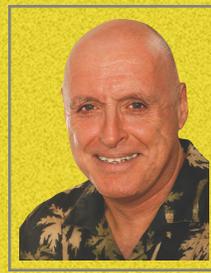


THE EXTRA POINT

BY JERRY ROBERTS



1306 Think You're Being Overlooked at Work? — Part 1

Mike walked into his boss's office on a Friday and announced he was leaving. He had taken a job with another company. His manager of three years, Chris, invited Mike to sit down. Mike wasn't ready for the conversation that followed. I'm Jerry Roberts, and that's next on The Extra Point.

Mike told Chris he was quitting his job as a marketing specialist, and explained that he'd be taking a job with similar responsibilities with the new company. Further, he volunteered that the salary was about the same.

Surprised that Mike was leaving for the same level of job and the same money, Chris asked what Mike thought he'd be gaining with the other company that he hadn't had in his current job. Mike took a long pause, then said he felt he had no opportunities in his current position. With the new company, he might be promoted to supervisor. Chris shook his head slightly.

He asked Mike when he had become interested in moving up to management, because this was the first time Mike had ever mentioned it.

During his annual review after the second year, Chris had asked Mike if he would like to be considered for a bigger role with the company. Mike's reply was that he liked where he was, and Chris reminded him of that.

Mike replied that his attitude changed when he saw three other workers in his department get promoted in the last year, and he figured his work was as good as theirs, if not better.

Chris said that Mike's work was indeed good, and told him that he would have recommended him for a promotion had he known Mike was open to the idea. He said each of the workers who had been elevated had lobbied for the job for some time.

Mike seemed unsettled by what Chris had said. He thanked Chris for being a good boss and began to walk out. Chris wished him well, then

added: "Mike, managers aren't mind readers. If you want to move up in your new company, prove yourself like you did for us, then make sure your manager knows what you want to do."

I've been a manager and I wasn't good at mind reading. While I asked a lot of questions and generally got the information I needed, it was a lot easier when workers just told me what it was they wanted or needed.

A recent article in *Fast Company* magazine was blunt: "No one knows what the full expression of your talents and skills could look like, or the grandeur of your career vision, unless you tell them. Adopt the perspective that most people aren't tuned into your talents and capabilities."

Further, they had this: "Rather than be upset that you weren't tapped for an opportunity, go to your manager and express that, when similar opportunities arise in the future, you'd like to be considered for them."

My opinion is simple. Each of us is totally accountable for our career success. Not our boss, or CEO, or business owner. We must be very clear in what we want, and how much we want it. In other words, self-identify.

Show the company what you're good at. Make a big commitment to the team's success. Tell them they can count on you and that you want more.

Speaking of more, we'll talk about this again 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.

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