

Getting and Keeping a job!

One of life's great accomplishments is to secure great employment! You look forward to going to work everyday. But sometimes, going to work evokes fear, loathing and down right disgust. Don't let your feelings go this far, think about the situation in four "alignments". The alignments include Ambition, Skills, Rewards and the Boss. These are simple and easy things to think about to help you look through your situation and identify opportunities for change.

Alignment with ambition

Are you working for a company and in a role that is getting you closer to your goal? This is a fundamental question to ask yourself and unfortunately most people never do. Because without a goal it's impossible to know if you are headed in the right direction. I often recommend a "goal first" approach to business planning, but it's also the first place to start as you think about your own direction. If you have never taken the time to write down where you want to be in three, five, and 10 years, now is the time to start.

Alignment with skills

The most enjoyable jobs fully tap our exiting skill sets and challenge us to grow new ones. Are you a master of the domain you are currently working in or are you on your way? If the answer is yes, you are probably fairly satisfied with the work you do. If the answer is no you, your confidence has likely been battered and you are constantly looking over your shoulder. Now, if you are out of your element a good boss and training can counteract any suffering and help you regain your mojo.

Alignment with reward expectations

There are two types of rewards and both are important. Intrinsic rewards are based on the personal fulfillment you get out of a job well done. External rewards include your salary and any other material benefits you receive from your employer. Your reward expectations need to closely match reality for you to be satisfied. If there is a disconnect here for too long, you will grow disenchanted with the work you do or worse. You might not be able to pay your rent or mortgage.

Alignment with boss

It's in vogue right now to suggest that people do not leave their jobs but instead leave their bosses. As you have already read, there are many reasons for leaving a job that have nothing to do with your boss. However, I agree that an unsupportive boss is at the top of the list driving folks to update their resume. I have left bosses who: chased employees around the office, did not allow their staff to speak

with other managers, and threatened retribution when someone quit. Does your boss have your best interests in mind?



Doing Well at your Job!

All of us want to be better at our jobs, right? We all want to be the best, represent the best and do the best we can. These are great motivations and have great benefits with our relationship with our employer. The fact that you want to make yourself better at your job is a great step. Embrace it—you're trying to be a greater version of yourself!

- to give you a higher chance of getting a raise, a promotion;
- to make you indispensable and valued;
- to grow your professional and personal experience and skills.

There are several easy steps that you can do that will make a difference in your career and growth in your chosen employment field:

Be adaptable to change

Nothing is going to stay the same during the course of your work. With that said, there are always going to be changes in your work environment. The way you work this year may not necessarily be the same with the way you work next year.

Build and sustain your network

Have you ever heard the saying that your income is the average income of the five people who you hang with out the most? Make sure to connect, reach out and develop sustainable relationships with authorities in your field as you're going to need them to help you work on your skills and knowledge.

Think differently

Don't be afraid to be a thought leader. Go the extra mile and create productive things related to the industry of the company you're in. Volunteer to contribute to your company blog, to speak at your company's events and even to represent your company when you're invited to be a part of a panel.

Prioritize and get the most important things done

You can easily be overwhelmed by your workload if you constantly face concerns and if you let these concerns easily pile up. Ask yourself: will doing this ultimately make yourself better at your job? Will this make a difference?

Always keep updated with the current industry events

Innovation is one of the factors that can help your company thrive in your industry. For you and your company to succeed, you need to have a significant competitive advantage that can help put your company at the top of the game.

In the end, to make yourself better at your job, you shouldn't just focus on delivering better reports or spending more time with your bosses. It's about how you improve yourself and contribute to the companies mission and bottom line. A company is only as good as their employees!

