

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1307 Think You're Being Overlooked at Work? — Part 2

Yesterday, Mike quit his job because he felt he had been overlooked and wanted to be promoted. His boss, Chris, reminded him that he had recently said he was good with where he was. Further, when Mike decided he then wanted to seek promotion, he should have said something. Now, Mike is off to a new employer. What can he do to get off to a solid start, and let his new boss know he wants to get ahead? I'm Jerry Roberts, and that's next on The Extra Point.

Mike wanted to be promoted and didn't see opportunity. Chris, his manager, said that he wasn't a mind reader and didn't know Mike had a change of heart about advancement.

He advised Mike to be clear to his new employer about his intentions, so as to avoid having the same problem. With that, Mike was off to his new adventure. The question now was what would he do differently?

Mike, an avid Ray Gibson listener, catches ideas from The Extra Point, and formulated his plan for the first 90 days. He knew that he could make a great impression in only three months if he did the right things.

1. Mike was proactive. He took initiative and looked for opportunities to contribute to the company. He made sure his work was done to a high level, then helped others if needed, and volunteered for new projects. Mike knew that this alone would separate him from the pack.

2. He built relationships. He learned the new employer had 100 workers and introduced himself to everybody the first month, including all senior leaders. Mike realized that almost nobody does this, so again he stood out from the crowd. Every time he saw someone, he greeted them by name.

In the next two months he spent his breaks drinking a bottle of water and walking through the building. This allowed him to talk with a wide variety of people and he became friendly

with many of them. Relationships developed quickly.

3. Mike asked a lot of questions of everybody he met. He wanted to know about their job, their background, and their personal story. If he saw one of the leaders sitting alone, he had a question for them, too. Overall, he connected well with his team members, and became comfortable and confident in his role.

4. He focused on becoming more adaptable. He hadn't always been open to change and new processes or procedures. His was seen as a person who can handle challenges in the workplace.

5. Mike was intentional about delivering results. His work was good right from the beginning, and the extra things he did caught the attention of the senior leaders he had met. Before those three months were up, one of them stopped him in the hallway on his break, and asked if he'd be interested in a supervisory position. Before his sixth month was completed, he had his promotion.

Employers today are struggling to find people they can truly count on. It's never been easier to stand out and separate yourself from the general population of workers.

Be proactive. Build relationships. Be curious and ask questions of the people you meet, including your leaders. Be adaptable, flexible, and learn to solve problems. Then, be focused on results.

If you're starting with a new employer, doing these things can pave the way to success and building a reputation as a solid asset.

Do you have to leave your job to do this? Not at all. If you're not happy with your progress and you know you're not scoring well in the areas we've discussed today, there's nothing stopping you from putting a similar plan into action. (Con't.)

It's just a mindset switch. Go ahead, flip the switch. Flip the switch.

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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