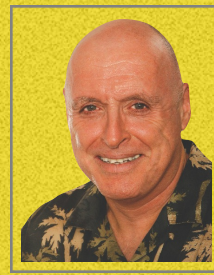


THE EXTRA POINT

BY JERRY ROBERTS



1796 Leveling Up: Veteran Non-Managers

We've done numerous commentaries that have focused on leaders, managers and supervisors, and new hires. While we've done plenty that would appeal to all workers in general, we have never turned the spotlight on non-managerial veteran employees. These are the folks who have come to work every day, sometimes for many years, and they have quietly become the backbone of their organization. Even so, sometimes they hit a rough patch, get pulled down and need to hit the reset button. I'm Jerry Roberts and if this describes you, we've got a list of things that can help can do that. We'll get to it, next on The Extra Point.

I have known some incredible people who toiled away from the spotlight and the glory, and who delivered high value every day for their organization and their coworkers.

It would take the rest of my time to list the many ways that veteran workers make a difference. You likely don't need me to give a more detailed description. I'm guessing you can close your eyes and see someone's face pop into your mind...the face of someone your company would never want to do without.

So, for them, and maybe you're among them, 10 ideas to reset and recharge.

1. Reflect on personal values. Go back to square one. Never mind what's going on now. Never mind what's got you unsettled. Take time to identify the core values that have guided your career. This is who you are. Build from there.

2. Document your journey. This isn't easy, especially when you're trying to catch up on 10 years of work, or 20, or longer. Start with the big events and then fill in the gaps as you can. Highlight lessons learned and pivotal moments that influenced your career path.

3. Seek mentorship. Yes, even at this stage of your career. Mentors are not just for the younger ones. A good mentor can help you identify the things that are truly important, and

spur growth that you probably didn't know was still inside of you.

4. Revisit career goals. Maybe you've never written down a set of goals. That's okay, start now. Get intentional about objectives and move on them. For veteran workers who have been on one track for a long time, this can be exciting.

5. Commit to lifelong learning. Books, courses, projects, and any other means of learning. If you prefer you don't have to go after advanced certifications or the like, but don't stop your growth.

6. Collaborate as often as you can. Encourage open communication and working with peers. Share your insights and experiences to create a supportive work environment. This can be fun, and expand on the ways you create value for your employer.

7. Embrace change. Be a change agent. Reflect on how your foundational beliefs can help you adapt when necessary. Stay open to new ideas and approaches. Be an example to those who have trouble with change.

8. Start celebrating all achievements, large and small. Work is tough and we lose track of time and events. We need to celebrate more, and celebrate together. You're the vet, and you can lead the way.

9. Leading the way means you lead by example. Demonstrate the values and work ethic you believe in through your daily actions. Your behavior can inspire others and strengthen team dynamics.

10. Visualize your future. Too many veteran workers stop thinking about a future when they hit the 20-year mark. They figure they've likely climbed as far on the ladder as they're going to get — or at least they're most of the way. You're likely selling yourself short.

(Con't.)

Within these steps to reset and recharge, there is also the potential to reinvent. Millions of people do it every year.

Why can't the second half of your career or the final five or ten years be more fruitful than the years you see in the rearview mirror?

You've got the talent, the skill, the experience. Add desire, then see where it takes you.

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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Karp's assertion that schools impart

