



Enhancing Your Career Value

Be in it for the long haul!

2015 Sustaining Colorado Watersheds
Conference

Agenda

- What is Career Value?
- Know your Company
- Know Yourself
- Top reasons why people succeed
- Top reasons why people fail
- The importance of Visibility- how to get it



What is Career “Value”?

Career Value is the basis for true staying power as well as bargaining power when being promoted or changing opportunities or being offered opportunities.

- It’s NOT always:
 - How well you do your job
 - Your tenure with the company
 - How well liked you are
 - Who you know



Know your Company

- Research how your company produces its “product” and makes money.
- Learn as much as you can about other departments and functions.
- Develop interpersonal skills to work with professionals outside your group/teams or department.



Know Yourself

- Determine the people that are key to your needs and success.
- Look beyond your technical abilities.
- What are your gaps? (What got you here won't get you there)
- Who are the key players to your success?
- How do you compare to others in your same position?
- How do you become more visible?



What do you value?

- | | |
|------------------|------------------|
| ✓ Helping Others | ✓ Advancement |
| ✓ Public Contact | ✓ Stability |
| ✓ Creativity | ✓ Variety |
| ✓ Working Alone | ✓ Excitement |
| ✓ Affiliation | ✓ Fast Pace |
| ✓ Team Work | ✓ Salary |
| ✓ Influence | ✓ Responsibility |
| ✓ Balance | ✓ Work Setting |
| ✓ Friendships | ✓ Status |



Know How You Are Being Judged

If you don't know the criteria by which supervisors judge your performance, you'll only succeed by blind luck.

- Formal Criteria
 - Job performance Review Process
 - Job Performance Criteria
- Informal Criteria
 - Communication
 - Coaching/ Mentoring
 - Appearance
 - Professionalism/ Etiquette
 - Interaction with others



Know Yourself- *Times have changed*



Corporate Ladder

- Traditional, hierarchical structure
- Top-down authority; limited information access
- Linear, vertical career paths
- Work is a place you go to
- Separation of career and life

Corporate Lattice

- Flatter, often matrix structure
- Distributed authority; broad information access
- Multi directional career paths
- Work is what you do
- Integration of career and life

Ladder

- **Tactical steps**
- **Learn what is needed**
- **Know who you need to know.**

Lattice

- **Build Relationships**
- **Always Be Learning**
- **Care for Yourself**

Top reasons why employees succeed

- Be productive
- Be a participant
- Be a self-starter
- Be reliable
- Be intuitive and/or have constructive ideas
- Be a reasonable person to be around
- Bring positive energy to the team
- Work for the team, not yourself
- Deliver consistently
- Sweat equity

What does success look like?

- You are asked for collaboration.
- You are asked to be on teams
- You are trusted
- You are put into lead positions
- You are asked to travel
- You get to meet with clients
- You are asked for coaching
- Promotions

Top reasons why employees fail

- Inept or poor communication skills
- Inflexibility/ Stubbornness
- Poor and lazy work habits
- Technical incompetence
- Closed minded to other ideas
- Work the minimum hours and do the minimum work
- Asking for raise / promotion in wrong way or wrong time.
- Poor relations with the supervisor (and vice versa)

- What does failure look like?
- Termination
 - Removal from a team
 - Stagnation at the same level
 - Failure to solve problems
 - Pigeonholed into one job
 - Minimal raises
 - Trivial duties
 - Undesirable jobs
 - Watching others get project work

The importance of Visibility- how to get it

- Managers promote people they *know* and people who have *demonstrated good performance*.
 - Technical Visibility (Hard Skills):
 - ◆ Writing technical reports
 - ◆ Presenting new work or methods
 - ◆ Performing field work
 - ◆ Teaching others
 - Social Visibility (Soft Skills):
 - ◆ Self-motivation
 - ◆ Desire to learn
 - ◆ Team leadership
 - ◆ Resolution of team/ customer conflicts
 - ◆ Presentation and speaking skills

Stand out!
Everything you do –and
don't do—matters.

Recap

- Be in control of your career! Life is competitive and success don't typically happen by accident.
- Identify your deficiencies early and constantly work to build yourself as a professional.
- Your development does not just happen between 8 and 5 and it isn't up to everyone else.
- Be remarkable, not invisible!