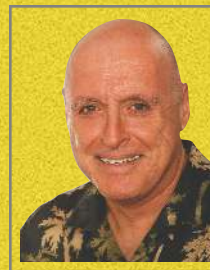


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1180 Five More Rules for Success

There are success gurus everywhere you look. Here's how to be successful, there's how to be successful, do this, do that, and you will be a success. We've presented some of that, too, and we've got another handful of rules you should think about...if success is your destination. That's next, on The Extra Point.

We're talking rules to follow if you want to be successful. We've got five today, all generally applied whether you're in the management ranks or the front line, and certainly work if you toil in the private sector, local government, or military.

1. Believe patterns, not apologies.  
If someone exhibits bad or inappropriate behavior, apologizes when someone objects, then does the same thing again, that's a clear sign there is a problem.

Apologies are a positive sign, but only when transformation takes place. If it doesn't, you have to accept the behavior as a pattern and deal with it accordingly.

2. Don't fall in love with potential.  
Every manager has somebody on the team who is judged to have a big "upside." Well, everybody has unrealized potential. For too many, however, it stays unrealized.

Potential is the difference between the level of our talents and production, and what someone thinks we can be and the kind of results we can deliver.

Let's be honest, all managers aren't equal when it comes to developing talent, and few understand what it takes to do it. Thus, a lot of that talent and productivity gets left on the table.

If a worker doesn't respond to coaching and/or doesn't have the expressed desire to grow, maybe it's time to focus on someone else.

3. Believe all red flags.

Red flags are signs of trouble. There are too many different kinds to list here, but I'm sure you've had concerns about one thing or another with your current employer or one from the past.

This also gets us back to the first point about patterns. If policies, decisions, or behaviors have you worried, don't ignore them. Doing so won't eliminate the problem.

4. Know your worth.  
Wherever you are in the organization, be aware of the value you bring. Your job matters, or you wouldn't have it.

If you've got a great work ethic, are completely engaged in your work, deliver good results, and help others — you are likely seen as a valuable asset by your employer. It's not about having a big ego, it's about understanding that value.

Know you count in the overall picture, seek to improve, and be a superior teammate.

5. Don't lower your standards.  
Don't ever be less or do less than you're capable of. If that happens, the one who gets shortchanged the most is you.

If you're a manager and people fall short of your expectations, raise them up and give them a reset so they can do better. You don't alter your standards of performance to match their output. You raise their production to match your requirements.

Believe patterns, not apologies.  
Don't fall in love with potential.  
Believe all red flags.  
Know your worth.  
Don't lower your standards.

(Con't.)

These certainly aren't all the principles you'll need to follow in order to be successful, but they certainly will help you on that path.

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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