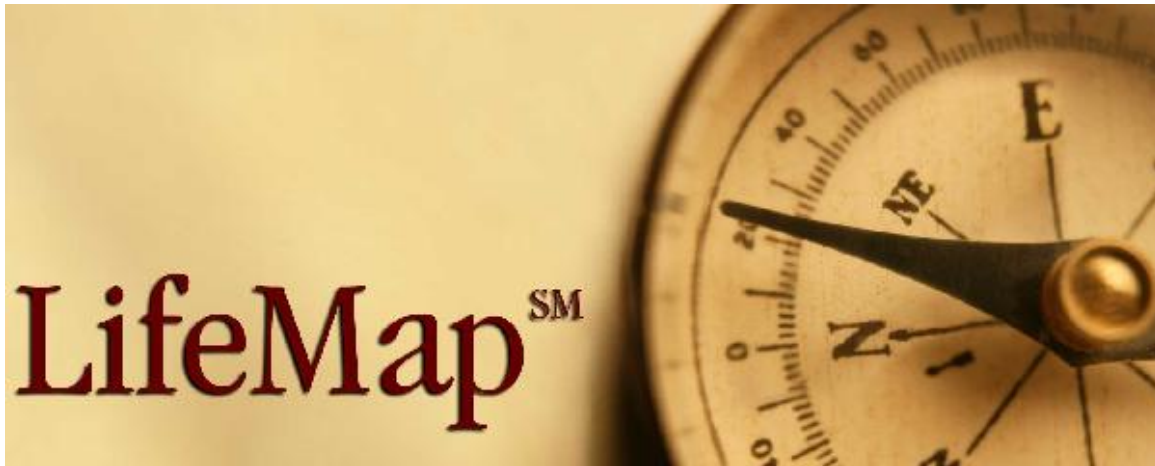


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LifeMap is a navigational tool to help you on your path towards personal and professional success.

Our belief is that you can achieve a more rewarding career, a more productive organization and a more satisfying life.

Summer 2017

This Month's Message:

**Getting Promoted:
Don'ts!**

Paths Forward:

CAREER BEST SELLER

**Tired of boring
meetings??**

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Getting Promoted: Don'ts!

Wowie, zowie!!! The last edition of LifeMap really touched a nerve. We received more email responses to "Get Promoted Faster" than any LifeMap in almost a year. I think it demonstrates just how many folks are ready to advance their career. Some credited me with clairvoyance for sending this one to their in-box just when they needed it most. (Sadly I'm not clairvoyant or I'd be spending my afternoons with a cool beverage in my hand at the helm of my yacht.) Some said it provided just the motivational jolt they've needed. (Those are my favorite comments. Thank you, thank you.) But I also received a surprising number of comments wishing I'd written it earlier - before they had made some serious mistakes.

I am gratified that many of you took the time and effort to

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I am grateful that many of you took the time and effort to share your missteps with me so that I could share them with others (anonymously, of course). From time to time you hear me refer to "the LifeMap community" - this is what I mean by that phrase. I cannot and do not take credit for every idea I share on these pages. In a sense you have friends, colleagues and potential contacts whom you have never met. Generously, they are willing for you to learn from their mistakes and on our behalf I thank them. If you chose to join me on LinkedIn you will discover who many of them are.

The **Don'ts** I share below are not just the opposites of the **Do's** from last month though you will find some closely related. Some of suggestions / comments may seem harsh but I have tried to modulate them a bit without diluting the heart of the matter. Forewarned is forearmed so make use of this hard-won wisdom from others as you go for that promotion you so desire.

Paths Forward:

* **Don't Rely On Longevity.** Many folks suppose that years of service with one's employer factors into getting a raise or promotion. Time served may account for an occasional, small bump in pay but its not going to get you much. Appreciation of loyalty is not a defining quality of today's corporate culture. Making years of service part of your rationale for a promotion may even weaken your case. If what you've *accomplished* in those years of service makes you qualified for a promotion that's entirely a different story.

* **Listen To The Doctor.** No, not me. Listen to New Orleans' own Dr. John (Mac Rebennac) who sang "Musta been the wrong time, musta been the wrong place." Asking for a raise or a promotion is tricky business. Timing and location are vital concerns. Assess your target. Is he or she a morning person, most agreeable after lunch, late in the day, late in the week? Avoid "crunch" times. This is a serious business matter so it should take place at work (preferably in your bosses office with the door closed for privacy) not in a social setting.

* **Don't Use An Ultimatum.** One of the most destructive approaches to succeeding in a discussion or negotiation is to issue an ultimatum. Most people react negatively to coercion. Threatening to leave if you don't get your way demonstrates that your thinking is "win-lose". Even if the target of your request is on the verge of agreeing with you such pressure can lose you the deal. It's much wiser to structure your position in such a way that your target sees it as a "win-win".

* **Don't Rely On Performance.** You've just received a good performance review. Maybe you have a series of them. Great. But performance alone won't get you promoted. You've got to actively go after a promotion because very few promotions come looking for you. And remember that both your work ethic and skills at working with a variety of people are crucial to you landing that promotion.

* **Don't Ask For The Moon.** Determine what you want to do

with this promotion. More money will probably come first. But what else will you want and need to succeed? More admin support, upgraded tools, travel budget, better office or parking space or car allowance or expense account? Do some internal (and probably confidential) research to determine the likelihood of getting them. Then, mentally prioritize them in order of their importance to you. Negotiate for those items in that order. You may not get everything you want but you should be able to get most of what you need.

See you in September.

LifeMap (sm) is about using what others have learned the hard way to help you make the career and life changes you want.

CAREER BEST SELLER

For the past 30 years I've surveyed successful job hunters and captured their proven shortcuts, insider knowledge and time-saving / stress-reducing tips.

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