

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1109 Do You Stand Out in Your Organization? – Part 1

When it comes to your job, what is it about what you do and how you do it that sends a message to your boss — and others in the organization — that you are a key to their overall success? What is it that sends a clear signal that you are a “must-have,” a “keeper”? I’m Jerry Roberts, and how’s that for a way to start off the week, on The Extra Point?

Right now, in the area of human resources, all of the advantages are with the workers. There aren’t enough of them, and employers are all scrambling to find the talent they need to just stay even, and hopefully not fall behind. Sure, we want to grow, but just having the people in place to keep with current demand is the goal for many managers and business owners.

It won’t always be this way. Supply and demand always shifts from one side to the other. That will happen again. One day there won’t be as many employers so desperate to hire, or so willing to pay more than they have in the past. When that happens, where will you be?

If you’re part of the invisible majority, the folks who deliver average results to their employer, what case will you be able to make for being promoted — or even just keeping your job — if times and jobs get tight?

Let me put it another way, and pardon me if this is a little more blunt than you’re looking for on Monday morning...but if you stood up and announced that you were quitting, or just thinking of leaving, what would the reaction be?

Would there be anguish and even fear on the part of your boss? “Oh no, what do we do now?”

Or, would there be mild surprise, but nothing more, and the thought, “No problem, so-and-so will pick up the slack, and we’ll be fine until HR

can get us somebody.” Let’s get real, you are going to really know where you stand if nobody comes back at you with words like, “Gee, is there anything we can do to change your mind and make you want to stay?”

Some companies have good people looking to move up but no place to put them, and they’re ecstatic when an average worker walks away.

Or, maybe you simply didn’t stand out among all the others. When it comes to your work, what are people saying? “Mary is the best (what), or “Nobody can (what) like Francisco does.” What would that be for you?

If you want to be in that first group, the one where your boss acts like he/she got hit with a lightning bolt when you talked about leaving, you have to be able to answer that question.

Let me turn this into two questions you can take with you and think about today.

1. What important work do I do better than anybody else in my organization?
2. Am I generally recognized for having this talent and delivering this value?

Your assignment: Have the answers before the end of the day.

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.

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