

MALCOLM McDONALD LEARNS THAT MISTAKES ON EARLIER JOBS LEAD TO EVENTUAL SUCCESS

Malcolm McDonald did not always make the right choices on the job. He got into arguments with colleagues or got mad and walked off the job. On other jobs, he came in and did the work, but did not build relationships with his superiors. When he made a mistake, it was just easier for them to fire him than work with him to correct the mistake. He needed to have people on his “team” that wanted him to succeed on the job.

By the time he was in his mid-20s, he had a high school diploma and a long list of jobs leading to nowhere. He knew he had to make some changes.

Being a large black man in today’s world is not easy and he knows that. He said he as definitely been tempted to “go down a different path” but he decided a long time ago he was determined to make it in the world “working hard, living right”.

With the help of the Jobs Plus program at Southside Homes, Mr. McDonald recently found a job as a Steward at the Sheraton Hotel. He describes this as an “entry level” job.

Mr. McDonald says that when he started he thought his new job was the hardest job he had ever done. “I hated it so much but I was determined not to be broke ever again so I kept going back,” he said.

“Then the job go easier,” he continued. “Now I don’t get tired. The work did not decrease, I just got better at it and they started talking to me about management jobs, and those positions pay a lot more.”

McDonald went on to say that there are many career advancement opportunities at the Sheraton. He says his entry-level job as a Steward is not want he wants to do all his life but it was a way to get his foot in the door with a large company that has many ways for him to advance.

“Many things I learned from my mistakes are helping be a success at my new job,” McDonald said. “Just being a good worker is not enough.” I know now I need to be friendly with management and Human Resources. Good relationships with key people are really important.”

McDonald also pointed out that he is working hard to learn as many jobs as possible at the Sheraton. He says he does not just do the work he is assigned, but pitches in to help everywhere. “The more I learn how to do the more important I

become. Once I missed a day at work and they *noticed* I was gone. This was a good thing!" he said.

"When they assign me a big task with a lot of work, I don't complain, even if it is just a pile of dishes to wash. I dissect the task, set a timetable and get to work. You'd be amazed how quickly a hard task can get done if you just break it down into small steps and start working," he added. He also remembers what it was like to be broke, and just keeps working hard.

McDonald and his girlfriend are waiting until they are on a steady financial footing to start a family. He says they don't want to raise their children in poverty.