



Re.engineer Hacks

Introduction

EMPLOYEE ENGAGEMENT

JOB PROMOTIONS

From our recent employee engagement survey, the participants that scored the lowest have not received a promotion in the last 5 years. This **HACK** will provide some perspectives on what is needed to secure a promotion.

Volume 1 Issue 1

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TOP vs GOOD Performer

The top performers push themselves to high levels of effort and performance. These people set stretch goals that go beyond what others think are possible. They also encouraged others to achieve exceptional results. Often 'GOOD' performers get into the habit of waiting to be told what to do rather than taking the individual initiative themselves.

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Sweat Equity ≠ Promotion

Sweat equity isn't the same thing as creating value. You can “work” three times as hard as your peers but still not receive the same career progression. Your work must translate into **VALUE** – meaning it must connect with overall purpose or mission of the organization.

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Targeted Collaborations

Don't be a Lone Wolf. Sure individual contributors can no doubt be successful but volunteering to help others shows that you are going **ABOVE AND BEYOND** to support team's mission. It also shows that you are willing to **LEARN** new approaches as you partner with others to solve unique challenges.

Emotional Intelligence

Self-awareness, self-management, social awareness, and relationship management are 4 key elements of E.I. Being in tuned with your E.I. shows that you **1** understand your strengths and weaknesses and their effects, **2** take **INITIATIVE** and have the ability to keep working despite setbacks, **3** have the ability to explain yourself well and be aware of how you are being understood, and **4** have the skills to improve relationships, negotiate, and **LEAD**.

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Stay Away From Drama

From rumor mills to office cliques, workplace drama does not support your efforts of attaining a promotion, so excuse yourself, set boundaries and **BE THE CHANGE**.

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#LinchpinMentality

Seth Godin describes a Linchpin as somebody in an organization who is **INDISPENSABLE** - who simply cannot be replaced because their role is just far too unique and valuable. If you truly want to attain a promotion, then falling into the same ole routine isn't the path to success. Linchpins have incredible self awareness and their willingness to outwork and outstudy everyone else enables them to be actionable and in the moment all the time. They also **DELIVER UPON EXPECTATIONS**. Every day, every minute, it is all about choice — “The only thing we have to do is remember that we control the harnessing of (the power of choice). Don't let your circumstances or habits rule your choices today. Become a master of yourself.”

- Godin

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Growth Mindset

In a fixed mindset, people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They believe that talent alone creates success—without effort. In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a **CONTINUOUS LEARNING** viewpoint and advances your knowledge.

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Quality vs. Quantity

Top performers consider quality a priority over simply getting things done. What's better? Having 10 goals and accomplishing 4 of them or having 4 goals and completing all of them, especially ones that **ADD VALUE** to your organization.

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Rules of Engagement

Many companies have a pre-determined list of promotional requirements that need to be fulfilled before candidates are considered for a promotion. Have an **EMPLOYEE DEVELOPMENT** discussion with your leader and as a part of this dialogue, you should express your interest in securing a promotion. Many people think their leader knows where they want to be versus telling their leader what position they would like to work towards.

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Confidence

The great thing about **CONFIDENCE** is that when you have it; dangers become opportunities, obstacles become innovations, and setbacks become breakthroughs.

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Talk the Talk

When was the last time you heard someone complain because a peer or leader communicates too much or too effectively? Didn't think so. The foundation of growth relies on your ability to **CONVEY IDEAS CLEARLY AND EFFICIENTLY**. It's a skill that carries incredible advantages for those who hone it well.

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Conclusion

This **HACK** has provided several perspectives on how you can position yourself to attaining a promotion. It's definitely not all of the actions you can take but it does contain many of them. Remember, getting a promotion isn't about destroying your competition or taking short cuts. It's about the small steps, the simple shifts. Now go Re.engineer!