

S U C C E E D

Mixed Blessings

How to make sure your next job elevates you

By Fran Zone



In this Dickens-esque economy, it has become increasingly difficult to separate the good news from the bad. Escaping a lay-off when your team has been severely down-sized is good news in the moment and bad news when you realize you now have what was once the work-load of many.

This is the moment that you need to take two breaths – The first is a breath of relief for staying employed. The second is the breath that will keep you employed and on-track to be successful in your new role.

New positions almost always come wrapped with new responsibilities, increased leadership expectations, and large jumps in financial accountabilities. Often, they are more a leap of faith than an acknowledgment of competencies. In a downturn, you may also find yourself 'promoted' and expected to do more for the same – or even less – salary.

As someone who sits one-on-one with the newly promoted regularly, I am well-aware of the slippery slope this can be. Too often, we put more energy into doing a job than planning for success when we get it. This is a mistake that can prove fatal.



We all want to be more – Be very careful that it

Do your homework.

Get a mentor.

Pace yourself.

doesn't require that you do more than you are capable of in the bargain. To ensure that your next assignment elevates you rather than buries you:

Do Your Homework: Know and understand what success looks like in this new position and find out what management is planning to do to support it. 'Sink or swim' promotions have no commitment behind them and require all involved to choke on a lot of water for no good reason. This is the time to clearly define your new role and negotiate for what you need to succeed in it. If they are truly committed and/or need you to succeed in this new role, you'll get it.

Get A Mentor: Find someone who models the success you seek and recruit them to mentor you. A good mentor will lead you to the tools and resources you need, while providing invaluable access to the wisdom of experience.

Pace Yourself: Sustainable success is a one-step-at-a-time proposition. Give yourself time to learn the lay of the land. In the beginning, listen more than you speak. You will get invaluable candor and insight from those around you – and when you do speak, your thoughts will be valued.

Remember, you're in this new position because people believe in what you can be, not just what you can do.

As featured in the Spring 2009 issue of PBWC Connections magazine



Learn more about how Fran's unique approach helps clients succeed at:

Zone Communication
www.zoneme.com

An award-winning leadership communication expert and executive coach, Fran Zone is creator of The Zone Method™, a proven program for maximizing personal style and mastering the art of 'deliberate communication'. The Zoned include leaders at Hearst Magazines, Del Monte, Intel, NBC Olympics, Time Inc, Genentech and Johnson & Johnson. Fran is frequently seen on ABC TV's View From The Bay. www.zoneme.com.

S
T
O
W
T
W
O
S
T
W
O
S
T
W
O
S
T
W
O