

THE EXTRA POINT

BY JERRY ROBERTS



1569 Low Talent? No Talent? No Problem???

So, you're looking around the workplace and you're doing the very thing I would generally advise against — comparing yourself against others in terms of talent, and perhaps overall value to the organization. I get it, it's hard not to do that. It's a human nature thing to do these kinds of comparisons. In doing this, you decide that you don't match up to most of the others. They beat you in experience, as well as recognizable talent and skills. You wonder what kind of future you might have if these other people will always outshine you. I'm Jerry Roberts, and what if I told you that the situation is perfect for you to make your mark? That's next, on The Extra Point.

There you are, sitting at your desk, or out in the field if that's where you do your work, and you're in a bit of distress. You just ran a fast comparison of your talents and skills, against those possessed by other folks there, and you came to the conclusion that you're probably going nowhere fast.

You don't measure up, you say to yourself. You'd be better off looking for another job; maybe something less demanding. Maybe that would give you a better chance to make some progress.

You continue the conversation with yourself: "After all, sooner or later the managers here will figure out that I can't hang with everybody else, and they'll fire me anyway."

What if I told you that you can still make a positive difference and make your mark in the organization — without any talent whatsoever? And, by the way, I don't buy that you haven't got any talent.

10 things you can do to separate yourself from the pack, to get on your boss's radar screen, to add perceived value to your place on the team. Not one of them require any specific measurable talent, but say the right things about you.

1. Be on time. I'm not just talking about

showing up when your work begins. What I mean is a total respect for time. Get to work early. Someone once said, "If you're 10 minutes early, you're 5 minutes late." Don't cheat on breaks, or stop work early at the end of the day. Show leadership that you value time. They will take notice.

2. Make a solid effort. Don't go through your shift in slow motion, even if everybody else does exactly that. Don't match low effort. It's a bad look.

3. Bring high energy. This is complementary to the last one. Effort and energy are not exactly the same. Move with purpose.

4. Have a positive attitude. You've heard it a million times, and by now maybe you're sick of all the positivity and how it's supposed to change things for you.

So far, you're good with time, making a big effort, and you're bringing energy. Go ahead, sprinkle in a little positive attitude. It won't hurt you.

5. Be passionate about your work. If the word "passionate" applied to your job seems a little weird to you, substitute 'give a hoot'. There, is that better?

We're the middle of 10 things you can do to improve your standing with your employer, that do not require any specific skill,

6. Show good body language. Simply, sit up straight, walk tall, give off the impression that you're mentally dialed in,

7. Be teachable. When people try to help you grow, be hungry for it. If you get training, use the training.

8. Do a little extra. Volunteer for projects, help out when and where you can, and strive to be a resource for people. It will be noticed.

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9. Be prepared. Come to work ready to work. There's more to it. Be ready when opportunity bangs on your door.

People get sick, they resign, they get fired, positions open up. Why can't one open up for you? Oh, it's about that lack of skill you talked about?

If as certain job interests you, do you need to get that job before you start building a base of skills for it? Why not go to the person who has the job now —preferably somebody within a few years of retirement — and have them teach you little by little?

10. Have a strong work ethic. Work ethic and skill have nothing to do with each other. Work ethic is about the consistent value you bring to your employer.

!0 ways to impress your bosses and maybe even earn a promotion, and none of them deal with talent.

Several years ago, John Maxwell wrote a book entitled *Talent Is Never Enough*.

If I had to choose between a person with loads of talent but a lousy attitude, versus someone short on talent but with an amazing attitude and work ethic, I'd choose the latter.

The old saying is, "Hire for attitude, and train for skill."

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

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