

Winning Attitudes for Career Success

1. Be a Quick Change Artist.

- In today's economy you have to go with the flow.
- That means rapid recovery and instant re-alignment with goals and objectives.
- Don't be the person who sits around for six months battling against the inevitable.
- Be the person who rallies to the cause and helps drive toward the new direction.

2. Be Engaged in Your Job.

- Know the difference between showing up versus contributing.
- As one manager said when asked, "How many people work here", "Oh", he replied, "about 50% of them".
- Career success in any role belongs to the committed.

- Invest passionately in what you do and success will come a lot easier.
- If you can't invest passionately, or discover a passion for your chosen profession then maybe you are in the wrong job and are destined therefore to be mediocre.

3. Achieve Maximum Velocity.

- In today's economy organizations that fail to move quickly, will die.
- But organizations can't go fast if their employees go slowly.
- Develop a strong sense of urgency.
- Fail fast, fix it, and move on.

4. Learn to Live with Uncertainty and Ambiguity

- The times they are a'changing and they are often changing weekly.
- Expect shifting priorities.
- Develop an ability to improvise and achieve "Role Clarity" for yourself.
- In other words, keep an eye on the big picture, but if it seems clouded from where you sit make sure you know what is expected of you and seek to contribute.

5. Be in Business for Yourself.

- The biggest mistake you can make is to believe that you work for someone else.
- Take ownership, consider how to personally; cut costs, innovate and be your own service centre.

6. Commit to Lifelong Learning.

- This is something most technical people are extremely good at.
- But don't rely on your employer.
- Invest your own money and time in improving yourself as a "product".

7. Add Value.

- If you want a long and successful career concentrate on making contributions and making a difference.
- Effort, long hours and putting in your time, are not enough anymore.
- Above average employee's focus on outcomes, not process - they can demonstrate results.

8. Manage Your Own Morale.

- Put someone else in charge of your own morale and you dis-empower yourself.
- Knowledge and expertise are greatly diminished without energy and a positive attitude.
- Showing up for work motivated is part of your obligation to the company.

9. Be a Fixer, Not a Finger Pointer.

- Organizations need people who can fix problems.
- Be the solution provider, the person who brings their team to a solution.

10. Be Prepared to Fail.

- Recognize that failure is a necessary precursor to success.
- As one famous businessman observed: in order to achieve success more rapidly, first double your failure rate.

11. Be a Great Listener.

- People gravitate to great listeners.
- People who listen well make consistently better decisions, follow instructions more closely and understand what questions to ask to truly understand the subject in which they are engaged.
- As a result their job performance is superior.