

# Career Management

Carole J. Parker, Ph.D.

*In today's world many are concerned about keeping their jobs or getting hired again.*

## **How To Stay Out Of Your Own Way?**

The most dangerous threats to career elegance are not external. More often people down their own careers. Many and various are the ways of self-destruction (conscious or unconscious) say executive recruiters, career coaches, academics and human resource personnel. Almost all stories boil down to one of five themes.

### **YOU ARE NOT IN STEP WITH YOUR WORK PLACE CULTURE**

Failure to steep yourself in the culture of the organization creates questions around “goodness of fit” and leads to all the ramifications possible when you are “not one of us, not on board.” Hiring and firing decisions often have huge amounts of this component.

### **YOU OPERATE LIKE A LONE WOLF**

Being an effective colleague, sharing information, and developing others all enhance your ability to get things done in an organization. Networking is not just schmoozing; it is necessary to increase your internal and external intelligence. Identifying and connecting human resources is vital to your success. No one makes it alone. Support is also immensely helpful for human connection and career opportunities.

### **YOU FAIL TO MARKET YOURSELF**

Tom Peters calls it brand management and the brand is you. Believing that all you have to do is good work and someone will notice is very risky in today's world. People need to know about your accomplishments, skills and ideas in a way that is relevant to the organization and that people can relate to. Your goal accomplishment, your commitment to service and excellence need some advertising and connection to others goals. Nothing obnoxious suggested, however, you do have to be able to talk about what you do with energy and conviction to be credible. As a leader you need to be interesting and interested.

### **YOU BRING YOUR PRIVATE TRAUMAS INTO THE WORKPLACE**

We all bring our lives to work; probably more that we bring work home. The idea is to balance self-disclosure with professionalism so that you do not reduce your credibility in the workplace. Life is full of issues and struggles. People at work listen to what your concerns are and how you deal with them. If we hear about these regularly without much progress, pretty soon we are going to start to wonder about your ability to manage work related projects effectively. There are only three categories of impressions or reputations; zero, negative and positive. Too much ineffective personal life management creates a negative impression of your coping abilities and your judgment calls.

### **NEGATIVITY i.e. YOU DEVELOP A BAD ATTITUDE**

Negativity is under-rated. Often people have no idea how their sarcasm, lack of enthusiasm, criticism of management, etc. adversely affects them and others. Some people get so grim their co-workers would rather have gum surgery than go to lunch with them. Optimism and a problem-solving mentality serves people better in terms of wellness, living a quality life and of course career success.

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*“Helping extraordinary people live meaningful lives”*

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