

Elevating Your Professional Promise

By: Alison Sfreddo

There seems to be a point in everyone's career when things do not appear to be moving in the direction or pace that one had planned on or envisioned. Everyone at one point may have been (or may now be) in a place where they do not seem to be elevating their career. They work hard, play by the rules and still find themselves getting passed over for key positions or as a lead in a special project. Unfortunately, it is not *what they are doing* that's gets them overlooked but rather *what they could be doing* to make themselves stand out.



Just doing a great job is not enough to get to the next level. Let's face it, why would a manager want to put an employee in another position when they are doing a great job in the one they are in? The trick to attaining the next promotion is to carefully orchestrate a strategy that positions successes, aspirations, and skills in the forefront so that leadership takes notice. When you are on the radar, your chances for greater opportunities increase. The following are some insightful incentives to put you out front:

- ✓ **Articulate your goals.** Being a successful and productive team player doesn't mean that you don't have larger goals or ambitions. A manager may not consider you for a position if they are unaware that you want it. It is ok to be content in your current position and aspire to a higher one.
- ✓ **Branch Out.** Expand your daily network and create conversations with those in other areas and key positions. Just by asking about what is going on in another department may provide a lead for your advancement.
- ✓ **Take credit when credit is due.** There is no shame in sharing your accomplishments and all of the hard work that went into meeting that goal. Taking credit for a success is just another avenue to get you noticed.
- ✓ **Expand your skills.** Moving on to the next level may mean having to learn a new skill. By getting that additional certification, you have given yourself an added step up from the competition. Look at what's trending in your field and let that be a guide to what could help set you apart.
- ✓ **Polish your interpersonal skills.** Everyone likes a team player. It is far more enjoyable to work with someone who is personable and people oriented. These skills are even more critical if you are moving toward management. The ability to get along with *all* people at *all* levels will play a pivotal role in your advancement.

Remember the ambition, excitement, and promise you felt when you were searching for the position you are now in? You now need to reposition those thoughts and strategies toward the next level you want to achieve. Think back to how you put yourself forward and landed your current job. This time, take your skills up a notch and let the key stakeholders know that you are ready, competent, and perfect for the next level. ♦

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