

How-To Get the Promotion You are After



You've been at your current company for a while. That enthusiasm you had for your job on day one hasn't wavered. In fact, you're more excited about the work you're doing, and the people around you than you've ever been. You've been a model of consistency meeting deadlines, leading teams, and tackling big projects. Your hard work hasn't gone unnoticed either. Your diligence has been lauded by your superiors. Maybe you've even received a bonus.

But now, you want more. More responsibility. More influence in decision making. More money wouldn't be the worst thing either. We're talking about a promotion. You feel like you're on the cusp of receiving great news but, the days, weeks and months seem to pass by.

The truth is, while you're doing an exceptional job, there's probably more to the equation. We polled the experts about what it takes to secure that promotion you're after. Here's what they had to say.

Offer Solutions

Take a quick minute to think about someone in your organization who constantly complains. In their eyes, this person doesn't make enough money. When they make a mistake, they always place the blame on someone or something else. This mindset is the surest way to NOT get promoted.

Instead, be a catalyst for solutions. You're going to make mistakes every now and then. The key is to learn from them and deliver solutions that can be put into

action. Share these ideas with your boss. Not only does it show that you're humble enough to take ownership of your mistakes, but that you have the capacity to be proactive when things don't go according to plan.

It Actually IS Your Job

There's nothing a boss hates hearing more than the words, "that's not my job." Just because something isn't in your job description, doesn't mean you can't lend a helping hand elsewhere when needed.

There's inevitably going to come a time when you're asked to perform a task outside your normal responsibilities. Instead of loathing this opportunity, look at it as a chance to make your organization better. Sure, your "job" might be outlined in the description from your hiring packet. However, your real JOB is to do everything you can to contribute to the greater good.

To go a step further, actively look for ways that you can help those around you without being asked or told. This type of behavior won't go unnoticed. In fact, it shows your commitment and dedication to the greater success of the company and everyone around you.

Find a Mentor

The reality is that most of your coworkers don't actively seek out a professional mentor. Sure, they might be great at their job, but they don't make the effort to find someone they can learn from. Seeking out a mentor is one of the best things you can do if you want to move up.

Not only does it show that you're hungry, and don't want to remain stagnant, it puts you front and center in the eyes of your superiors. When the time comes, which it will, for someone to take the lead on an important project or department, you'll be in prime position.

Become a Problem Anticipator, Not a Problem Solver

There's no question that your ability to remain cool under pressure is going to

serve you well in your career. When things go awry, maintaining a level head, and thinking clearly, are essential skills.

You know what your superiors love even more, though? Someone who can spot problems before they arise. When you're able to think strategically, and enact a plan of action, you demonstrate one of the most critical skills a leader can possess.

How Do You Spend Your Free Time?

Take a look around and ask yourself how many of your colleagues are pursuing continuing education or attending industry workshops and networking events. Probably not all that many.

It's one thing to go through the mandatory compliance and professional development training. Improving your skills on your own volition is another matter entirely. The best part, it doesn't take all that much effort. A good strategy is to set aside some time once or twice a month to immerse yourself in a setting where you're surrounded by industry leaders and learn.

If you don't have time for that, try reading an industry publication or book in your spare time. Whatever you can do to advance your skills and knowledge is only going to be of benefit.

There's more talent in the workforce today than ever before. If you want to move up, you've no choice but to separate yourself from the status quo. If you make the effort, and employ some of the strategies above, your chances of getting that promotion you're after increase exponentially. The good news might even come faster than you think.

What's Holding You Back In Your

Career



Maybe you're in a situation where you feel like you're just going through the motions. You show up, do your job, go home. Wash, rinse, repeat. The days and months all seem to blend together. It might not be that you're miserable, you're just not as excited about your job as you once were. You haven't seen a raise or promotion for quite a while. It's not that your jobs in jeopardy. You just seem to have hit a glass ceiling.

If any of this sounds familiar, you're not alone. Millions of people feel stuck in their jobs. But, guess what? Sometimes, the obstacles that are in your way are ones you put there. I know, that might sound a little harsh. There's good news though. If you're willing to take an honest look in the mirror, identifying some mitigating behaviors is easy.

Explicit Goals

You have some goals in mind. You want to become a project leader or get into the next level of management? Great! Have you written these goals down? Better yet, have you formulated the steps to achieve them?

While long-term goals are wonderful, they require short-term goals to get there. Short-term goals need attention too. Think about what steps you need to take to achieve those long-term goals. Is it additional training, or more experience in a particular area? Setting these smaller steps as goals is something you can do now to get you closer to the long-term goals.

Handling Criticism

If you ask any successful businessperson how they got to where they are, learning from past mistakes will be a significant part of their answer. Part of learning from mistakes is taking constructive criticism to heart. Think about the last time your boss came to you with a suggestion or new idea about how you could improve. How did you react? Did you welcome the feedback? Or did you get defensive and confrontational?

If you're able to put your ego aside, and learn from constructive feedback, you'll quickly set yourself on the path to future success.

Waiting for More Responsibility

You know this one. It's how you got to where you currently are. We're talking about asking for more responsibility. If you now find yourself sitting back, waiting for the torch to be handed to you, you might be waiting for quite a while. Employers love people who are self-starters and go-getters. When you actively seek more responsibility, it shows that you're eager to learn and to get better. If you've become complacent, this one simple change could make all the difference and put you on your boss's radar for more responsibility or opportunities.

Seeking New Learning Opportunities

In the age of technology, learning has never been so fast paced. What was cutting edge two months ago might be obsolete now. In other words, if you aren't constantly learning, you're falling behind. We aren't saying that you need to attend every new tech promo available. However, it's essential that you keep yourself abreast of the latest skills and industry trends if you want to move up.

Networking

Networking is a buzz word, we know. But, it's one that isn't going away any time soon. Whether your job relies on it entirely, or you work by yourself, you're going to have to network at some point. The good news is that networking is something you can do all the time. If it's at an organized networking event, you should go. If

it's a weekend round of golf with some strangers, same story.

In the end, it's a numbers game. The more people you know, the better. Even though the business world has become flatter thanks to the ability to communicate electronically, there is still no substitute for building relationships in person.

Asking for Raises or Promotions

There's an old axiom that says, "the worst thing that happens when you ask, is that you end up in the same place." When was the last time you asked for a raise or promotion? You've taken on more work, more stress, more responsibility. But you're making the same amount of money as when you started.

What gives?

Even if you haven't taken on more responsibilities, you can ask what you would need to do to get that promotion or raise. At least then you will know what the expectations are and you can start working towards it.

If you want to advance your career, you have to ask for more at some point. Yes, it's going to be uncomfortable. Yes, you're going to have thoughts and feelings that you're overstepping your bounds. That's ok. But, if you've proven yourself time and again, you owe it to yourself to ask that question. You might very well be surprised by the response you receive.

In an age where everything changes in the blink of an eye, it's only natural to seek comfort and stability. You can pay the bills, achieve some level of fulfillment and feel secure. After a while though, you become bored, maybe even apathetic. When it gets to that point, the onus is on you. If you want more - more money, more meaning, more success, ask yourself some of these questions. If you answer them honestly and take some small steps, you just might find what you've been waiting for.