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<th>Concerns</th>
<th>Criteria</th>
<th>Advanced</th>
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<tr>
<td>Areas that Need Work</td>
<td>Standards for This Performance</td>
<td>Evidence of Exceeding Standards</td>
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<td>0-595 Possible Points</td>
<td>595-680 Possible Points</td>
<td>680-850 Possible Points</td>
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<td>1. Spelling, Punctuation, and Mechanics (20%): Contains 3-4 minor errors in punctuation, double spacing, formatting; pagination, page numbers for quotes; not excessive quotes; sentence structure; quotation marks; 3rd person writing; paragraphing; grammar; homonym issues (too v. to v. two)</td>
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<td>2. Evidence/Sources/Documentation (20%): Source material and references that is used to extend, in purposeful ways, writers' ideas in text; correct number; citations having 3 references; citations in text also in References list of paper; references posted in BB same as in text; no dictionary, Wikipedia, encyclopedias, interviews, personal observations, or narratives</td>
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<td>3. Word Choice (20%): Uses language that is specific and precise; uses language that seems natural and appropriate to the purpose and audience; avoids clichés, jargon, and colloquialisms jargon; no awkward phrases; simple sentence structure; no sexist language; no contractions; no rhetorical questions; effectively uses vivid words and phrases;</td>
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<td>4. Ideas &amp; Content (20%): Creates a clear understanding of the writer's opinion; well-focused and on-topic; contains numerous, relevant supporting examples, reasons, and citations; contains arguments that are distinctive in approach; not repetitious</td>
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<td>5. Organization (20%): Title page, abstract (100-150 words), text, references; structural development includes a functional introduction, body, and conclusion; sequencing is thoughtful, logical, and effective; smooth transitions clearly show how ideas connect; lack coherence; paragraphs may not relate to paper's topic; alphabetized references</td>
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<td>6. Other (these items earn students extra deductions in points): --# of words</td>
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<td>Points Earned out of</td>
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170 max points per first 5 factors
People Who Get Something for Nothing Become Good for Nothing

Southeastern Oklahoma State University

These are comments from my re-read of your paper.
Abstract

This paper will examine a topic that discusses individuals that get everything handed to them and in turn, end up failing later in life. Indulgence can result in spoiling when the parent, lacking confidence, time, or energy, attempts to meet the child's complex developmental needs with material gifts and uncritical acceptance while failing to provide essential guidelines for acceptable behavior (McIntosh, 1989, p.109). When speaking to successful people, most of their stories have included them coming from harsh backgrounds and building their business from the ground up. Though, there are those individuals that have had the world at their feet since day one and have inherited their families' business. A lot of this had to do with the public life, celebrity-like life and professional life being so tightly connected. Inheriting the family business for some can certainly be like walking on clouds because the board of directors is set up to help run the business. Since there are so many ways for a child to inherit the business without actually running the business, their life is never fulfilled and they soon seek ways to show that they are good enough, while proving that they are not.
People Who Get Something for Nothing Become Good for Nothing

There is always going to be favoritism working in any type of establishment because relationships are what make a positive environment. “People are socialized to relate to each other on the basis of race, class, and religion” (Johnson & Indvik, 2012, p.15). The workplace can be very hectic throughout the day and when times get rough, and the economy does get rough, people tend to do anything that will help keep themselves employed. The younger years of our life, especially the relationships, may appear at times, which is some of the most influential periods of a person’s life leading them to arise in the workplace even as a professional. A manager, not truly meaning too, will potentially select a person for promotion on favoritism because they too are human on occasion. People who have gained from favoritism may fill entitled, which can indicate a very unsuccessful life in the future leaving them always relying on other people. Managers need to know that if they feel closer to an employee they need not show it if front of the other employees.

To gain a full understanding of what it means to get favored or spoiled a basis that should be covered is rising up from nothing. Once something has been created from nothing with development even generated, the term “something-from-nothing” can embrace a new foundation (Schrader, 2008). When rising from nothing a new creation is what may become of the future. A new establishment is what the American dream is and everyone should have the opportunity to have it with hard work being the main motivation. Reaching any goal that has been imagined in the head of the biggest idealist is what makes life worth living for.
Rewarding the Behavior May Not Be Rewarding at All

“Self-determination theory posits that behavior that is directed toward attaining extrinsic rewards is associated with lesser psychological functioning” (Scollon & King, 2004, p. 5).

Giving someone everything they want can show them that people do care and help them see the finer aspects of life but may halt them experiencing the joy in working hard for what could be a remarkable future. Achieving everything a person wants is more worthwhile if they do it themselves. Commitment to challenging labor may have the most significant influence on the worthiness of a person while obligations to all other parts of a person have no merit (Scollon & King, 2004, p. 31).

Employing hard workers may push others to become someone better. Competition has positive effects as long as it is in small increments because teamwork is also a great motivator.

Human behavior is not something that can be predicted but can be influenced by the different actions taught, learned, and given from a person of responsibility. Since negative behavior is rewarded causing acts that lead to a lower expected benefit in the prospect future. “Facilitating conditions represent objective factors that can make the behavior easier or harder to do. Habit constitutes the level of routinized behavior” (McDonald, 2014, p. 279).

Focus Theory of Normative Conduct (FTNC), which argues that there are two kinds of norms: descriptive and normative. Descriptive norms carry little more weight, while normative reflects moral rules and guidelines” (McDonald, 2014, p. 282). These norms describe how people become so dependent on parents, friends, and co-workers. In the midst of the Focus Theory, social identity can be lost when people do not find success within themselves and the effort they could put forth. Disadvantages can reach heights that neglect comprehension, attitude, and behavior.
We often lament that certain individuals at work simply "don't seem to get it," and therefore it is very difficult to get them to change. "While everybody else may see a co-worker's incompetence, the employee is clueless about his or her serious development need" (Silverman, Pogson, & Cober, 2005, p. 135). The workplace is not the place to start learning how to do a job correctly, a person must succeed once entering the workplace. Job performance is crucial when wanting to flourish in on the job activities. If an employee does not understand that they are not performing to the standard of the job then may have never even been suited for the job in the first place.

Many employees will begin to believe that slacking is allowed in the workplace if the employees work is constantly not up to par and sufficient feedback is not given on a timely basis. Employees need to receive feedback regarding their performance and progress toward other valued goals. Response is significant for inspiration, growth, and presentation (Silverman et al., 2005). Feedback gives the organization as well as the employee a reliable source of information an employee may need to work on in order to either improve performance or learn that they may not be suited for this job much longer. If the performance continues to either stay the same or get worse, the organization will have to make a decision to let the employee go or show them some kind of "special treatment" that could lead to much bigger problems.

Once poor performance is allowed and the feedback is not followed as instructed other employees may start separating themselves from that certain employee. This initially will be devastating for the employee because they are not learning from their coworkers as well as they
are not gaining the acceptable social skills for the workplace that would be taught over time if the performance could reach satisfactory.

Albert Einstein said, “Weakness of attitude becomes weakness of character” (Einstein, 2014). Attitude is based on first impression and it will reflect the type of atmosphere an employee will make in the workplace. Negative attitudes can reflect bad days, long days, and negative people. Day in and day out, there is always going to be someone having a bad day but in every establishment there is that one person that is always negative. Negative attitudes can reveal an aspect of poor leadership resulting in the whole atmosphere changing immensely. Growing up where money isn’t an issue and everything is within reach at all times could result in negative times for some employees who now have to fend for themselves most of their life.

“For individuals with higher negative work affect, structural support was associated with lowered perceived role overload” (Parker, Johnson, Collins, & Nguyen, 2013, pg. 867). Roles in the workplace incorporate around attitudes and who can coordinate with each other when an employee has negative attributes teamwork is not plausible. Attitude is what can ruin a structured work space and shows how people who do grow up with everything are not well when working in group settings. Many individuals that have grown up with everything have to be taught how to work in groups and learn their role altogether. “The role of outcomes reflect emergent tasks to a greater extent than core job performance, and consequently that role outcomes are more strongly influenced by individuals’ level of personal resources” (Parker et al., 2013, pg. 885). Personal resources are the individual possessions that make up how a person can perform around others and whether or not they are capable of connecting with others on a daily basis. These

Referees for this assertion

Just doesn’t have flow, seems more like a series of unconnected thoughts & reembly
personal resources are how a person acts, how they communicate, and how they present
themselves.

"Having power to transform individuals, producing systematic effects on thought and
behavior" (Jordan, Sivanathan, & Galinsky, 2011, p. 531). People who grow up with all the
power in the world and are able to control everyone around them but when life finally steps in,
the power is taken away. Freedom is having it all but having it all comes with a price. The price
understands those who were powerful at a younger age cannot control all power when in the
workforce. Risk has to be taken and the fall is left on those who made the decision to take the
risks. In many notions, from the world outside to the office, thrill-seeking actions can have
immense negative outcomes for an individual’s strain in hierarchy (Jordan et al., 2011).

Once in power it is very difficult to release that power and become the powerless one of
the group. Circumstances can show that many people that come from power hold themselves
above others, which can make the other employees feel inferior. A co-worker that feels
powerless to a co-worker that feels powerful may have depended on how much power they are
supposed to truly hold. One way in which powerful people seem fortunate is that they seem able
to do whatever they want. “Powerless people, on the other hand, are subject to limitations and
the control of others” (Overbeck, Tiedens, & Brion, 2006, p. 479). Actions speak louder than
words and if the powerful turn into the powerless then they have not completely transitioned
properly from the stages in life. These stages are what help individuals develop and mature. The
expectations could be halted by the incorrect raising of the employee in early periods of
childhood, causing severe negative outcomes.
Summary

People who grow up with everything in the end have nothing because those types of people rely too much on others to produce for them. In the beginning of a child's life their parents are the most influential people that they come in contact. Parents become the ones they count on for everything until the child reaches a certain age, otherwise that child will forever become useless. "Now, parents cannot know for sure just how their child will turn out; but as a matter of fact they can do much to shape him or her" (Prusak, 2008, p. 276). Shaping them to become individuals with a strong work ethic will make their future better, because they will adapt and strive to become an employee worth keeping when times get rough.

An employee that has had everything handed to them or has become the bosses favorite employee will suffer tremendously from their insufficient knowledge or the unwillingness of the other employees to interact with them. Positive interactions between employees make for a stronger, more productive business. While a business that has had employees who do not get along will not be a company that is successful. An employee that is hired and does not complete their job correctly will begin to harm the company, make another employee pick up the slack, or eventually get fired for incomplete work. Employees have to produce some kind of work product in order to show knowledge of a task at hand. If the task cannot be reached, ultimately it will never be completed.

Competition within the workplace is also a great motivator and rewards may come with the group that stands out. Though, an employee who cannot compete in a healthy manner with the other employees may not be able to fully understand the reason why the competing is even continuing. Motivation drives employees, pulls them together, and pushes them to become greater then they knew they could ever be. When poor performance is presented it reflects not
only on the workers but also the managers, which can hinder their position with their own supervisors.

Attitude is something that is not given or taught but learned in a home setting. It shows how a person will or will not act in a work situation, whether or not they will behave correctly or act out, and if the person can honestly be trusted to be a part of the company. Attitude of person is told with the first meeting of someone because it will either be a solid or flimsy handshake. Negative employees make for unhappy customers, which does not help the company succeed at all. It will eventually end up turning customers away from the business if the atmosphere of a company continues to be a negative environment, which will unfortunately cause the other workers to have negative attitudes. The attitude of an individual can certainly affect the job performance of that individual and whether or not they continue to work at the establishment.

Job performance can become one of the greatest attributes of an employee that works hard day in and day out. It will show if they will become the complete package and are able to truly be a company player whenever duty calls. An employee that shows poor job performance will begin to hurt not only themselves but the employees around them and the company. It will begin to separate them from their co-workers, because nobody wants to have to pick up someone else’s slack. Job performance demonstrates if an individual can perform the actual task at hand or if they will fail. Performance lies within the knowledge of the individual and whether or not they can perform a job flawlessly without rendering the company entirely.

Powerful people that turn into powerless people turn only because they were powerful in the wrong way (Jordan, et al, 2011). Their power was used to be forceful, to make others feel inferior, and to be the only decision makers. Powerful people completely dislike the fact that they have to become the followers instead of the leaders. Once in a position where they may not

What does this mean?
be in the lead they become powerless and hopeless. They become impractical and are too dependent on others just like people are when they have had too many people follow them and do everything they say. Depending on others to make a person feel powerful is just another way that shows how inadequate a person truly is. In order to become someone of power a person must understand how to follow.

Parents that let their kids take the lead, give them negative attitude, and reward them for wrong doings will never become the person they actually want them to be. They will become an individual who believes that life should be given to them on a silver platter working for nothing while receiving all the perks. Rewarding individuals who do not participate in the actual work do not completely grasp the meaning of hard work and never will. These children turn into adults, continue this pattern of having to be spoon fed from other employees and their bosses. When accepting a job, a person should be able to accept direction without hesitation, while learning the steps of the job and performing them. There will be bumps in the road but if a person can accurately grasp the concept of the job at hand then they will grow within the company. The types of people that can fulfill that idea will be successful and the ones that do not will always be left in the dust and become good for nothing.
References


