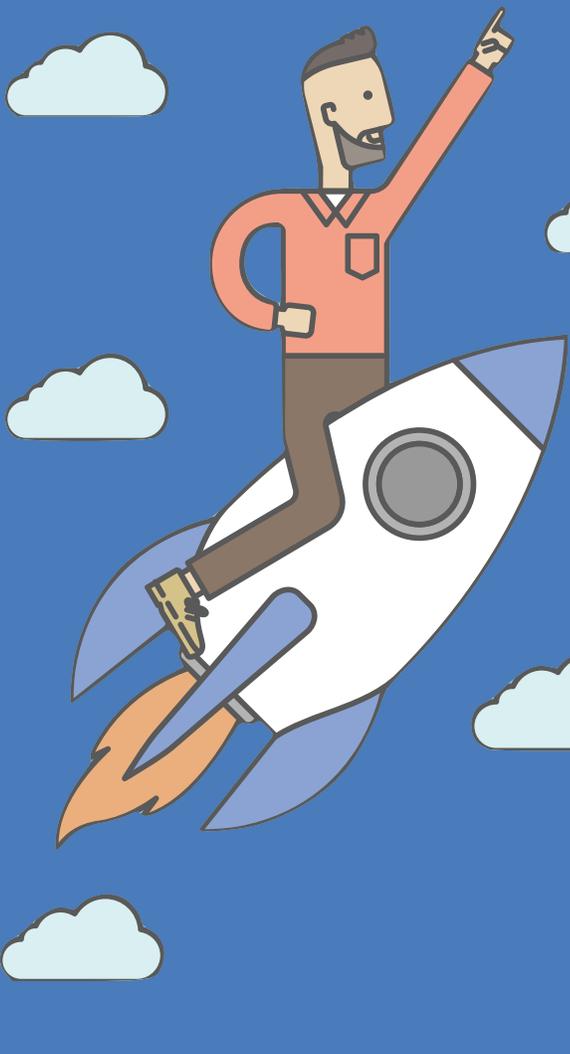


LEARNLOFT

HOW TO
KNOW YOU'RE
READY FOR A
LEADERSHIP
ROLE

*and
What to Do About It*



At a certain point in a professional's career, they build up enough knowledge and confidence in their ability to do their job. Then, they consider the idea of a promotion and imagine what it would be like to move into a management role.

This is all well and good, but many people often forget the implications. Management isn't just about a move up in pay or recognition, it's also about leading others.

Does the thought of managing people, directly impacting someone else's work fulfillment, and making big decisions appeal to you?

If you're still doubting your readiness, here are powerful signs you are ready for a leadership position within your organization:



You have matured enough to think beyond yourself

No longer do you only think about yourself and satisfying your personal needs or desires. You are regularly thinking about other people and how your actions impact them in a negative or positive way. You say "we" more than "I" in your professional and personal life.



Work doesn't feel like work anymore

Early in your career you would stare at the clock and couldn't wait to bolt out the door. Now you enjoy being at the office. The clock is there to help you manage your calendar, not to determine what time you leave. Your passion and enjoyment for the work you are doing is contagious and others can count on you because of your work ethic and positivity.

You can handle criticism gracefully

Receiving feedback and criticism from other people is now a way to improve yourself. No longer is your first reaction to get defensive or stop listening. You now seek feedback and advice from other people because you know it motivates and improves you.

Others describe you as someone of great character

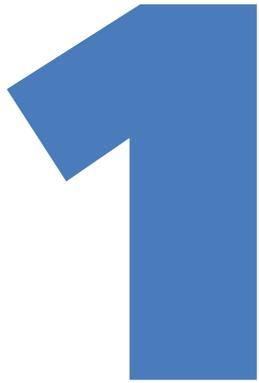
When you aren't in the room, people speak highly of you. They do this because you are making the right decisions both in and out of work. You are volunteering your time, effort, and energy in things most people wouldn't want or think too.

You're committed to getting better

You enjoy learning and improving yourself. You choose reading books and listening to podcasts regularly over watching TV from 8PM-11PM (except on Game of Thrones night of course). You proactively seek out a mentor to help guide you through your personal and professional life. You regularly follow thought leaders like Tony Robbins, Jon Gordon, Gary Vaynerchuck, Seth Godin, or Bill McDermott because they are filling your brain with positive thoughts and emotions.

If these signs are present, then you display the signs of a leader. It's up to you to move into a leadership position.

Here are the top 3 things you can do to solidify your spot:



Get Advocates. The definition of an advocate is a person who publicly supports or recommends a cause (or in our case a person). When looking for advocates, consider mentors, people that will help you grow, will look out for you, and will pull you up.

The key here is being intentional and seeking them out and also realizing it's a two-way street. There are a lot of ways to do this but it starts with asking, via email or phone call. Ask to have coffee, lunch or a more extended call to learn about their journey. Then you can uncover ways to create a mutually beneficial relationship.

Manage Up. Be Proactive with Your Intentions. Make sure your manager/leaders are aware of your desire and intent to lead others. Discuss your personal growth with them and how you can positively impact your organization from a leadership position.

Managing up is method of career development that's based on the mutual benefit of yourself and your manager/leader. Let others know your goals and committing your actions to achieving those goals is a perfect way to manage up. It's not about manipulating or being pushy. Instead, just communicate your vision or goals and so your manager/leader can be looking for opportunities or projects that could help you get there. If they don't know these things you leave these projects, opportunities or promotions to complete chance.



Align Goals to a Win-Win. Be proactive in aligning your personal goals and your company's goals. Let me give you an example. I have a team member who told me he had a goal of learning how to code. It's great he wanted to learn this skill, but it would be more powerful if he said, "My goal is to learn how to code so I can help further develop our software." By making his goal our team's goal, he could instantly become more valuable.

Whatever your goals are, the key is to align your short-term goals to the goals of your organization or team.



ABOUT LEARNLOFT

We realized there were so many companies offering online training to help people with technical skills, but nothing that would help them advance their career beyond “average”. We focus on enabling individuals to develop skills that will last beyond the latest software update or newest technology tool. The skills you learn with us will not only last a lifetime, they’ll help you lead an extraordinary life. Are you ready to reach new heights?

LearnLoft is online learning company focused on improving organizational health. We use a combination of technology and content delivery methodology to elevate people to new heights.

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