

Take Me Higher -

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Promotions - - tenacity, performance and reward. We're often so busy working, we spend so much time in drive - we don't realize we've arrived - we forget to pause and look up. Promotions are often realized when you become aware of what you have been contributing, and that you'd like to contribute more, in a leadership capacity.

What you need first, is to believe you are the right person for the role. This is based as often on accumulated facts as it is on whether your inner voice is an overbearing wet blanket, or a cheerleader in a business suit. Aligning ourselves for a promotion is less complicated if we believe we are capable, suitable, and in fact, THE person for the job. You may have varying levels of "educating" to do, depending on how close your working relationship is with the next in line, the Boss, the Hiring Manager. So get your head in the game - you can't play if you're not pitching.

A few things to keep in mind:

1. They may not feel the same way. This is where the emotions take a back seat. This is business - and if what they say makes sense, let them know that - and urge them to work with you to achieve what's necessary to move you to the next level - invite them to challenge you.
2. If they don't agree, and the reasons don't ring reasonable - Cheeky response? Call me. On a serious note: "Let's agree to disagree and see where that takes us. I believe I'm the right fit for this role, I'd like an opportunity to step in. If that's not where you see me at XYZ company, that's disappointing - still, I appreciate the time you took to meet with me and would appreciate you considering me for a leadership role in the future - I look forward to addressing your concerns." And then call me.
3. They feel the same way - but are tentative: Remind them that every role comes with a 90 day period of evaluation. A time for you and them to determine whether you are the best fit for the role, and if this role is the best option for your career path. It's amazing what a little reassurance will do, even in business.
4. They are right there with you and sky's the limit - know stepping in, what your goals are, that there will be increased responsibility, that other's in the company will look to you for answers, that the pressure is on. Promotions are not about the title - it's not a feet-up-on-the-desk - "I've arrived", pressures off ticket to easy street - It's more hours, more work, more responsibility. Make sure you're ready.

Footbridge Companies Founder, *Rich O'Donnell* - said yesterday in our company meeting - "We've arrived at a place where we step from small to mid-size company - and in this

transition, we are able to create opportunities." Opportunity - it's only there if we see it, and believe in our own value and abilities.