

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1012 Hard-Earned Career Lessons – Part 1

All throughout the year, I read extensively on leadership and career development. I'm looking to remind myself of what I already know (which is an important part of development), and to pick up new ideas or new ways of looking at old ideas. I'll share some of what has come to my attention recently. That's next, on The Extra Point.

Whatever you may want from your job and career, here are a few ideas that can help you to get further and do better.

1. Decide what success means to you. I've asked that question in trainings and coaching sessions for some 25 years. While some people struggle with their answer, I've also received some unique visions of success.

If you never define success and decide what it will be in your life, how will you ever know when you've achieved it?

People who didn't achieve what they felt they should have in life can often trace their lack of success to never having made this decision.

This is why we set goals and write them down. A good set of goals includes not just the destination, but also the step-by-step process — the directions on how to get there.

Never mind what others decide success means to them. This is personal. It should reflect your values, and your dreams.

What do you want? If you get that, will it make you happy? Will you feel fulfilled? Or, will you come to the end of life with thoughts of "If only," and woulda-coulda-shoulda?

2. Ditch the desire for perfection. I am and will always be a "recovering" perfectionist. If there is no 12-step program for perfectionists, there should be. I'm just one momentary lapse away

from trying to tweak something that is 99% just fine. I have to fight off the urge.

If you feel like I'm talking to you on this, I want you to repeat after me:

*Done is better than perfect.*

Scratching and clawing for perfection, to make this project, this *thing*, just a little better, can and will hold you back. It destroys projects, jobs, careers, and lives. If you are obsessed with making whatever is in front of you better and better and better, I sincerely hope it is worth the effort and pays off big ... because the pursuit of perfection will absolutely limit your opportunities.

3. Based on your answer to what success means to you, I've got two ways for you to go with respect to your personal development. There are no wrong answers to what I'm going to suggest here.

Option A — you want a steady career. You might sign on with a few employers, earn promotions where you can, and eventually land in a comfortable place in a good organization. You want a decent income. You're okay with a job in management, but not in any executive position. You also have no interest in starting your own business.

For you, I recommend improving your skill in multiple facets of your job. Going from average to above-average in several areas will provide greater value to your employer. If you can do a lot of things well, that will not go unnoticed, and will enhance your job security.

Option B — You want to rise in the ranks quickly. You might have a small number of employers, or you could have many.

(Con't.)

You want to move up, be paid handsomely, and you'll be ready for opportunity when it comes.

For you, the formula is a little different. You want to be recognized as being incredibly good at something of high value to your organization. You assess your strengths, and you decide which one to strengthen even more. When the word goes out about you, this is what people will talk about.

Second, be competent at just about everything else required in your job. If at all possible, eliminate any obvious weaknesses that will draw attention. If you're horrible at reading financial statements, get competent. If you're lousy at communicating with people, get competent.

It's either that, or be so great at your bread and butter strength, that nobody will care about your shortcomings.

In summary, decide what success means to you, stop trying to be perfect, and chart your path of personal development to match the level of success you're after. We've got more on this tomorrow.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services with Jerry Roberts, please click this link: [guamtraining.com](http://guamtraining.com)

