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*Credit: New Hampshire GCSA Newsletter. This article is reprinted with permission from the Grounds Management Forum, the official online forum of the Professional Grounds Management Society.*

## It's All About Attitude



*Jim Martello, right, had a good attitude about golf also, and was a perennial contender in golf outings. Jim is seen here with Kevin Downing, left, and Buck Buckner playing a round at the media opening of The Slammer and The Squire GC at the World Golf Village. Photo by Joel Jackson.*

*Jim Martello*

Superintendents have a tendency to get battered around pretty good sometimes, but I have always tried to keep things in balance so I can maintain a positive outlook at work.

Employees are the backbone of our operation. They either help us excel to the next level or they can keep us at a mediocre level. Being a firm believer in having a good attitude, I'd like to share with you a story about the best employee I ever had and how we came together.

I had just started a new position at Halifax Plantation and we were in need of some good employees to get things turned around. On my third day of work I was sitting in my office and I noticed a fellow walking around the perimeter of the maintenance shop. He would stop and look over our equipment and mumble something to himself and move on.

I went out to see what was going on and after introducing ourselves I invited him into the office. He told me he was looking for work and he'd like to come to work here and that he could operate every piece of equipment in the shop, and probably better than anyone I had on the crew.

That was pretty cocky I thought and I asked him about his work history and background. I quickly figured out he probably was the real McCoy. I needed help, so what the heck, I've got nothing to lose. So I asked him how much I would have to pay for someone with all this talent and experience.

He said, "I'll tell you what I'll do. I'll work for you for one week and do whatever you need done. After the week is over we can discuss

hourly wage and benefits. If you don't like my work just be honest with me and I'll be gone. In fact you won't even have to pay me.

Well, he took me by surprise with his matter-of-fact offer, but it only took me about ten seconds to decide to give him a try. I told him to be in the next day at 6 a.m. ready for work.

There are many days when I think back on that encounter. It helps me to balance out all those employee problems that happen at the other end of the attitude spectrum. What a blessing it was to have an employee walk in the door with the right attitude, a working knowledge of the business, a willingness to please, and an all around team player.

I share this with you because I hope that everyone in our business could have the pleasure of having such a person on their crew. Also, it challenges me personally to check my own attitude every morning before arriving at work.

*Editor's Note: We lost Jim Martello, superintendent at Halifax Plantation in Ormond Beach, this year to a battle with cancer. While Jim was home trying to win the fight against the disease, he wrote this article to share a reminder that with all the negatives we sometimes face in this business, there are always positive things that happen to us and we need to remember them during trying times.*

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