

Signs That You're Not Going to Get Promoted



Promotions are the goal for most employees. After all, who wants to stay in a dead-end job? Unfortunately, some employees are stuck in jobs with no opportunity for growth or a raise. If this is you, it might not be obvious at first. You could even receive extra responsibility, but without any extra recognition, there might be a problem.

As a recruiter, I see many people stuck in dead-end jobs. I have compiled a list of signs that you are not getting promoted. If you recognize some of these signs in your current position and are a Regulatory or Quality professional in the San Francisco Bay Area, I can help you find a job with opportunity for growth.

You Get the Work No One Else Wants

Everyone gets their hands dirty from time to time- even your boss. No one really likes doing menial tasks, but they are necessary. However, when you're the one that ends up with this type of work day in and day out, it's a sure bet you're not as valued as you should be.

Whether it be your own fault for your willingness to do whatever it takes, or you're continually being looked over by your superiors and colleagues, it's now clear that you are replaceable. This is a safe place in the eyes of your boss and there's no need to fix a problem (promoting you) if it's not broken. Bottom line, you're not about to move up.

You're Out of the Loop

People engage with you on a daily basis but it's only the cursory "good morning" or "how's it going?" Physically you're there just like everyone else but you're left out of closed-door meetings and conversations of importance. No one asks you your thoughts on that collaborative project that the rest of the team is excited about. These are all signs that when it comes time for quarterly bonuses or promotions, you're not high on the list.

Your Boss Isn't Interested In Your Ambitions

Managers that care regularly check in with their employees about their aspirations. Even if it's not with the same company, they genuinely want the best for you and will do whatever they can to help you get there. Maybe you even go to them for advice but none is given. Unfortunately, this is an indicator that you're valued only in your current role and the chances of being promoted are slim to none.

The Math Doesn't Add Up

Even though things seem to be going well you start to notice irregularities. You're asked to take a pay cut or give up company health insurance, bonuses and recognition no longer exist, meetings between HR and company executives become more frequent. These are signs that there might be a problem beyond the control of you or your boss. If your company is on thin ice from a leadership or financial standpoint, it's a clear sign that any thought of a promotion is out of sight.

There are countless reasons that you might not be getting promoted. Whether it's poor leadership above you, financial trouble, or plain indifference on your behalf or someone else's, it's important to recognize the signs and take the necessary steps to improve your situation.

If you find yourself in this situation it's natural to feel discouraged. Not all is lost though! If you take the steps to update your resume in a way that highlights your

contributions (I can help with that as well) and actively start looking for better opportunities, they are out there. There are plenty of clichés about making the best out of a seemingly hopeless situation but there's a reason why. Indeed, some of the greatest opportunities for growth and advancement stem from situations when you hit the proverbial glass ceiling. Look for signs that you can turn things around if you generally enjoy your job. But also look for signs that things will not improve and develop a plan to improve your situation.

I'm here to help. If you are looking for a new opportunity in the pharmaceutical, medical device, or biotech industries in the San Francisco Bay Area, contact me, Jeff King at jking@rqfocus.com or (541) 639-3501.