

**IMPRESSION:** a characteristic, trait, or feature resulting from some influence, a telling image impressed on the senses or the mind

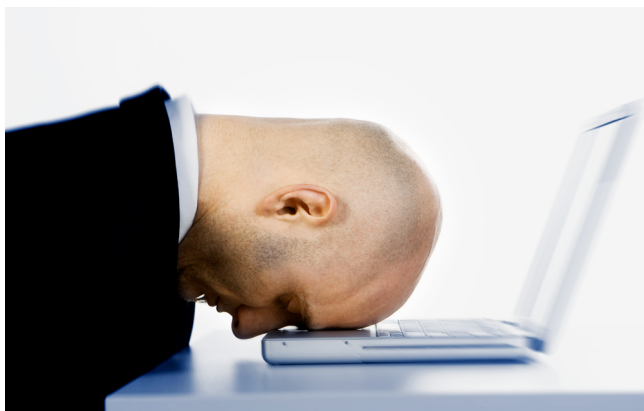


It's time for positive

# CHANGE

## Why You Didn't Get the Promotion

UXL, October 2014



You've been passed over again. Someone else in the office got the promotion you were hoping for and now you have to put on a brave face and try to be happy for them. But in your heart, you know that *you* should have been the one to earn that promotion. You always show up on time; you're a team player; you've been with the company for a few years now; you get your work done in a timely manner. Don't you possess all the key elements the company is looking for? Aren't *you* the perfect candidate for a promotion?

Maybe, but it's still not enough. You can work hard all you want, but unless you **work with a strategy**, it will probably get you nowhere.



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Forward



*from the*  
UXL BLOG

Working with a strategy means planning and thinking ahead, knowing how to function within your office community. When you consider your new work strategy, keep in mind that there are a few key reasons people get overlooked during promotion time. Here are my top four:

### 1. You are stagnant in your position

If you are doing the same thing day-in, day-out, do not expect a promotion. Yes, you might be doing everything that is assigned to you, but you're settling for normalcy instead of shaking things up a little. A promotion-worthy person figures out a way to stand out and **thrive** in their position, instead of just **survive**.

#### How to do it?

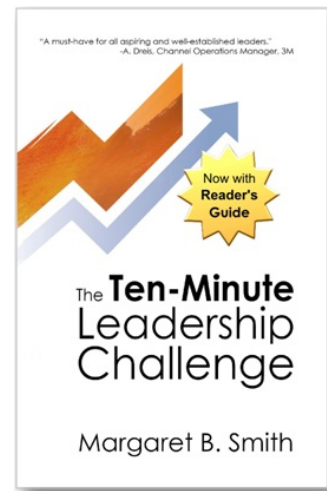
One great way to stand out is to seek new skills. You could make a drastic change, like going back to school for an advanced degree, or you could take a few classes from your local community center on Excel or Photoshop or even a foreign language. Another thing you could do is take on temporary projects, such as acting as a mentor for a new employee or volunteering to run the next holiday party. Make yourself valuable!

### 2. Your superiors aren't advocating for you

Maybe you barely know your boss, or maybe she has no idea what you've accomplished lately. Either way, it hurts your chances to get ahead if your superiors have no motivation to nominate you for a promotion. You might be doing an outstanding job, but the right people have to know about it.

#### How to do it?

First of all, be friendly and engaging with your boss. Ask her about her family or what she's up to this weekend. Make yourself a presence. Secondly, check-in with your boss regularly about the projects you're working on. You might send a short email asking a simple, project-related question OR you could slip something into a conversation with your boss like, "By the way, did you see the latest research we've done on X Project. I'm really excited about it because..." Of course, you shouldn't brownnose



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### When to Throw in the Towel...



Our society believes in the power of persistence, but there are times when no amount of will power or force can make a difference. These are the times when the courageous thing to do, as counter-intuitive as it may

or be a pest—just aim for an authentic, natural relationship and don't be afraid to toot your own horn every once and a while.

### 3. You're not asking for it

If you don't ask for a promotion, you won't get it.

#### How to do it?

Jumping off of point number two, you should be in regular contact with your superiors. Make your career goals known. During your next one-on-one meeting or casual conversation with your boss, make sure to tell him about your aspirations. You could say something like, "I really enjoy my current work, but I see it as a stepping stone for bigger things and I am excited about the possibilities within our company." If you find it difficult to find time to talk to your boss, another tact you could take is applying for positions within the company. Frequent the job listings site and only apply for positions that you are seriously considering.

### 4. You're not working well within the company culture.

Maybe you don't get along with your co-workers or don't agree with the views of your superiors. Maybe you don't bother to socialize with others or involve yourself in company extracurriculars. The people that tend to get promoted are frankly the ones that fit in.

#### How to do it?

Make an honest effort to get involved with company parties, happy hours, lunch outings, etc. Make conversation with your co-workers and do your best to get to know them. A quick hello and a few friendly questions can go a long way. Try putting forth a good, solid effort to fit in with the company culture, BUT stay true to yourself. If you find yourself overwhelmingly at odds with your company culture, then it may be time to move on. Make sure this is your last option and that you've tried fully engaging yourself in your work before deciding to leave.

Good luck with that promotion! [Contact me](#) to find out how I can help you get ahead at work.

seem, is to [let it go and move on](#).

### ...and When to Keep Going!



In the blog post above, I highlight some questions you can ask yourself to help you decide if it's best to let "it" go. "It" is different for everyone, whether "it's" a goal, a project, a relationship, or even the career you're presently in. For this post, I thought I'd give a few counter points: how do you know if [you shouldn't throw in the towel](#)?

### Michael Goldberg on Great Networking Skills



In this talk, Michael

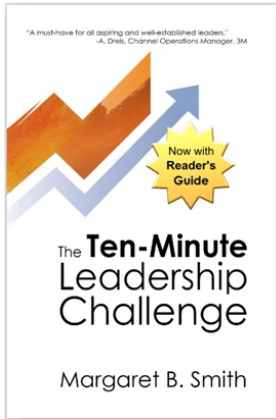
Best,



Margaret Smith

Founder, [UXL: Creating Successful Leaders](#)

Author of [The Ten-Minute Leadership Challenge](#)



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**Margaret Smith** believes in

Goldberg defines networking as "a proactive approach to meeting people." He reveals ways to take advantage of opportunities you encounter when meeting new people. [Take a look!](#)

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**Margaret** is a career coach, speaker, licensed Insights Discovery practitioner, and adjunct professor at St. Kate's University with 27 yrs experience as a Senior Leader for 3M.

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