What Got You Here Won't Get You There

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Do You Know Someone Like This?

- Smart, talented, works hard, loyal
- Not moving up
- A "solid worker" but not tapped for leadership roles
- Can't understand why



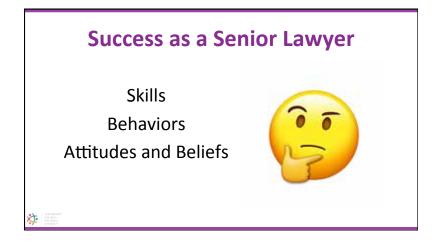


Skills Behaviors Attitudes and Beliefs









Prepare NOW for Future Roles

The job you WANT and the job you HAVE now are qualitatively different

One does NOT fully prepare you for the other It's NOT a natural progression

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Making "the Jump"

Transition from Individual contributor (do assignment) to

One who *manages or leads* to achieve objectives

(marshal people & resources)







Acquire Next-Level Skills, Behaviors, Attitudes & Beliefs

- Do some research, don't assume
- Don't be "delusional" about current success
- Choose how much to work on weaknesses
- Think like an owner or a C-level executive

Acquire Next-Level Skills, Behaviors, Attitudes & Beliefs

- Focus more on mental preparedness
- Study success reading, podcasts, seminars
- Engage a career or leadership coach
- Turn your employee review into a project

What Will Get You There?



Skills, behaviors, attitudes & beliefs that will enable you to achieve success in your NEXT role.

How you will ACQUIRE those skills, behaviors, attitudes & beliefs. Concrete ACTIONS.



Pressures to Maintain Status Quo

- · Ruled by habit
- Lower stress
- Fear of failure
- Others want you to stay
- Afraid to outshine others
- Urgent vs. Important





Overcome Inertia (theirs and yours)



- Connect to your motivation
- Don't wait for a clear path
- Don't wait for permission
- "Optimal anxiety" creates higher-level performance
- Find your replacement
- Acknowledge others' needs

What's Next?

- Circle the 5 most important skills,
 behaviors, attitudes, and
 beliefs you must acquire for your next step
- Identify HOW to get them
- Take action on at least 2



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Thank you!

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