



DON'T BE A HERO



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The Lone Ranger was not an organizer.

As an organizer, you can't be a superhero or a firefighter. (Even if you *are* a firefighter.) Your role isn't to knock the door down, burst in, and rescue people; it's to build a team of activists.

Guard against the impulse to put yourself at the center of everything the union is doing. As the great civil rights activist Ella Baker said, we need more movement-centered leaders, not leader-centered movements.

This attitude adjustment can be challenging, since many of us are motivated by a strong sense of injustice. You're outraged at the petty slights

the supervisor dishes out. You don't want to let the problem go on a moment longer.

But a good organizer taps into that righteous anger in others, motivates people to take collective action, and gives them the experience of bringing about change together. That's how you build power at work *and* develop leadership.

This is particularly hard because your co-workers often expect you to be the hero. They are comfortable letting you take all the risks. But they won't learn to help themselves—or help each other—if you do everything for them.

So when a co-worker comes to you with a problem, instead of tying on your cape, look for ways you can help her to get the ball rolling herself.

TROUBLEMAKERS CAN'T BE SLACKERS AT WORK

Do your job consistently and do it well. Don't make yourself an easy target for management. Co-workers will respect you more, too. Try to recruit people who are good at their jobs into your core group of organizers.