sexist, I know. But probably true.

--Debora Spar

As any woman who has ever sat around a mostly male table can attest, the presence of only one or two women around that table leaves them highlighted as 'the women.' Their voices are seen as representing 'the women's position.' They are looked upon when issues of diversity arise, or when the softer side of something needs to be addressed. And, most invidious, they are implicitly but constantly compared. Did Ann speak more eloquently than Beatrice? Was Beatrice nasty to Ann? As a result, Ann and Beatrice find themselves jostling, whether they mean to or not, to become the woman at whatever enterprise they serve. And women behind them on the ladder similarly scramble to take their places, subtly aware that there are only two slots. The result is more competition than is warranted; more of a buried sense that women must fight, not just for men's jobs, but among themselves.

--Debora Spar

The U.S. economy is becoming a kind of traveling sisterhood: professional women leave home and enter the workforce, creating domestic jobs for other women to fill.

--Hanna Rosin

It's crucial to recognize—and underscore and shout from the rooftops—that being a woman who matters does not mean being a woman who does it all. On the contrary, building a life of consequence demands a certain narrowing of vision, a commitment to excelling in one area, perhaps, but not all. Men do this all the time. And we applaud them for it. Take Steve Jobs, for example, truly a person of consequence. Was he a perfect father and husband? A buff athlete who volunteered regularly at community bake sales? I have no idea, because stories about him rarely touched upon these aspects. Ditto for Warren Buffett and even Barack Obama. We know that these men have lives beyond their jobs; we know they have children and spouses and lawns that occasionally need mowing. But we don't question their manhood when we evaluate their careers, or pry too deeply into the inner workings of their homes.

--Debora Spar

Of course I'm not supposed to admit that there is tri-annual torrential sobbing in my office, because it's bad for the feminist cause—But I have friends who stay home with their kids and they also have a tri-annual sob, so I think we should call it even.

--Tina Fey

'According to author Sylvia Hewlett, career women shouldn't wait to have babies, because our fertility takes a steep drop-off after age 27,' Tina Fey said during a 'Weekend Update' sketch. 'And Sylvia's right; I definitely should have had a baby when I was 27, living in Chicago over a biker bar, pulling down a cool \$12,000 a year. That would have worked out great.' Rachel Dratch said, 'Yeah. Sylvia, um, thanks for reminding me that I have to hurry up and have a baby. Uh, me and my four cats will get right on that.'

--*Saturday Night Live*  
*Sketch*

I want to close the leadership gap: to elect a woman president and 50 women senators; to ensure that women are equally represented in the ranks of corporate executives and judicial leaders. Only when women wield power in sufficient numbers will we create a society that genuinely works for all women. That will be a society that works for everyone.

--Anne-Marie  
Slaughter

A recent study of Harvard Business School graduates reveals that the vast majority of alumnae initially expect their career and their spouse's career to rank equally. However, among those who have kids, more than two-thirds end up doing most of the child care.

—Andrew Moravcsik

Pew polls show that 42 percent of Americans now view the 'ideal' family for child-rearing as one in which Dad works full-time and Mom works part-time; about half prefer that she not work at all. Only 8 percent believe children are better off with Dad at home. About two-thirds of Americans believe that a married man should be able to support his family financially, yet only a third say the same about a woman.

—Andrew Moravcsik

They're called 'man hours' because women would have that stuff finished in 20 minutes.

—Ged Backland

During residency, I worked hospital shifts that could last 36 hours, without sleep, often without breaks of more than a few minutes. Even writing this now, it sounds to me like I'm bragging or laying claim to some fortitude of character. I can't think of another type of self-injury that might be similarly lauded, except maybe binge drinking. Technically the shifts were 30 hours, the mandatory limit imposed by the Accreditation Council for Graduate Medical Education, but we stayed longer because people kept getting sick. Being a doctor is supposed to be about putting other people's needs before your own. Our job was to power through.

—James Hamblin

The problem is with men. I know I shouldn't say this, but they've shrouded and hidden women to hide their incompetence.

—John Galliano

So long as the source of our identity is external—vested in how others judge our performance at work, or how others judge our children's performance, or how much money we make—we will find ourselves hopelessly flawed, forever short of the ideal.

—Melinda M. Marshall

If I were back in high school and someone asked about my plans, I'd say that my first priority was to learn what the options were. You [high school students] don't need to be in a rush to choose your life's work. What you need to do is discover what you like. You have to work on stuff you like if you want to be good at what you do.

—Paul Graham

The way men talk among themselves about women has a tangible effect on how women are treated at work. Men bond by objectifying women, often referring to them as objects. As in: 'I'd like to get behind that.' It's hard to imagine calling someone that in any other context.: 'That is going to the store.'

—Sam Polk

The rise of women is not the result of any ideology or political movement; it is a result of the widespread realization, sometime after the Second World War, that families in which women work are families that prosper. And countries in which women work are countries that prosper. In 2006, a database created by the Organization for Economic Cooperation and Development demonstrated what common sense tells us; with few exceptions, countries in which women have more economic and political power are richer than countries where women are relatively powerless. Patriarchy is damn expensive. That's why it's doomed.

--Stephen Marche

My boss told me to have a good day...so I went home.

—T-Shirt Slogan

The long-range solution (to high unemployment) is to increase the incentive for ordinary people to save, invest, work and employ others. We make it costly for employers to employ people, and we subsidize people not to go to work. We have a system that increasingly taxes work and subsidizes non-work.

--Milton Friedman

Not to be able to bear poverty is a shameful thing; but not to know how to chase it away by work is a more shameful thing yet.

--Pericles

The way to wealth is as plain as the way to market. It depends chiefly on two words, industry and frugality; that is, waste neither time nor money, but make the best use of both. Without industry and frugality nothing will do and with them everything.

--Benjamin Franklin

There is nothing so degrading as the constant anxiety about one's means of livelihood....Money is like a sixth sense without which you cannot make a complete use of the other five.

--William Somerset  
Maugham

The husband has to make money first and his wife has to make it last.

--Unknown

The most popular labor-saving device is still money.

--Phyllis George

Getting rich is easy. It just takes a lot of work.

—Unknown

I work with people who make \$10 million and \$20 million a year, and if they lose a job [paying that much] and realize they may never make that much again, they have to come to terms with that. Their expectations and their sense of entitlement is so great, they cannot bear an inferior position. They are extremely capable and bright, but they suffer from emptiness and fall into depression, substance abuse. They fail to understand what it truly means to be a soulful person.

--Christopher Bayer

If you make a living, if you earn your own money, you're free—however free one can be on this planet.

--Theodore White

When money is controlled by a few it gives that few an undue power and control over labor and the resources of the country. Labor will have its best return when the laborer can control its disposal.

--Leland Stanford

Dramatically raising workers' wages, won't lead to fewer jobs. It will lead to more jobs, because workers who have more money will create demand for more products and services, thereby creating a 'positive feedback loop' of prosperity.

—Nick Hanauer

In a massive, long-term study of 17,000 civil servants, an almost unbelievable conclusion emerged: the status of a person's job was more likely to predict their likelihood of a heart attack than obesity, smoking or high blood pressure.

—Matt Ridley

A dropout is a youngster who will find it hard to earn a living because he refuses to learn a living.

—Evan Esar

To be successful, the first thing to do is to fall in love with your work.

—Sister Mary Lauretta

Work is the curse of the drinking classes.

--Oscar Wilde

Alcohol is a very effective dissolving agent. It dissolves families, marriages, friendships, jobs, bank accounts and neurons, but never problems.

—Unknown

There's nothing like frankness if you want to create your own lack of opportunities.

--Evan Esar

Always remember that the soundest way to progress in any organization is to help the man ahead of you to get promoted.

--L. S. Hamaker

A certain boss when asked how many people work for him replied, 'About half of them.'

--Unknown

Detestation of the high is the involuntary homage of the low.

--Charles Dickens

Mistrust a subordinate who never finds fault with his superior.

--John Churton Collins

It is easy to fool yourself. It is possible to fool the people you work for. It is more difficult to fool the people you work with. But it is almost impossible to fool the people who work under you.

—Harry B. Thayer

We know where most of the creativity, the innovation, the stuff that drives productivity lies—in the minds of those closest to the work. It's been there in front of our noses all along while we've been running around chasing robots and reading books on how to become Japanese—or at least manage like them.

--John F. Welch

To be a manager, you have to start at the bottom, no exceptions.

--Henry Block

Most CEOs got their jobs because their predecessors and the directors liked them. They slapped the right backs and laughed at the right jokes. It's reverse Darwinism: Once a backslapper gets the top job, he sure as hell isn't going to have somebody better than him as his heir apparent. So management gets worse and worse.

--Carl C. Icahn

Punctuality is one of the cardinal business virtues: always insist on it in your subordinates.

--Don Marquis

The objective of the employee is to work just hard enough so as not to be fired and the objective of the company is to pay just enough so the employee won't quit.

—George Carlin

It is very hard to be a female leader. While it is assumed that any man, no matter how tough, has a soft side... a female leader is assumed to be one-dimensional.

—Billie Jean King

There is an exception to every rule, standard operating procedure, and policy; it is up to leaders to determine when exceptions should be made and to explain why they made them.

--General David Petraeus

The single most important factor in determining the climate of an organization is the top executive.

—Charles Galloway

A boss is a person involved in management or leadership of those who believe they could do a much better job than him.

—*TL;DR Wikipedia*

To find one's work in the world and do it honorably, to keep one's record clean so that nothing clandestine, furtive, surreptitious can ever leap out upon one from ambush and spoil one's life, to be able, therefore, unafraid to look the world in the face, to live honorably also with one's own soul because one keeps there no secret place like the bloody closet in Bluebeard's palace where the dead things hang, to walk life's journey unhaunted by the ghosts of people from whose ruin one has stolen pleasure, and so at last to be a gentleman, one, that is, who puts a little more into life than one takes out—gather up the significance of such character, forty years old, sixty years old, eighty years old—one may well celebrate the solid satisfactions of such a life.

--Harry Emerson Fosdick

There are no shortcuts to life; hard work is the only way to go. Strive to be the best you can be and remember that when you try your best, you can't ask any more from yourself and people can't ask any more from you.

--Michael Chang

Of all the things that can boost emotions, motivation, and perceptions during a workday, the single most important is making progress in meaningful work.

—Teresa Amabile

I hire only people with high-reactive temperaments as research assistants. They're compulsive; they don't make errors.

--Jerome Kagan

Men for the sake of getting a living forget to live.

—Margaret Fuller

Work cure is the best of all psychotherapy, in my opinion.... As well might we expect a patient to recover without food as to recover without work.... The sound man needs work to keep him sound, but the nervous invalid has an even greater need of work to draw him out of his isolation, and to stop the miseries of doubt and self-scrutiny, to win back self-respect and the support of fellowship.

—Richard C. Cabot

It's not the work which kills people, it's the worry. It's not the revolution that destroys machinery it's the friction.

—Henry Ward Beecher

The law (of least effort) asserts that if there are several ways of achieving the same goal, people will eventually gravitate to the least demanding course of action. In the economy of action, effort is a cost, and the acquisition of skill is driven by the balance of benefits and costs. Laziness is built deep into our nature.

—Daniel Kahneman

Perfection seems like the goal. It's impressive to see the pressure perfectionists put on themselves. It seems as if they work on a higher order. But maybe they are just frozen—focused myopically on perfectionism rather than the goal of the project. Perfection often causes paraplegia because we forget that it's not perfection we need. It's a solution that moves us forward.

—Danny Gregory

Perfection is hard to achieve and always impermanent. The exact right solution for a given time will always wear out its perfection. Otherwise we wouldn't have evolution—empires would not crumble, champions would not fall. The universe is always in flux, so waiting endlessly for perfection just means you'll miss the boat.

—Danny Gregory

If your watch is slow by just four minutes, that's not much - unless you've been warned that if you're even one minute late ever again you will be fired. Then four minutes make a big difference.

—Zig Ziglar

'I want to hire employees who arrive late.'...Said no boss ever.

—Poster Slogan

While a high school student may be able to complete high school with a record of truancy, the workplace may not be as forgiving. Persistent tardiness or absenteeism are grounds for termination in most businesses.

--Corinne E. Brophy

School attendance is basic to success in school and groundwork for future success on the job. Daily attendance displays diligence and perseverance in an effort to succeed.

--Don Zimmermann

Good school attendance means consistent and intense exposure to studies, which facilitates learning. Secondly, good attendance leads to success both in school and at work, because teachers and employers view punctuality and low absenteeism as an indicator of ambition and responsibility, and respond favorably to such behavior.

--Jane E. Neff

Never let inexperience get in the way of ambition.

—Terry Josephson

‘Career coaching’ is what is needed, and counselors and/or school boards do not see the importance of this step. If a student receives true career coaching in 9th grade, not instructions to a website full of links and a few assessments that are not qualified to be used for career guidance, they will have a future view of themselves that drives their motivation internally. Students are rejecting the ‘school subscription-based career programs.’ They say these programs are not helping. Why? Because the student is left alone to make sense out of it. This isn’t an issue with any one academic group or race or gender. This is an issue with all students, including those graduating at the top. Having a clear vision for a career (future purpose) should be the mission statement for every high school.

—Carl Nielson

As she looked in the full-length mirror in her dressing room, she added a few ropes of pearls, pinned a white silk camellia, and draped the Chantilly lace shawl. In that moment, Dana thought of fashion’s most enduring icon who created this elegant and alluring style, and the happy personal life that eluded her. Mademoiselle Chanel died in 1971 at the age of eighty-eight while working on her spring collection, but her passion for work did not fill the void of marriage and children. Her success was costly, but clearly the choice of an uncompromising woman determined to achieve greatness on her own. She once said, ‘I never wanted to weigh more heavily on a man than a bird.’

—Lynn Steward

Give the work force a chance to work with pride, and the 3 per cent that apparently don't care will erode itself by peer pressure.

—W. Edwards Deming

Boss: This is the third time you've been late to work this week. Do you know what that means?

Me: It's Wednesday?

—Unknown

No man can be a good citizen unless he has a wage more than sufficient to cover the bare cost of living, and hours of labor short enough so that after his day's work is done he will have time and energy to bear his share in the management of the community, to help in carrying the general load. We keep countless men from being good citizens by the conditions of life with which we surround them.

--Theodore Roosevelt

By the time these students enter the workforce, many of the jobs they will apply for will be in industries that don't even exist yet. That's a hard future to prepare someone for. Teachers have their sights set on the real goal: not to produce Ivy League graduates, but to encourage the development of naturally curious, confident, flexible, and happy learners who are ready for whatever the future has in store.

—Taylor Mali

What and how much had I lost by trying to do only what was expected of me instead of what I myself had wished to do? What a waste, what a senseless waste.

--Ralph Ellison

Those that try the hardest, work the hardest, and put in the longest hours when necessary usually pull ahead of the pack just out of sheer effort.

--F. Lee Bailey

If you don't crack the shell, you can't eat the nut.

--Russian Proverb

Perseverance is the hard work you do after you get tired of doing the hard work you already did.

--Newt Gingrich

Grit—perseverance plus the exclusive pursuit of a single passion—is a severely underrated component of career success.

—Angela Duckworth

Many historians and social scientists have claimed that Americans' willingness to work is at least partly due to a national belief in something called the 'work ethic.' The work ethic may be summed up like this: 'It is our duty as human beings to work and to prosper. The material rewards of work are a measure of success.' The United States does not have a corner on the work ethic. But it gained extra strength when immigrants brought it to America. Scholars state that, in early America, labor was scarce, much in demand, and the rewards of work were high. The immigrant found many opportunities to rise to a higher social and economic status through hard work. Thus, the values expressed in the work ethic seemed true in the new United States.

—Rudie W. Tretten,  
Cathryn J. Long,  
and Margaret S.  
Branson

One night a guy hit his head on a welding gun. He went to his knees. He was bleeding like a pig, blood was oozing out. So I stopped the line for a second and ran over to help him. The foreman turned the line on again, he almost stepped on the guy. That's the first thing they always do. They didn't even call an ambulance. The guy walked to the medic department—that's about half a mile—he had about five stitches put in his head. The foreman didn't say anything. He just turned the line on. You're nothing to any of them.

—Studs Terkel

Civilization ceases when we no longer respect and no longer put into their correct places the fundamental values, such as work, family and country; such as the individual, honor and religion.

--R. P. Lebret

Don't complain. The wheel that squeaks the loudest often gets replaced.

—Unknown

They all call me 'Excuse me,' even though my nametag clearly says 'Jordan.' It's like people don't actually exist while they're working. Workers are just tools who aren't supposed to have feelings or personalities. You don't become human until your shift is over. Until then, we're all just zombies. We're dead to the world: infected people who need to be avoided, unless, of course, someone needs to know where the paintbrushes are located.

—J. Cornell Michel

A successful man keeps looking for work after he has found a job.

--Raymond Duncan

Nobody is absolutely necessary; everybody can be replaced in this world at a minute's notice. While one great man is climbing the hills of fame, his successor is already born, and when he descends the other side, the successor will be at the top of the hill.

This simple truth is never believed, every man hoping that he will form an exception to the rule.

--Blanche Marchesi

The secret of success: 1) Get a job. 2) Get a better job. 3) Get an even better job. 4) Repeat as often as necessary.

--Matt Groening

It is extremely unlikely that anyone coming out of school with a technical degree will go into one area and stay there. Today's students have to look forward to the excitement of probably having three or four careers.

—Gordon Moore

I think one of the worst things schools have done is taken out all of the stuff like art, music, woodworking, sewing, cooking, welding, auto-shop. All these things you can turn into careers. How can you get interested in these careers if you don't try them on a little bit?

—Temple Grandin

## **A POEM ABOUT WORK**

Coffee

Blah Blah Blah

Drive Home

Wine.

—Internet Meme

Oh, you hate your job? Why didn't you say so? There's a support group for that. It's called EVERYBODY, and they meet at the bar.

—Drew Carey

A lot of what passes for depression these days is nothing more than a body saying that it needs work.

—Geoffrey Norman

Always be yourself. (Except during job interviews, the first few months of a relationship, or any type of social interaction.)

—Ged Backland

Every job is different. I don't think that I've ever had that wonderful feeling when you've finished a job or where you feel like you've mastered it or sort of nailed it... You can never be satisfied. If you're satisfied, it's time to retire.

—Alfred Molina

As legal slavery passed, we entered into a permanent period of unemployment and underemployment from which we have yet to emerge.

--Julian Bond

When blacks are unemployed, they are considered lazy and apathetic. When whites are unemployed, it's considered a depression.

--Rev. Jesse Jackson

Theoretically, you can make obviously a powerful argument that centuries of slavery, Jim Crow, discrimination are the primary cause for all those gaps [wealth, education, housing, employment.] That those were wrongs to the black community as a whole, and black families specifically, and that in order to close that gap, a society has a moral obligation to make a large, aggressive investment, even if it's not in the form of individual reparations checks but in the form of a Marshall Plan.

—Barack Obama

It's much easier nowadays to place a black person on a job than somebody who's fat.

--Kay Snow, Employment Agent

Old-style, mid-20th-century industrial unions had their flaws, unquestionably. But when unions work as they should, they serve important social functions. They can smooth the jagged edges of globalization by giving workers bargaining power. They are associated with lower income inequality....Perhaps most important, they offer workers a way to be heard. 'Unions provide a mediating function,' Matthew Dimick, a labor-law expert at SUNY Buffalo's law school, told me. 'Their social-capital function creates ties that reduce anomie and the sense of being abandoned and forgotten.' No other social institution, or at least none yet discovered, can serve that mediating function for workers.

—Jonathan Rauch

Whatever career you may choose for yourself (also) become a dedicated fighter for civil rights....It will make you a better doctor, a better lawyer, a better teacher....Make a career of humanity....You will make a greater person of yourself, a greater nation of your country, and a finer world to live in.

--Martin Luther King, Jr.

In survey after survey, the biggest employee complaint is being treated with a lack of respect. Whether they work in an Amazon warehouse, serve fast food, or sit in a...customer service cubicle, they feel diminished by how they are treated.

—Edward Luce

In proportion therefore, as the repulsiveness of the work increases, the wage decreases.

--Karl Marx

I've always been amused by the contention that brain work is harder than manual labor. I've never known a man to leave a desk for a muck-stick if he could avoid it.

--John Steinbeck

There's no dignity, no decency, or health today for men that haven't got a job. All other things depend on work today.

--Nevil Shute

Income from labor [in the United States] is about as unequally distributed as has ever been observed anywhere.

--Thomas Piketty

In another thirty to fifty years, the demand for cheap labor will have produced even more machines over the employment of actual humans. And in that time frame, humans will have lost their voice, their power, all freedoms, and all worth. It is inevitable that machines will one day become the ultimate enemies of mankind. We are not evolving or progressing with our technology, only regressing. Technology is our friend today, but will be our enemy in the future.

--Suzy Kassem

In the short run, technology may be more efficient than man, but it will never be perfect. Every piece of equipment will eventually reveal an error code. In the long run, man will never be perfect, but prove to be more reliable than technology.

--Suzy Kassem

Without work men are utterly undone.

— Nevil Shute

Across industries and countries, there's a strong inverse correlation between performance and job security. Actors and directors are fired at the end of each film, so they have to deliver every time. Junior professors are fired by default after a few years unless the university chooses to grant them tenure. Professional athletes know they'll be pulled if they play badly for just a couple games. At the other end of the scale (at least in the US) are auto workers, New York City schoolteachers, and civil servants, who are all nearly impossible to fire. The trend is so clear that you'd have to be willfully blind not to see it.

--Paul Graham

The secret of wealth is that workers are systematically underpaid.

--Julie Rivkin

As I rode back to Detroit, a vision of Henry Ford's industrial empire kept passing before my eyes. In my ears, I heard the wonderful symphony which came from his factories where metals were shaped into tools for men's service. It was a new music, waiting for the composer with genius enough to give it communicable form.

I thought of the millions of different men by whose combined labor and thought automobiles were produced, from the miners who dug the iron ore out of the earth to the railroad men and teamsters who brought the finished machines to the consumer, so that man, space, and time might be conquered, and ever-expanding victories be won against death.

--Diego Rivera

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

—*Industrial Workers of  
the World*

What our generation failed to learn was the nobility of work. An honest day's labor. The worthiness of the man in the white socks who would pull out a picture of his grandkids from his wallet. For us, the factory would never do. And turning away from our birthright—our grandfather in the white socks—is the thing that ruined us.

--Charlie LeDuff

All my life I had thought that if you worked hard you would be rewarded. If you worked your ass off, there would be some reward for you. But now I knew that the reward was just the chance to work your ass off.

--Don J. Snyder

In accepting and defending the social institution of slavery, the Greeks were harder-hearted than we but clearer-headed; they knew that labor as such is slavery, and that no man can feel a personal pride in being a laborer. A man can be proud of being a worker—someone, that is, who fabricates enduring objects, but in our society, the process of fabrication has been so rationalized in the interests of speed, economy and quantity that the part played by the individual factory employee has become too small for it to be meaningful to him as work, and practically all workers have been reduced to laborers. It is only natural, therefore, that the arts which cannot be rationalized in this way—the artist still remains personally responsible for what he makes—should fascinate those who, because they have no marked talent, are afraid, with good reason, that all they have to look forward to is a lifetime of meaningless labor. This fascination is not due to the nature of art itself, but to the way in which an artists works; he, and in our age, almost nobody else, is his own master. The idea of being one's own master appeals to most human beings, and this is apt to lead to the fantastic hope that the capacity for artistic creation is universal, something nearly all human beings, by virtue, not by some special talent, but due to their humanity, could do if they tried.

—W. H. Auden

There is no excellence without labor. One cannot dream oneself into either usefulness or happiness.

—Liberty Hyde Bailey

I think it is a grave mistake for young girls to think that it has to be a career versus marriage, equality versus love. Partnership, not dependence, is the real romance in marriage.

--Muriel Fox

There's no one so disillusioned as the girl who married because she was tired of working.

—Evan Esar

The question that confronts every girl is whether she wants a career or just one husband.

—Evan Esar

Marriage, in what is evidently its most popular version, is now on the one hand an intimate 'relationship' involving (ideally) two successful careerists in the same bed, and on the other hand a sort of private political system in which rights and interests must be constantly asserted and defended. Marriage, in other words, has now taken the form of divorce: a prolonged and impassioned negotiation as to how things shall be divided. During their understandably temporary association, the 'married' couple will typically consume a large quantity of merchandise and a large portion of each other.

The modern household is the place where the consumptive couple do their consuming. Nothing productive is done there. Such work as is done there is done at the expense of the resident couple or family, and to the profit of suppliers of energy and household technology. For entertainment, the inmates consume television or purchase other consumable diversion elsewhere.

There are, however, still some married couples who understand themselves as belonging to their marriage, to each other, and to their children. What they have they have in common, and so, to them, helping each other does not seem merely to damage their ability to compete against each other. To them, 'mine' is not so powerful or necessary a pronoun as 'ours.'

This sort of marriage usually has at its heart a household that is to some extent productive. The couple, that is, makes around itself a household economy that involves the work of both wife and husband, that gives them a measure of economic independence and self-employment, a measure of freedom, as well as a common ground and a common satisfaction.

—Wendell Berry

The more one works, the more willing one is to work.

—Lord Chesterfield

Apply yourself at school and at work. And to cover all your bases, marry a man with money.

—Daniela Drake

Clothes don't make the man, but clothes have got many a man a good job.

--Herbert Harold  
Vreeland

Any girl who takes pride in her appearance is bound to be a good worker.

--Margery Hurst

[Susan] Wu is struck by ‘the countless times I’ve had to move a man’s hand from my thigh (or back or shoulder or hair or arm) during a meeting (or networking event or professional lunch or brainstorming session or pitch meeting) without seeming confrontational (or bitchy or rejecting or demanding or aggressive).’ In a land of grand ideas and grander funding proposals, she found that the ability to neatly reject a man’s advances without injuring his ego is ‘a pretty important skill that I would bet most successful women in our [tech] industry have.’

Wu learned how to calibrate the temperature of her demeanor: friendly and approachable, neither too intimate nor too distant. She learned the fine art of the three-quarters smile, as well as how to deflect conversation away from her personal life and return to topics like sports and market strategy. She learned to distinguish between actual predators and well-meaning guys who were just a bit clueless. And yet to not be overly wary, because that, too, can affect career prospects.

—Liza Mundy

Your hair cut, your clothes, your mannerisms, how you present yourself to others—these aren’t accidents, but deliberate choices you make. We constantly invent ourselves by the choices we make: how we choose to act and what we choose to do in any given situation.

So no one first impression can give the full picture of who a person is, just how they choose to be on that particular day. However, when you only meet someone once, then it is inevitable that you will form an opinion of them based on the information gleaned on that occasion—even if it’s only the cover of the book. It’s all you have to go on.

—Peter Harris

While everyone should be treated equally regardless of fashion, in many situations how you are dressed matters. At a professional conference, a woman in business casual attire seems more important than a woman in yoga pants. In a business setting, a man in a suit is accorded more respect than a guy in jeans and a polo shirt.

—Peter Harris

Recent psychology research has found that dressing more formally actually makes people think differently. When people dress up they feel more powerful, and this allows them to make better decisions....Dressing in what you perceive to be the clothing of the most well-regarded and competent person for a role will have a psychological effect on you, allowing you to actually perform as a more competent person in that role.

—Peter Harris

My women students openly admit that they dress for interviews like dates, hoping to look their best: makeup, high heels, a well-fitting suit that shows off their figure. And I always tell them to make sure to wear a shirt under the suit jacket. Form fitting, yes. Cleavage, no.

—Susan Estrich

Death neither alarms nor frightens one who has had a long career of fruitful toil. The knowledge that my work has been helpful to many fills me with joy and great satisfaction.

--Mary McLeod Bethune

I had him cremated and his ashes made into an egg timer. He never did any work while he was alive, so he might as well do some now that he's dead.

--Unknown

Any man who takes a job with the idea that it is simply a springboard for something else is a chump. His attention will be more on the other things than on the job at hand and so he will fail.

—Charles Edison

More than half of American workers are in danger of retiring without enough money, according to *Boston College's Center for Retirement Research*. The center found that children should get at least some of the blame, according to a study released this month. [10/2017] It may seem obvious that kids make it harder to save. In practice, however, parents can compensate for the extra costs of parenting by spending less on themselves. Parents are often forced to budget carefully—a skill that will pay off long after their children are grown....The bottom line is that households with children would be expected at the end of their work-lives to have less income and lower wealth....A key contributing factor to parents' financial shortfalls is the so-called motherhood penalty. The typical mother earns \$9,400 less per year than the median woman without children.

—Ben Steverman

The firm's pace was as frenzied as she'd feared. Partners would assign projects late in the day, she said, sometimes forcing associates to work through the night only to announce in the morning that the assignment wasn't needed after all. When Shannon wanted to leave at the early hour of 7 p.m., she would sneak out of her office, creep past the elevators, and take the stairs down to evade her bosses. She took up smoking to deal with the stress.

—Olga Khazan

The bitches, as Shannon saw it, came in three varieties. She categorized them on her personal blog, in a post titled ‘Beware the Female Big Law Partner.’

First was the ‘aggressive bitch’—a certain kind of high-ranking woman that the firm where she worked who didn’t think twice about ‘verbally assaulting anyone.’ When one such partner’s name appeared on caller ID, Shannon told me, ‘we would just freak out.’

Next was the two-faced ‘passive aggressive bitch,’ whose ‘subtle, semi-rude emails hinted that you really shouldn’t leave before 6:30.’ She was arguably worse than the aggressive bitch, because you might never know where you stand.

Last but not least, but ‘tuned out, indifferent bitch,’ Shannon wrote, ‘is so busy, both with work, and family, that they don’t have time for anything...This partner is not trying to be mean, but hey, they got assignments at midnight when they were associates. So you will too.

—Olga Khazan

They were slavishly devoted to their jobs, regularly working until nine or 10 at night. Making partner meant either not having children or hiring both day- and nighttime nannies to care for them. ‘There’s hostility among the women who have made it,’ she said. ‘It’s like, ‘I gave this up. You’re going to have to give it up too.’

—Olga Khazan

She divides her past female managers into ‘Dragon Ladies and ‘Softies Who Nice Their Way Upwards.’ She’d rather work for men because, she says, they’re more forthright. With the women, I’m partly being judged on my abilities and partly being judged on whether or not I’m ‘a friend’ or ‘nice,’ or ‘fun,’ she told me. That’s some playground BS.’

—Olga Khazan

Large surveys by Pew in Gallup as well as several academic studies show that when women have a preference as to the gender of their bosses and colleagues, that preference is largely for men. A 2009 study published in the journal *Gender in Management* found, for example, that although women believe other women make good managers, ‘the female workers did not actually want to work for them.’ The longer a woman had been in the workforce, the less likely she was to want a female boss.

—Olga Khazan

I constantly felt (as I suppose many an ambitious girl has felt) a thumping from within unanswered by any beckoning from without.

—Anna Julia Cooper

In 2011, Kim Ellessor, a lecturer at UCLA, analyzed responses from more than 60,000 people and found that women—even those who were managers themselves—were more likely to want a male boss than a female one. The participants explained that female bosses are ‘emotional,’ ‘catty,’ or ‘bitchy.’ (Men preferred male bosses too, but by a smaller margin than the female participants did.)

—Olga Khazan

One day on her way to work, Rozenfeld tripped on the parking garage steps and twisted her ankle. It swelled as the day wore on, and she worried that it would get even worse. She wasn’t particularly busy, so she knocked on her boss’s door and asked whether she could leave early to see a doctor. Her boss asked Rozenfeld to come in and close the door.

‘You know, I had high hopes for you,’ Rozenfeld remembered her saying. Her boss questioned why ‘you feel like you can leave when things like this happen.’

‘But I feel like I’m not going to be able to walk,’ Rozenfeld said.

‘I will tell you something about my career and how I got to be where I am today,’ her boss continued. ‘Do you know how many times I worked with men who basically sexually harassed me? Do you know that man over there missed his kid’s high-school graduation because he was working on a proposal? And you have a sprained ankle and you think it’s okay to leave?’

As tears welled in her eyes, Rozenfeld realized that she was never going to be the kind of worker her boss wanted. Six months later, she quit.

—Olga Khazan

System Justification: a psychological concept in which long-oppressed groups, struggling to make sense of an unfair world, internalize negative stereotypes. Women simply don’t have the same status in American life that men do. So when people think, Who do I want to work with?, they subconsciously leap to the default, the historically revered—the man. Some women look around, see few women running things, and assume that there must be something wrong with women themselves.

—Laurie Rudman

There is a group of antifeminist women who exemplify what we call the Queen Bee syndrome...The true Queen Bee has made it in the ‘man’s world’ of work, while running a house and family with her left hand. ‘If I can do it without a whole movement to help me,’ runs her attitude, ‘so can all those other women.’

—Carol Tavris, Graham  
Staines, Toby  
Epstein Jayaratne

There is a vast world of work out there in this country, where at least 111 million people are employed in this country alone—many of whom are bored out of their minds. All day long. Not for nothing is their motto TGIF—‘Thank God It’s Friday.’ They live for the weekends, when they can go do what they really want to do.

—Richard Nelson Bolles

Delaying retirement by just one year is associated with an 11 percent lower risk of mortality among healthy adults.

—*National Institute on Aging*

Work is strongly correlated with social interaction. And social interaction is connected with mental stimulation. In fact, because people vary a lot in the amount of social interaction they have after retirement, a job for many is a way to get a minimum amount of interaction without making an effort.

—Geoff Sanzenbacher

The road to happiness lies in two simple principles; find what it is that interests you and that you can do well, and when you find it put your whole soul into it—every bit of energy and ambition and natural ability you have.

--John D. Rockefeller

If a man has important work, and enough leisure and income to enable him to do it properly, he is in possession of as much happiness as is good for any of the children of Adam.

--R. H. Tawney

American business overlooks the power of fun in relation to productivity...it is just another example of how the embalming fluid has soaked into the fabric of most businesses. Fun is discouraged. The implication is that if fun is allowed, work becomes secondary. I challenge that because I know better. Fun and effort are related, success in an open company comes naturally.

--Hal Klopp

Get happiness out of your work or you may never know what happiness is.

--Elbert Hubbard

The rule of my life is to make business a pleasure, and pleasure my business.

--Aaron Burr

Combining paid employment with marriage and motherhood creates safeguards for emotional well-being. Nothing is certain in life, but generally the chances of happiness are greater if one has multiple areas of interest and involvement. To juggle is to diminish the risk of depression, anxiety, and unhappiness.

--Faye J. Crosby

I believe the recipe for happiness to be just enough money to pay the monthly bills you acquire, a little surplus to give you confidence, a little too much work each day, enthusiasm for your work, a substantial share of good health, a couple of real friends, and a wife and children to share life's beauty with you.

--J. Kenfield Morley

A man can't get rich if he takes proper care of his family.

--Navajo Saying

It is in the family that attitudes and skills essential for developing competent workers are first developed; interpersonal competencies of trust, health, decision skills, cooperativeness.

--Beatrice Paolucci

Ambivalence about family responsibilities has a long history in the corporate world.

—Rosabeth Moss Kanter

## **LABOR DAY**

People work. People play.  
That's why we have Labor Day.  
Plumbers, bakers, painters, vets,  
Fishermen with giant nets,  
Firefighters, engineers,  
Barbers snipping with their shears,  
Teachers, waiters, nurses, cooks,  
Authors writing thrilling books.  
Carpenters and deputies,  
People who take care of bees.  
No matter what it is you do,  
There's one thing that's always true.  
Every worker needs to rest.  
I hope your Labor Day's the Best!

—Lill Pluta

## **THEY EARNED THE RIGHT**

I knew Ket and Knudsen, Zeller, Zeder and Breer.  
I knew Henry Ford back yonder as a lightplant engineer.  
I'm a knew-'em-when companion who frequently recalls  
That none of the those big brothers were too proud for overalls.

All the Fishers, all the leaders, all the motion pioneers  
Worked at molds or lathes or benches at the start of their careers.  
Chrysler, Keller, Nash and others whom I could but now won't name  
Had no high-falutin' notion ease and softness led to fame.

They had work to do and did it. Did it bravely, did it right,  
Never thinking it important that their collars should be white.  
Never counted hours of labor, never wished their tasks to cease,  
And for years their two companions were those brothers, dirt and grease.

Boy, this verse is fact, not fiction, all the fellows I have named  
Worked for years for wages and were never once ashamed.  
Dirt and grease were their companions, better friends than linen white;  
Better friends than ease and softness, golf or dancing every night.

Now in evening clothes you see them in the nation's banquet halls.  
But they earned the right to be there, years ago, in overalls.

—Edgar A. Guest

## **PSALM OF THOSE WHO GO FORTH BEFORE DAYLIGHT**

The policeman buys shoes slow and careful; the teamster buys gloves slow and careful; they take care of their feet and hands; they live on their feet and hands.

The milkman never argues; he works alone and no one speaks to him; the city is asleep when he is on the job; he puts a bottle on six hundred porches and calls it a day's work; he climbs two hundred wooden stairways; two horses are company for him; he never argues.

The rolling-mill men and the sheet-steel men are brothers of cinders; they empty cinders out of their shoes after the day's work; they ask their wives to fix burnt holes in the knees of their trousers; their necks and ears are covered with a smut; they scour their necks and ears; they are brothers of cinders.

—Carl Sandburg

## I HEAR AMERICA SINGING

I hear America singing, the varied carols I hear,  
Those of mechanics, each one singing his as it should be blithe and strong,  
The carpenter singing his as he measures his plank or beam,  
The mason singing his as he makes ready for work, or leaves off work,  
The boatman singing what belongs to him in his boat, the deckhand singing on the  
steamboat deck,  
The shoemaker singing as he sits on his bench, the hatter singing as he stands,  
The woodcutter's song, the ploughboy's on his way in the morning, or at noon  
intermission or at sundown,  
The delicious singing of the mother, or of the young wife at work, or of the girl  
sewing or washing,  
Each singing what belongs to him or her and to none else,  
The day what belongs to the day-at night the party of young fellows, robust,  
friendly,  
Singing with open mouths their strong melodious songs.

—Walt Whitman

## THE SONG OF THE WAGE-SLAVE

When the long, long day is over, and the Big Boss gives me my pay,  
I hope that it won't be hell-fire, as some of the parsons say.  
And I hope that it won't be heaven, with some of the parsons I've met —  
All I want is just quiet, just to rest and forget.  
Look at my face, toil-furrowed; look at my calloused hands;  
Master, I've done Thy bidding, wrought in Thy many lands —  
Wrought for the little masters, big-bellied they be, and rich;  
I've done their desire for a daily hire, and I die like a dog in a ditch.  
I have used the strength Thou hast given, Thou knowest I did not shirk;  
Threescore years of labor — Thine be the long day's work.  
And now, Big Master, I'm broken and bent and twisted and scarred,  
But I've held my job, and Thou knowest, and Thou wilt not judge me hard.  
Thou knowest my sins are many, and often I've played the fool —  
Whiskey and cards and women, they made me the devil's tool.  
I was just like a child with money; I flung it away with a curse,  
Feasting a fawning parasite, or glutting a harlot's purse;  
Then back to the woods repentant, back to the mill or the mine,  
I, the worker of workers, everything in my line.

Everything hard but headwork (I'd no more brains than a kid),  
A brute with brute strength to labor, doing as I was bid;  
Living in camps with men-folk, a lonely and loveless life;  
Never knew kiss of sweetheart, never caress of wife.  
A brute with brute strength to labor, and they were so far above —  
Yet I'd gladly have gone to the gallows for one little look of Love.  
I, with the strength of two men, savage and shy and wild —  
Yet how I'd ha' treasured a woman, and the sweet, warm kiss of a child!  
Well, 'tis Thy world, and Thou knowest. I blaspheme and my ways be rude;  
But I've lived my life as I found it, and I've done my best to be good;  
I, the primitive toiler, half naked and grimed to the eyes,  
Sweating it deep in their ditches, swining it stark in their styes;  
Hurling down forests before me, spanning tumultuous streams;  
Down in the ditch building o'er me palaces fairer than dreams;  
Boring the rock to the ore-bed, driving the road through the fen,  
Resolute, dumb, uncomplaining, a man in a world of men.  
Master, I've filled my contract, wrought in Thy many lands;  
Not by my sins wilt Thou judge me, but by the work of my hands.  
Master, I've done Thy bidding, and the light is low in the west,  
And the long, long shift is over ... Master, I've earned it — Rest.  
—Robert W. Service

## **WHAT WORK IS**

We stand in the rain in a long line  
waiting at Ford Highland Park. For work.  
You know what work is—if you're  
old enough to read this you know what  
work is, although you may not do it.  
Forget you. This is about waiting,  
shifting from one foot to another.  
Feeling the light rain falling like mist  
into your hair, blurring your vision  
until you think you see your own brother  
ahead of you, maybe ten places.  
You rub your glasses with your fingers,  
and of course it's someone else's brother,  
narrower across the shoulders than  
yours but with the same sad slouch, the grin  
that does not hide the stubbornness,

the sad refusal to give in to  
rain, to the hours of wasted waiting,  
to the knowledge that somewhere ahead  
a man is waiting who will say, 'No,  
we're not hiring today, 'for any  
reason he wants. You love your brother,  
now suddenly you can hardly stand  
the love flooding you for your brother,  
who's not beside you or behind or  
ahead because he's home trying to  
sleep off a miserable night shift  
at Cadillac so he can get up  
before noon to study his German.  
Works eight hours a night so he can sing  
Wagner, the opera you hate most,  
the worst music ever invented.  
How long has it been since you told him  
you loved him, held his wide shoulders,  
opened your eyes wide and said those words,  
and maybe kissed his cheek? You've never  
done something so simple, so obvious,  
not because you're too young or too dumb,  
not because you're jealous or even mean  
or incapable of crying in  
the presence of another man, no,  
just because you don't know what work is.

—Philip Levine

In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining.... We demand this fraud be stopped.

--Martin Luther King Jr.

Labor is prior to, and independent of, capital. Capital is only the fruit of labor and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration.

--Abraham Lincoln

When your business displaces your family, it's time to find a new business.

—Dan L. Miller

What we have seen in the way of adaptation and adjustment seems to indicate that families are adjusting parenting to the world of work, rather than the labor markets and industries responding to the parenting and family needs of their employees.

--Sheila B. Kamerman

Life has a purpose and that is to be happy, and happiness is the fruits of our love and labor.

--Debasish Mridha

DIGNITY OF LABOR indicates that all types of jobs are respected equally, and no occupation is considered superior. Though one's occupation for his or her livelihood involves physical work or menial labour, it is held that the job carries dignity, compared to the jobs that involve more intellect than body.

—Unknown

A saw by itself holds no value, but when coupled with your labor can clear forests.

--Chris Matakas

All labor has dignity.

--Martin Luther King Jr.

Most men, even in this comparatively free country, through mere ignorance and mistake, are so occupied with the factitious cares and superfluously coarse labors of life that its finer fruits cannot be plucked by them. Their fingers, from excessive toil, are too clumsy and tremble too much for that. Actually, the laboring man has not leisure for a true integrity day by day; he cannot afford to sustain the manliest relations to men; his honor would be depreciated in the market. He has no time to be anything but a machine.

--Henry David Thoreau

Work. Good, honest work, whether it's working with your hands to create an artwork, or manual labour, brings forth a sense of divinity at play. The only prerequisite is that whatever the work is, it is done sincerely and in congruence with the soul's true origin and intent, then, without any effort, one experiences a flow, wherein one feels a part of the plan of the entire universe.

--Kamand Kojouri

Every job from the heart is, ultimately, of equal value. The nurse injects the syringe; the writer slides the pen; the farmer plows the dirt; the comedian draws the laughter. Monetary income is the perfect deceiver of a man's true worth.

--Criss Jami

I am opposing a social order in which it is possible for one man who does absolutely nothing that is useful to amass a fortune of hundreds of millions of dollars, while millions of men and women who work all the days of their lives secure barely enough for a wretched existence.

--Eugene V. Debs

God give me work, till my life shall end  
And life, till my work is done.

—Epitaph of Winifred  
Holtby

Everything in the world is purchased by labor.

—David Hume

The dignity of labor depends not on what you do, but how you do it.

—Edwin Osgood Grover

All wealth is the product of labor.

—John Locke

A man is not paid for having a head and hands, but for using them.

—Elbert Hubbard

I do not particularly like the word 'work.' Human beings are the only animals who have to work, and I think that is the most ridiculous thing in the world. Other animals make their livings by living, but people work like crazy, thinking that they have to in order to stay alive. The bigger the job, the greater the challenge, the more wonderful they think it is. It would be good to give up that way of thinking and live an easy, comfortable life with plenty of free time. I think that the way animals live in the tropics, stepping outside in the morning and evening to see if there is something to eat, and taking a long nap in the afternoon, must be a wonderful life. For human beings, a life of such simplicity would be possible if one worked to produce directly his daily necessities. In such a life, work is not work as people generally think of it, but simply doing what needs to be done.

--Masanobu Fukuoka

You will only be satisfied only when you are working.

--Sunday Adelaja

Man is so made that he can only find relaxation from one kind of labor by taking up another.

--Anatole France

It is seldom that an American retires from business to enjoy his fortune in comfort...He works because he has always worked, and knows no other way.

--Thomas Nichols

Most people perform essentially meaningless work. When they retire, that truth is borne in upon them.

--Brendan Francis

It is a good thing for a man to know when he has done his work....There are very few men who know how to quit any great office, or to divest themselves of any robe of power.

--Sir Arthur Helps

The hope that our labors shall at last lead us to rest and the tranquil enjoyment of life, is an incentive to effort, and therefore good, though delusive, since active minds are incapable of repose and the tranquil enjoyment of life.

--John Lancaster  
Spalding

Age to me means nothing. I can't get old—I'm working. I was old when I was twenty-one and out of work. As long as you're working, you stay young. When I'm in front of an audience, all that love and vitality sweeps over me and I forget my age.

—George Burns

My second fixed idea is the uselessness of men above sixty years of age, and the incalculable benefit it would be in commercial, political, and in professional life, if as a matter of course, men stopped work at this age.

--Sir William Osler

You have to go on doing the work you've trained yourself to do till you drop....I won't stand still....It's better to drop dead doing something, than to sit around alive but rotting.

--Henry Hathaway

The worst of work nowadays is what happens to people when they cease to work.  
--Gilbert K. Chesterton

No one ever dies of hard work, but a lot of people die once they retire from an active job.  
--Sir Ian MacGregor

The real curse of being old is the ejection from a citizenship traditionally based on work.  
--Alex Comfort

I never feel age....If you have creative work, you don't have age or time.  
--Louise Nevelson

The years seem to rush by now, and I think of death as a fast approaching end of a journey—double and treble reasons for loving as well as working while it is day.  
--George Eliot

While many people can't wait to get out of the 9-to-5 grind, there are those for whom a career was more than a job. It was an identity.  
--Tom Lauricella

I retired because my job was getting in the way of my life.  
--Amy Gross

Those who work the hardest and are successful in their careers often live the longest lives. People are generally being given bad advice to slow down, take it easy, stop worrying, and retire to Florida.  
--Howard S. Friedman

Where once retirement was seen as a brief reward after a long slog through some miserable job, it is now akin to being cast aside.  
--Rebecca Dana

The point is not to retire from work, or you will shrivel up into a nuisance to all mankind.  
--Herbert Hoover

I will keep working until about five years after I die. I've given my board of directors a Ouija board so they can keep in touch. I also have a letter that will go out and tell what the plans of the company are.

--Warren Buffett

I tried some versions of partial retirement, and I decided I'd better go to work and make a living and keep my nose to the grindstone. It keeps me younger and keeps by brain from atrophy. I really believe that retirement is debilitating, if not physically, certainly emotionally. I've had plenty of problems trying to get here in the morning. I feel old and decrepit, and I hit the doorway to the terminal, and I get fired up.

--Arthur E.  
Imperatore Sr.

Increasingly, we'll see people take breaks throughout the life course and have multiple working chapters, including ones that begin in the 70s and beyond. It doesn't make sense to work like a maniac for 30 years and be put out to pasture for a period that could be that long in duration. People want to continue contributing. I think we were trying to change the culture to support longer contributing lives and better pathways for people to keep contributing.

--Marc Freedman

The number of people who continue to work in their retirement years is growing, and that's good for them physically, mentally and financially. And it's good for the economy....the percentage of people in the 65- to 69-year-old age group who are still in the workforce has increased from 18.4% in 1985 to 32.2% last year. The number of people 70 to 75 in the workforce is also increasing. People are pushing back the date of retirement, for a lot of reasons, including financial. People are living longer. While not everybody living longer is living healthy longer, many are. They want to remain active, and still feel young. They have contributions to make.

--Sara Rix

I don't see the point. The purpose of retirement is to stop doing what you have to do to start doing what you want to do. I'm already doing that. I'm just having a good time.

--Harold Kaplan

You know you're getting old when work is a lot less fun and fun is a lot more work.

--Joan Rivers

To find joy in work is to discover the fountain of youth.

—Pearl S. Buck

Retirement? No. It's a foreign concept to me. I might not be able to continue acting at some point, but then I can write or produce. There are any number of things I could do. I get so much from work, and I continually try to improve. One of the good things about getting older is that when you come to a standstill, you say to yourself either 'I'll stay here' or 'I have to change something.' I've needed to shake things up—and did.

—Jane Fonda

I keep hearing people talk about what they're going to do when they retire...Me? I'll most likely be working right up to lunchtime on the day of my funeral.

—Ged Backland

I've asked people who have had very successful careers, and they tell me, don't retire, keep working in some fashion or other....That keeps me very much alive and curious.

—Vinton Cerf

Nearly 4 out of 10 workers expect to retire at age 70 or later. However, only 4 percent of retirees polled stayed on the job that long. A job loss, poor health or caregiving responsibilities caused people to retire earlier.

—AARP *Bulletin*

Of all occupations from which gain is secured, there is none better than agriculture, nothing more productive, nothing sweeter, nothing more worthy of a free man.

—Cicero

The glory of the farmer is that, in the division of labors, it is his part to create. All trade rests at last on his primitive activity.

--Ralph Waldo Emerson

Let us not forget that the cultivation of the earth is the most important labor of man. When tillage begins, other arts will follow. The farmers, therefore, are the founders of civilization.

—Daniel Webster

No one hates his job so heartily as a farmer.

—H. L. Mencken

The farmer doesn't go to work. He wakes up every morning surrounded by it.

--Unknown

Losing a farmer is like losing a trained musician. Another one can't just be picked up on the street.

--Wendell Berry

There is no gilding of setting sun or glamour of poetry to light up the ferocious and endless toil of the farmers wives.

--Hamlin Garland

The demand for skilled workers in the agriculture sector is...rising. In 2015, the United States Department of Agriculture reported that jobs in food and agriculture outnumber degrees granted in those fields nearly two to one.

—Jenna Gallegos

When you go to work, you work from 8am to 5pm and then you go home and take the night off. Well, a farmer does not have a day off. If you are a farmer, you punch in at 5 and never punch out. They never leave the farm or take a break because there is always something to do and people to feed.

—Mallory Blunier

Agriculture is the largest industry in the world, but if you are not willing to work for it, it will fail. My dad also told me 'you have to work hard for what you want.' I have lived by his words for many years. My family farm lives by this quote every day, as my dad pushes us to work every day on the farm, whether it's cleaning out the barns, picking corn, or even just mowing the grass. All of those things play into the agriculture industry.

—Mallory Blunier

The two best anti-poverty programs are work and marriage.

—James Talent

Work is no disgrace: it is idleness which is a disgrace.

—Hesiod

We are at our very best, and we are happiest, when we are fully engaged in work we enjoy on the journey toward the goal we've established for ourselves. It gives meaning to our time off and comfort to our sleep. It makes everything else in life so wonderful, so worthwhile.

—Earl Nightingale

I used to help my grandfather on the farm, driving tractors, raising crops and animals. I used to feed some of the baby cows and pigs, and I had to be no older than 7 or 8. Then at about 9 or 10 I started driving tractors. It showed me at an early age what hard work was all about and how dedicated you have to be, no matter what you do.

--Tyson Chandler

According to Gallup, 43 percent of U.S. employees work remotely all or some of the time. As I look to my left, and then to my right, I see two other business-casual-clad men hammering away on their laptops beside me at a Starbucks just outside Chicago. They look productive. Studies back this impression up. Letting Chinese call center employees work from home boosted their productivity by 13 percent, a Stanford study reported. And, again according to Gallup, remote workers log significantly longer hours than their office-bound counterparts.

—Jerry Useem

By 2018 there will be more than two million open jobs in STEM (science, technology, engineering, math) professions, but only 19 percent of current college degrees are in STEM fields. Even worse, 75 percent of students that do well in science and math decide to not pursue STEM in college. If we want to remain a global leader, we have to develop more interest in these topics. One way to do that is to show students that coding ties into nearly everything we do. And to do that, we need to incorporate programming into the curriculum.

—Ellen Ullman

Manufacturing, construction, auto repair jobs, and dozens of other industries are feeling the...pinch of hiring and retaining sufficient trained workers. There is, however, a larger context to the problem...the state has sorely neglected vocational education in the popular, if wrongheaded, drive to direct every high school student into college, even though no more than a fifth of high school graduates will, in fact, obtain four-year degrees. A recent survey by the *Public Policy Institute of California* found that nearly two-thirds of Californians believe that someone must have a college education to succeed, which is patently wrong, as the highly paid technical and blue-collar jobs now going begging attest. Politicians and the education establishment feed that canard through policies that elevate college preparation above all other considerations....

At the same time, however, California is losing millions of potential replacements for those aging baby boom workers by allowing nearly a third of high school students to drop out without obtaining diplomas.

—Dan Walters

Two gardeners met at the village seed-and-implement depot. ‘I hear you’re up at Golden Acres this year, working for that banker fellow Rockerbilt,’ said one by way of greeting. ‘Me working for Rockerbilt? You’ve got it all wrong,’ the other assured him. Rockerbilt gets up at 6:30 every morning to get aboard an overcrowded, rickety train to commute to the hot city so you can keep up his estate and pay us all our weekly wages. Rockerbilt is working for me!

—Bennett Cerf

### **THE CORONARY CLUB—LIST OF ELIGIBILITY RULES FOR CANDIDATES:**

- You job comes first. Forget everything else.
- Saturdays, Sundays, and holidays are fine times to be working at the office. There’ll be nobody else there to bother you.
- Always have your briefcase with you and when not at your desk. This provides an opportunity to review completely all the troubles and the worries of the day.
- Never say ‘no’ to request. Always say ‘yes.’
- Accept all invitations to meetings, banquets, committees, etc.
- All forms of recreation are a waste of time.
- Never delegate responsibility to others; carry the entire load yourself.
- If your work calls for traveling—work all day and drive all night to keep that appointment you made for eight the next morning.
- No matter how many jobs you already are doing, remember you always can take on one more.

—And the next stop, of course, is the hospital!

—Bennett Cerf

Did you ever hear of a kid playing accountant—even if they wanted to be one?

—Jackie Mason

I later became more interested in equal rights for women in the work place because of what was happening at IBM. One of the women at Remington Rand had previously been a system service girl for IBM during the war. After a system was installed, a system service girl would go out and show the users how it worked. She was the liaison between the users and the computer company. She was married and had been fired to make room for a returning veteran. When the war ended, IBM re-hired all of its former employees who had left to join the military, then fired all of the married women with jobs that could be filled by men.

--Jean Jennings Bartik

I saw all the people hustling early in the morning to go into the factories and the stores and the office buildings, to do their job, to get their checks. But ultimately, it's not office buildings or jobs that give us our checks. It's the soil. The soil is what gives us the real income that supports us all.

—Ed Begley, Jr.

Work is disappointing. In spite of all the talk about making work more creative and self-fulfilling, most people hate their jobs, and with good reason. Most work in modern technological societies is intolerably dull and repetitive.

—Walker Percy

Despite the chasm between what students learn and what workers do, academic success is a strong signal of worker productivity.

—Bryan Caplan

Many tasks in the food service and accommodation industry are exactly the kind that are easily automated. 54 percent of the task's workers perform in American restaurants and hotels could be automated using currently available technologies—making it the fourth-most-automatable sector in the U.S.

—Michael Chui

A professional woman should dress at least two steps above her current position. You do not dress where you are; you dress where you want to be.

—Unknown

Most of us who aspire to be tops in our fields don't really consider the amount of work required to stay tops.

—Althea Gibson

For digital natives, ubiquitous connectivity means untethering from traditional expectations about work and career: Why be in an office when you can work from Starbucks on your laptop? Why even come in at all?

--Julie Albright

There are some achievements which are never done in the presence of those who hear of them. Catching salmon is one, and working all night is another.

—Anthony Trollope

Technology enables us to work every minute of every day from any place on the planet.

--Carl Honoré

It smells bad in the front of the truck...and it smells bad behind the truck....Occasionally the breeze might blow it away, but just for a moment. To work on a garbage truck is to spend the day in a miasma of stench.

—Mike Griffin

If you do not feel yourself growing in your work and your life broadening and deepening, if your task is not a perpetual tonic to you, you have not found your place.

—Orison Swett Marden

All successful employers are stalking men who will do the unusual, men who think, men who attract attention by performing more than is expected of them.

—Charles M. Schwab

Technology is taking over all jobs, even trucking—all trucks will be driven by computer programs in a few years. If you don't know coding, you won't have a job. When you're coding, you have to spend hours to troubleshoot if it doesn't work. It builds up endurance and perseverance. You have to be patient and pay attention to detail. Those soft skills are vital for everyone, and you can only get those skills from programming.

—Luna Ramirez

Work is simply, 'force x distance' or the product of a force applied to an object and the displacement of the object in the direction of the applied force...holding an object in the air does not involve any work, no matter how painful your hand will be after a few minutes... reflect on your daily activities and the results from them. Are you really working or just increasing your potential without progress or desired results? Your work must produce some movement, progress and change, by effectively using all your energies whether intellectual or physical.

--Archibald Marwizi

Many women who used to be full-time mothers are discovering that outside work gives them friends, challenges, variety, money, independence; it makes them feel better about themselves, and therefore lets them be better parents.

--Wendy Coppedge  
Sanford

There's all this hysteria about AI taking over. But here's the thing: the skills we need most in today's world—skills like empathy, creativity, taking initiative and cross-disciplinary thinking—are all things that machines will never have. Those are the skills that will be most needed in the future, too.

—Tiffany Shlain

More often than not, those left behind at work rarely revere retirees but breathe a sigh of relief at their departure. Some actually revel at the prospect of their own promotion to fill the gap.

—Dan L. Miller

The capitalist class shoots down mothers and children. It stops at nothing, no matter how monstrous, to prevent the organization of the workers.

—Ella R. Bloor

I used to want to be a cop for a brief time, a detective, solving crimes and upholding the law, ever since I started watching crime shows in junior high. But being a cop, contrary to what many believe, isn't like the films or television shows that we see every day. If you're the cop who has to have the grim duty of telling a parent that their child was killed, or who loses their friend on a dangerous case, or who has to interview victims of horrible crimes, somehow I imagine that you just want to quit forever on some days.

--Rebecca McNutt

Who says more mature adults can't begin new careers? Winston Churchill began his massive, multi-volume *History of the English-Speaking Peoples* when he was in his 60s. He finished the work when he was a young 84 years old.

—Roger Matile

Unpaid internships are worse than slavery....They make us work ridiculous hours, for free, and they make us do things an employee would do. It's a scam, and worse, they make you feel like they're doing YOU a favor.

--Teresa Lo

Most people spend their whole lives looking for the right job. There are others who never get an opportunity to do work that fulfills them.

—Zhang Ziyi

Stop looking for the right career, start looking for a job. Any job. Forget about what you like. Focus on what's available. Get yourself hired. Show up early. Stay late. Volunteer for the scut work. Become indispensable. You can always quit later, and be no worse off than you are today. And most of all, stop worrying about your happiness. Happiness does not come from a job. It comes from knowing what you truly value, and behaving in a way that's consistent with those beliefs.

—Mike Rowe

A fugitive from *Alcoholics Anonymous* negotiated a job in a chinaware emporium, and succeeded in smashing an ornate vase before he had been there two hours. ‘Too bad,’ said the foreman, ‘but we’ll have to deduct twenty per cent from your wages every week until the vase is paid for.’ ‘What did it cost?’ asked the worker. ‘Five hundred bucks,’ said the foreman. The worker consoled himself, ‘My wife will be pleased anyhow. This will be the first steady job I’ve had in ten years.’

—Bennett Cerf

The fact is that degree holders earn so much more than the rest not primarily because they are better at their jobs, but because they mostly take different categories of jobs. Well over half of Ivy League graduates, for instance, typically go straight into one of four career tracks that are generally reserved for the well-educated: finance, management consulting, medicine, or law. To keep it simple, let’s just say that there are two types of occupations in the world: those whose members have collective influence in setting their own pay, and those whose members must face the music on their own. It’s better to be a member of the first group. Not surprisingly, that is where you will find the college crowd.

—Matthew Stewart

I learned to take the first job that you have in the business that you want to get into. It doesn’t matter what that job is, you get your foot in the door.

—Wes Craven

[When the summer interns start]  
‘What sort of awful place is this?’  
‘It’s reality.’

—Internet Meme

Lengthy commutes...cause obesity, neck pain, stress, insomnia, loneliness, and divorce, as Annie Lowrey reported in *Slate*. One study found that a commute of 45 minutes or longer by one spouse increased the chance of divorce by 40 percent.

—Matthew Stewart

I have nightmares about patients down an infinite hall, each with a problem worse than the last. In my short career, I’ve seen a baby take her last breaths. I’ve watched a woman, bleeding uncontrollably after giving birth, lose consciousness as I worked, a pool of her blood expanding at my feet. I’ve heard a woman, after having both legs traumatically severed, saying goodbye to her father, assuming she wouldn’t survive. I could go on. We know we signed up for it. But keep in mind, when you’re tempted to be angry with your doctor, that we are under stress, too.

—Joanne Jarrett, M.D.

A sign you have a positive workplace culture is laughter. Just listen to how much laughter there is where you work. Laughter is a very good sign of positivity. You can work hard and still laugh and enjoy your workday more.

—Sam Glenn

To find out what one is fitted to do, and to secure an opportunity to do it, is the key to happiness.

—John Dewey

Warning: Going to sleep on Sunday will cause Monday.

—Internet Meme

That just seems like a tough thing to do... just work in the middle of a company for your entire life. You just do the same thing out of college until you're 60, and then you retire.

—Luke Wilson

The next wave of economic dislocation won't come from overseas. It will come from the relentless pace of automation that make many good middle-class jobs obsolete.

—Barack Obama

You don't have to make massive investments in infrastructure and personnel in order to start applying AI's potentially transformative technologies. The technologies will transform the nature of work and the workplace itself. Machines will be able to carry out more of the tasks done by humans, complement the work that humans do, and even perform some tasks that go beyond what humans can do. As a result, some occupations will decline, others will grow, and many more will change.

—Whit Andrews

If the *World Health Organization* identifies a new disease, or if a laboratory produces a new medicine, it can't immediately update all the human doctors in the world. Yet even if you had billions of AI doctors in the world—each monitoring the health of a single human being—you could still update all of them within a split second, and they could all communicate to one another their assessments of the new disease or medicine. These potential advantages of connectivity and updatability are so huge that at least in some lines of work, it might make sense to replace all humans with computers, even if individually some humans still do a better job than the machines.

—Yuval Noah Harari

Souls grow on bones but die beneath bankers' hours.

—Gabriel Thy

I look at my father, who was in many ways an unhappy person, but who, not long before he got sick, said that the greatest source of satisfaction in his life had been going to work in the company of other workers.

—Jonathan Franzen

It's worth your time and effort to find careers that truly fulfill you and use your talents. If it's a choice between money and being fulfilled, I would take fulfilled every time. And have respect for yourself.

—Elynn Chaplik-  
Aleskow

If you know the right people, they can help you do anything, be anybody, rules and hard work be damned—as long as they like you.

—Casey Gerald

Eighty-six percent of women in the U.S. have children....The majority of mothers also have jobs, which means that vast numbers of women of all races and classes are grappling with the same old problem: child care....and let's not prettify things. Maternity can be impoverishing—the result of yet more social decisions. Female-headed households were overrepresented in families living below the poverty line, and black mothers are far more likely to be in this group than white mothers are. (By contrast, in France, to take one much-cited example, publicly funded nurseries and preschool are regarded as a social right; 95 percent of children attend the latter, and the percentage of GDP spending on children is more than twice what it is in the United States.)

—Laura Kipnis

*AARP's* own 2018 survey of workers 45 and older found that more than 90 percent view age discrimination as common. Nearly two-two-thirds report that they've seen or experienced it personally.

—*AARP The Magazine*

Let's take a long look at that faintly repellent word WORK. It is, above all, the word about which your career will revolve for a lifetime. Beginning now you should become not its slave, which is too mean a term, but its partner. Once you are really a co-sharer of existence with your work, that word will lose its repellent aspects.

—Ray Bradbury

The higher educated they are the bigger hoodlums they are and the harder to manage. The illiterate ones will all work. And you will have no trouble with them. Watch the ones that are smart for they have been taught in school they are to live off the others.

—Will Rogers

The first 5 days after the weekend are the hardest.

—Internet Meme

Being a professional is doing the things you love to do, on the days you don't feel like doing them.

—Julius Irving

I don't mind coming to work, but waiting 8 hours to go home is BS.

—*facebook.com/auntyacid*

A decade ago, no country in the world treated men and women equally under the law, according to a gender equality index from the World Bank. Today, only six countries do—and the United States isn't one of them.

A new index released this week by the World Bank analyzes how each country's laws affect women at every stage in their working lives—from applying for a job to having a child to receiving a pension—and the extent to which legal gender equality has progressed over time....By the index's measures, six countries now have laws that protect men and women equally: Belgium, Denmark, France, Latvia, Luxembourg, and Sweden.

The United States, meanwhile, is far from the leading pack....The United States tied with Malawi, Kenya and The Bahamas. More than 60 other countries had better scores.

—Samantha Schmidt  
(2019)

Your office is a den of thieves. Don't take my word for it: When a forensic accounting firm surveyed workers in 2013, 52 percent admitted to stealing company property. And the thievery is getting worse. *The Association of Certified Fraud Examiners* reports that theft of 'non-cash property—ranging from a single pencil in the supply closet to a pallet of them on the company loading dock—jumped from 10.6 percent of corporate-theft losses in 2002 to 21 percent in 2018. Managers routinely order up to 20 percent more product than is necessary, just to account for sticky-fingered employees.

—Rene Chun

Homework prepares children to learn about unpaid overtime.

—Internet Meme

Once a musician has enough ability to get into a top music school, the thing that distinguishes one performer from another is how hard he or she works. That's it. And what's more, the people at the very top don't work just harder or even much harder than everyone else. They work much, much harder.

—Malcolm Gladwell

To be successful, one has to be one of three bees—the queen bee, the hardest working bee, or the bee that does not fit in.

—Suzy Kassem

Loveless work, boring work, work valued only because others haven't got even that much, however loveless and boring—this is one of the harshest human miseries.

—Wisława Szymborska

I feel sorry for the person who can't get genuinely excited about his work. Not only will he never be satisfied, but he will never achieve anything worthwhile

—Walter P. Chrysler

Forestry, fishing, and farming are three of the most dangerous industries in the Unites States....Building and grounds maintenance is surprisingly dangerous work: 326 people died in 2017....immigrants supply almost half the workers in the most dangerous areas, notably roofing and drywalling.

—David From

Youth today, especially those who do not go to college, find it increasingly difficult to match the changing market demands. Their situation is complicated by international and domestic market changes, insufficient investment in education and training, and wrenching changes in family and community life. Unless there is substantial intervention, we can expect this shrinking of the labor pool to include a growing proportion of young people likely to be poor and at increased risk of school failure and related problems.

—William T. Grant,  
*Foundation  
Commission on  
Work, Family and  
Citizenship*

Children take joy in their work and sometimes as adults we forget that's something we should continue doing.

—Ashley Ormon

There are three qualities that make someone a true professional. These are the ability to work unsupervised, the ability to certify the completion of a job or task and, finally, the ability to behave with integrity at all times.

—Subroto Bagchi

Hobo slang can be intuitive, or impenetrable, but it's always colorful. For example, the 'jungle' is just the communal hobo camp, usually near the railroad yard. Your 'bindle' is your bedroll. Your 'poke' is your wallet. 'Hundred on a plate' is a can of beans, and the jungle kitchen is run by the 'Crumb Boss.' The 'bulls' are the railroad police. 'Flyers' and 'hotshots' and 'redballs' are all fast freights. 'Catching out' means hopping the train. To die is to 'catch the westbound.' And understand this, above all else: a 'hobo' is an itinerant worker; someone who travels and finds work. A 'tramp' travels, but mostly does not work. A 'bum' neither travels nor works.

—Jeff Macgregor

I have never known a young man to go into politics who was not the worse for it.

—Henry Adams

Don't watch the clock. Do what it does. Keep going.

—Sam Levenson

## DONE

Bright beginnings.

Top honors. MBA.

Flying high; well-connected.

Ruined romance. Foolish choices.

Cubicle. Cubicle. Cubicle.

Stale air in the Buick laboring up the drive.

Hunched and haggard,

Plodding to the duplex made for one.

Worn couch. Frozen food. Stale TV.

Finally, my refuge in bed.

I'm thirty-eight...and done.

—Dan L. Miller

From 1979 to 2017, as the average real annual wages of the top 1 percent of Americans rose 156 percent (and the top .01 percent's wages rose by a stunning 343 percent), the purchasing power of the average American's paycheck did not increase.

—Nick Hanauer (2019)

Ten years from now 70 to 90 percent of workers will be in so-called hybrid jobs or super jobs—that is, positions combining tasks once performed by people in two or more traditional roles.

—Erica Volini (2019)

No country has worked harder than the Philippines to export its people, and no people have proved more eager to go. Since the mid-1970s, the government has trained and marketed overseas workers, not just drumming up jobs but fashioning a brand—casting the Filipino as a genial hard worker, the best in low-cost labor.

—Jason DeParle

People ask you what you do for a living so that they can calculate the level of respect to give you.

—Internet Meme

Just under a century ago, the Soviet Union embarked on one of the strangest attempts to reshape the common calendar that has ever been undertaken. As Joseph Stalin raced to turn an agricultural backwater into an industrialized nation, his government downsized the week from seven to five days. Saturday and Sunday were abolished.

In place of the weekend, a new system of respite was introduced in 1929. The government divided workers into five groups, and assigned each to a different day off. On any given day, four-fifths of the proletariat would show up to their factories and work while the other fifth rested. Each laborer received a colored slip of paper—yellow, orange, red, purple, or green—that signified his or her group. The staggered schedule was known as *neprieryvka*, or the 'continuous workweek,' since production never stopped.

—Judith Shulevitz

Ninety-two percent [of 1,6000 managers and professionals surveyed] reported putting in 50 or more hours of work a week, and a third of those logged 65 hours or more. That doesn't include the twenty to twenty-five hours per week most of them reported monitoring their work while not actual working.

—Leslie Perlow

Professionals devote most of their waking hours to their careers.

—Heather Boushey

A body of research suggests that children whose parents work odd or long hours are more likely to evince behavioral or cognitive problems, or be obese. Even parents who can afford nannies or extended day care are hard-pressed to provide thoughtful attention to their kids when work keeps them at their desks well past the dinner hour.

—Judith Shulevitz

More than 80 percent of American jobs are now predominantly sedentary, a near doubling since 1950.

—Amanda Mull

In adulthood, generous people earn higher incomes, better performance reviews, and more promotions than their less generous peers. This may be because the meaning they find in helping others leads to broader learning and deeper relationships, and ultimately to greater creativity and productivity.

—Adam Grant and  
Allison Sweet  
Grant

Jobs be like: ‘We need a 2 weeks notice.’  
Nahhh. You’re gonna notice when I’m not there.

—Internet Meme

New research shows that speech patterns strongly affect a person’s wages, particularly African Americans. The report by Jeffrey Grogger, the Irving Harris Professor in *Urban Policy at the University of Chicago Harris School of Public Policy*, and published in the *Journal of Human Resources*, found that workers with racially and regionally distinctive speech patterns earn lower wages compared with those who speak in the mainstream or Standard American English (SAE)...Data for the report came from audio collected during the 1997 *National Longitudinal Survey of Youth* (NLSY(&)), a large, nationally representative panel survey of the labor market behavior of males who were ages 12-16 in 1997. After reviewing each audio file, listeners were asked to specify the speaker’s sex, race/ethnicity, and region of origin. Linguists have shown that listeners can generally identify the race of a speaker based on a very short audio clip. Meanwhile, social psychologists have shown that both African American and white listeners routinely rate African American Vernacular English (AAVE) speakers lower than SAE speakers in terms of socioeconomic status....In his analysis, Grogger found that the impact on wages can be in the magnitude of 20% for blacks, as well as for whites who live in the rural South.

—Darcel Rockett

Why aren't America's youth being educated on manufacturing and the rewarding career options related to it? According to Deloitte and the *Manufacturing Institute*, over the next decade, nearly 3.5 million manufacturing jobs likely will be needed, and 2 million are expected to go unfilled due to the skills gap. About 80% of manufacturers report a moderate or serious shortage of qualified applicants for skilled and highly-skilled production positions....Due to the skills gap and desperately high demand to fill skilled manufacturing positions, there has never been a better time to get into the manufacturing industry. Parents, counselors, high school teachers, and mentors need to open students' eyes to the world of manufacturing and let them know it exists, and that it can provide them with fulfilling, comfortable lives.

—Brandon Blagg (2019)

I couldn't find a parking spot today at work. So I went home. Looked like they had enough people.

—Internet Meme

Like other biases and discriminatory practices, ageism takes many forms. In the workplace, it appears in three main areas:

- Recruitment and hiring, when younger applicants are shown favor simply due to their age.
- On-the-job bias, when older workers get fewer training opportunities, promotions or rewards, or are harassed.
- Termination, when a company 'freshens' its workforce or trims its budget by targeting senior employees.

—Joe Kita

Another common presenting problem...is this: heterosexual couples in which the wife is out-earning or outperforming the husband [at work]. There is nothing inherently problematic or wrong about this situation, but because it challenges the heteronormative script, it can trigger feelings of shame in the husband and resentment in the wife.

—Alexandra Solomon

Anxiety, worry, stress and insomnia around work is one of the most frequent difficulties I hear. People are struggling with pressure around work success and its impact on self-worth, as well as balancing work with relationships and self-care. Work has really become the end all, be all for us, consuming so much of our time and identify that there is little room for much else. This creates a context in which the ups and downs of work are deeply impactful on emotions and self-esteem.

—Rebekah Montgomery

Many corporations, well into the mid-20th century, barred married women from employment: Companies would hire single women, but if those women got married, they would have to quit. Demeaning and disempowering treatment of women was rampant. Women spent enormous numbers of hours trapped inside the home under the headship of their husband, raising children.

—David Brooks

Age discrimination is so pervasive that people don't even recognize it's illegal.

—Kristin Alden

About 3 in 5 older workers have seen or experienced age discrimination in the workplace.

—Joe Kita

Hope is wishing for a thing to come true. Faith is believing it will come true. Work is making it come true.

—Dr. Norman Vincent Peale

Work will win when wishy-washy wishing won't.

—Thomas S. Monson

Make yourself indispensable, and you will move up. Act as through you are indispensable, and you will move out.

—Jules Ormont

When I die, I hope it's early in the morning so I don't have to go to work that day for no reason.

—*theChive*

#### ALWAYS GIVE 100% AT WORK

Mon. —	11%
Tues. —	24%
Wed. —	40%
Thurs. —	23%
Fri. —	2%

—*theChive*

Men tend to choose higher paying careers like doctor, engineer, lawyer, or CEO. While women tend to choose lower paying careers like female doctor, female engineer, female lawyer, or female CEO.

—Internet Meme

To hunger for use and to go unused is the worst hunger of all.

—Lyndon B. Johnson

During the Depression, Black Americans made up more than half of the country's tenant farmers, sharecroppers, and farmworkers in the South. In 1932, when a quarter of white Americans were unemployed, half of Black Americans were. 'In some Northern cities, whites called for African Americans to be fired from any jobs as long as there were whites out of work,' according to the *Library of Congress's* website for teachers. And Black sharecroppers were often forced out of work by white ones. 'No group was harder hit than African Americans.'

—Sarah Boxer

The typical full-time employee in the U.S.,...spends about 44 hours a week doing work—and that doesn't include domestic labor and child care.

—Derek Thompson  
(2021)

When a recent *Pew Research Center* survey asked about the secret to happiness, most Americans, of all ages, ranked 'a job or career they enjoy' above marriage, children, or any other committed relationship. Careerism, not community, is the keystone in the arch of life.

—Derek Thompson  
(2021)

Remote work is efficient only if communication processes are well established and most tasks are well defined with little room for ambiguity. If you're presenting a new idea to your company, you will need multiple ways of communicating it, and it will probably not be understood the first time. This is very hard to do online compared with face-to-face interactions.

—Hyejin Youn

Never continue in a job you don't enjoy. If you're happy in what you're doing, you'll like yourself; you'll have inner peace. And if you have that, along with physical health, you will have had more success than you could possibly have imagined,.

—Rodan of Alexandria

Jobs people look down on:

- Truck Driver
- Electrician
- Mechanic
- Oil Worker
- Carpenter
- Farmer

Jobs people look up to:

- Social media ‘Influencer’
- Athlete
- Actor
- Model

Jobs that keep society running:

- Truck Driver
- Electrician
- Mechanic
- Oil Worker
- Carpenter
- Farmer

—Internet Meme

The work is finished when you fall over.

—David Hockney

As new technologies make old job skills obsolete, the best vocational education will be solid preparation in reading, writing, mathematics, and reasoning. In the future, American workers will acquire many of their job skills in the workplace, not in school. They will need to be able to master new technologies and upgrade their skills to meet specialized job demands. Men and women who have weak basic skills, or who cannot readily master new skills to keep pace with change, may be only marginally employed over their lifetimes.

Business leaders recommend that schools raise academic standards. They point to the need for remedial programs to help low-achieving students and to reduce dropping out.

Business leaders stress that the school curriculum should emphasize literacy, mathematics, and problem-solving skills. They believe schools should emphasize such personal qualities as self-discipline, reliability, perseverance, teamwork, accepting responsibility, and respect for the rights of others. These characteristics will serve all secondary students well, whether they go on to college or directly into the world of work.

—U.S. Department of  
Education—*What  
—Works*

Human beings are capable of developing at least seven different ways of knowing the world:

- linguistic—sensitivity to language, meanings and the relations among words; commonly found in the novelist, poet, copywriter, scriptwriter, editor, magazine writer, reporter, public relations director, speechwriter;
- logical—mathematical intelligence constitutes abstract thought, precision, counting, organization, logical structure; found in the mathematician, scientist, engineer, animal tracker, police investigator, lawyer, and accountant;
- musical—the sensitivity to pitch, rhythm, timbre, the emotional power and complex organization of music; this is found in the performer, composer, conductor, musical audience, recording engineer, maker of music instruments;
- spatial—keen observation, visual thinking, mental images, metaphor, a sense of the whole gestalt; found in architects, painters, sculptors, navigators, chess players, naturalists, theoretical physicists, battlefield strategists;
- bodily/kinesthetic—control of one’s body and of objects, timing, trained responses that function like reflexes; found in dancers, athletes, actors, inventors, mimists, surgeons, karate teachers and the mechanically gifted;
- interpersonal—sensitivity to others, ability to read the intentions and desires of others and potentially to influence them; includes consideration of others; found in politician, teacher, religious leader, counselor, shaman, salesman, manager and ‘people people;’ and
- intrapersonal—self-knowledge, sensitivity to one’s own values, purpose feelings, a developed sense of self; identified with the novelist, counselor, wise elder, philosopher, guru, person with deep sense of self.

—Howard Gardner

During WWII, the deadliest job one could have was working in a German submarine. The survival rate was only 30%

—*theChive*

Today’s Work From Home Tip: Blowing on the wine in the mug will help convince your Zoom meeting that your tea is hot.

—Internet Meme

The major work of the world is not done by geniuses. It is done by ordinary people, with balance in their lives, who have learned to work in an extraordinary manner.

—Gordon B. Hinckley

No race can prosper till it learns that there is as much dignity in tilling a field as in writing a poem.

--Booker T. Washington  
(1856-1915)

No one asked you to be happy. Get to work!

—Colette

Gauguin decided at a certain point he wasn't a banker anymore; he was a painter. And so he walked away from banking. I think we have a right to change course. But society is the one that keeps demanding that we fit in and not disturb things. They would like you to fit in right away so that things work now.

—Anaïs Nin

The rise of fast fashion was made possible by the offshoring of manufacturing to countries where labor costs are kept low through the systematic exploitation of workers. When Rana Plaza, an eight-story factory in Bangladesh, collapsed in April 2013, killing more than 1,110 and wounding thousands more, the disaster brought international attention to the alarming labor conditions in overseas garment factories.

—Rachel Monroe

You are what you do. If you do boring, stupid monotonous work, chances are you'll end up boring, stupid and monotonous. Work is a much better explanation for the creeping cretinization all around us than even such significant moronizing mechanisms as television and education.

—Bob Black

You've got to find what you love. And that is as true for your work as it is for your lovers. Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle.

—Steve Jobs

It's no accident that the countries that have enjoyed an economic take off have been those that educated girls and then gave them the autonomy to move to the cities to find work

—Sheryl WuDunn

If wealth was the inevitable result of hard work and enterprise, every woman in Africa would be a millionaire.

—George Monbiot

You need to remind yourself that doing your best does not mean working yourself to any point of breakdown—not physical, not mental, not emotional. Your best doesn't need to be painful to be the best. In fact, if it's your best, you should be left feeling good about yourself, not hurting or bad.

—<https://lawhimsy.com>

One cannot be exploited or thwarted from nine to five, then come home and feel loving and lovable.

—Daniel Berrigan

Whatever I decided to do for a living, it was not what I did but how I did it that mattered.

—Barbara Brown Taylor

Researchers have found that people who are too busy are happier than those who are not busy enough. In other words, the playwright Noël Coward got it right when he observed that interesting work is more fun than fun.

—Eric Weiner

We only hire applicants for jobs once we've determined they are a perfect fit. We only assign tasks to those who have already demonstrated they can perform that same exact task. We treat risk not as a noble venture, a dance with the universe, but as something to be avoided at all costs, or at least reduced to a decimal point. And we wonder why we're not living in another renaissance?

—Eric Weiner

Many preeminent researchers of technological change and labor markets do not share [Andrew] Yang's vision of a robot-driven jobs apocalypse. They argue that in the past, machines have not taken away work so much as freed up humans to do safer, less drudging, more creative work.

—Annie Lowrey

Interviewer: How would you describe yourself?

Me: Verbally, but I have also prepared a dance.

—Internet Meme

The people you're trying to step on, we're everyone you depend on. We're the people who do your laundry and cook your food and serve your dinner. We make your bed. We guard you while you're asleep. We drive the ambulances. We direct your call. We are cooks and taxi drivers and we know everything about you. We process your insurance claims and credit card charges. We control every part of your life.

—Chuck Palahniuk

Women need to shift from thinking 'I'm not ready to do that' to thinking 'I want to do that—and I'll learn by doing it.'

—Sheryl Sandberg

If you're lucky enough to find a way of life you love, you have to find the courage to live it.

—John Irving

You aren't paid according to how hard you work; you are paid according to how hard your employer thinks you are to replace.

—Internet Meme

Girls have a greater fear of failure than boys despite outperforming them at all stages of school. And these worries could seriously affect their chances of succeeding in school and work. Girls often aim for careers reinforcing gender stereotypes, such as teaching, childcare and beauty....Despite girls' success...three quarters of women still end up in the 'five Cs' of employment—cleaning, catering, caring, cashiering, and clerical. This was partly due to stereotyping of subject choices at school, and school staff consciously or unconsciously encouraging boys and girls to seek what they perceived to be gender appropriate subjects.

—*Equality and Human Rights Commission, UK*

Group projects in school weren't meant to teach you teamwork, they were meant to teach you how to deal with the incompetence of your coworkers in the workplace.

—Internet Meme

In survey after survey, employers say that the most valuable and hardest to find skills are unrelated to the technical skills of particular jobs. What employers are seeking most, and not finding nearly as often as they'd like, are workers who have what are known as 'noncognitive' or 'soft' skills such as communication, critical thinking, team orientation, diligence, and integrity—in other words the kind of 'human' skills that make people successful at working with other people.

—Brent Orrell

In highly specialized technical fields, soft-skills are critical to the career path. A survey the American Enterprise Institute conducted last year found that nearly half of workers in science, technology, engineering and math fields thought that good writing and communication skills were extremely important and around 70% said the same regarding critical thinking skills. At the same time, less than 40% of these workers said that high level math, analytical or computer skills were extremely important.

—Brent Orrell

How many young college graduates have taken demanding jobs in high-powered firms, vowing that they will work hard to earn money that will enable them to retire and pursue their real interests when they are thirty-five? But by the time they reach that age, they have large mortgages, children to school, houses in the suburbs that necessitate at least two cars per family, and a sense that life is not worth living without really good wine and expensive holidays abroad. What are they supposed to do, go back to digging up roots? No, they double their efforts and keep slaving away.

—Yuval Noah Harari

I once told a female boss at NBC, ‘I’m totally worn out. Do you really need me to do this?’ And she said, ‘Don’t ever tell anyone you’re tired or you won’t get another opportunity like this again.’ Maybe times are changing—people can show more vulnerability—but I thought it was good advice and still do. Nobody wants to hear you whine. Just do your job. And that’s what I try to do.

—Norah O’Donnell

Law, medicine, academia, media—the most desirable professions—have all contracted. The result is a large population of overeducated, underemployed young people living in metropolitan areas.

—George Packer (2021)

Quitting gets a bad rap in life, as it’s associated with pessimism, laziness, and lack of confidence. In labor economics, however, quits signify the opposite; an optimism among workers about the future; an eagerness to do something new; and a confidence that if they jump ship, they won’t drown but rather just land on a better, richer boat.

—Derek Thompson

Hard work is a prison sentence only if it does not have meaning. Once it does, it becomes the kind of thing that makes you grab your wife around the waist and dance a jig.

—Malcolm Gladwell

Certain majors...bring a faster return on investment than others....There are bachelor degree programs that allow most graduates to recoup the money spent on their diploma in five years or less....Seven engineering majors dominate the list, including petroleum, aerospace and industrial engineering. The remaining majors are also in science, math and health care; nursing, dental support services, construction management and quality control/safety technicians.

Other fields, such as drama and dance, showed no return on investment most of the time....That doesn't mean those careers don't offer creative fulfillment or societal value, but it could indicate unstable employment or limited economic return.

—Michael Itzkowitz

Never say 'That's not my job.' That oozes arrogance and laziness. Chip in to help with what needs to be done, even if it's not your responsibility. Do what needs to be done or help someone find the solution. Period.

Even when nobody's watching.

—Internet Meme

Those three things—autonomy, complexity and a connection between effort and reward—are, most people agree, the three qualities that work has to have if it is to be satisfying. It is not how much money we make that ultimately makes us happy between nine and five. It's whether our work fulfills us.

—Malcolm Gladwell

Working really hard is what successful people do.

—Malcolm Gladwell

The pickup truck is the rolling avatar of our national work ethic: forever ranching, forever farming, forever building the next America, they work as constant as the weather. And in the pickup truck this country has stored its vast surplus of yippee-ki-yay since the late 1940s. Even empty, the pickup is filled with meaning, and in its skyrocketing expense and elaboration it embodies the tension between our humble pioneer ideals and our end-of-innocence decadence, our modesty and our vanity.

—Jeff MacGregor

You often feel tired, not because you've done too much, but because you've done too little of what sparks a light in you.

—Alexander Den Heijer

It is not the work ethic that's gone awry today. It's the work, the overwork, the lack of respect and the deteriorating relationship between worker and workplace.

—Ellen Goodman

When the passions become masters, they are vices.

—Blaise Pascal