

CareerGrowth Group



February 5, 2009

Dear Successful Career Professionals

Reading an article in the Wall Street Journal recently entitled "It Can Be Done: Landing a Raise In a Recession", got me thinking how important it is that all of us who are currently employed in financial services firms, advertising agencies, non-profits, etc. need to stay employed. This can be extremely challenging these days for all of us, so contained in this letter is some helpful advice.

Be an Ace at Company Politics. Hang out with people that your boss respects most. In psychological terms, we talk about a concept called the "halo effect". If the most successful and well-liked people (who have great reputations in your firm) become your friends and colleagues, you become more well-liked and well-thought-of because by associating with them the "halo effect" will impact on you in a positive way.

Stand Out and Step Out. The guy who works from a home office is not noticed. The invisible guy in the office is the first to go. How can you stay visible? Volunteer for, and participate in, meetings; prepare and send emails very early in the morning or very late at night. Look for synergy between your department and other areas of the firm. Build relationships with people at all levels of the organization, particularly with those individuals who are a level above you.

Solve Problems. Aggressively address company business problems. Once you've identified an issue and can come up with a solution, take ownership of it. Develop plans to resolve the problem. And toot your horn to your peers and your boss.

Make Significant Contributions. Review the significance of your contribution to the strategies and bottom-line of the organization. Adjust your output to impact on those strategies and the bottom-line. Making your case on paper reiterates accolades that you received in your review.

Ready to ask for your well-deserved raise? First, gauge your employer's financial health. Successful career professionals must think through the reasons that demonstrate why he/she deserves a raise. If the climate in your firm is not conducive to expect a raise, you can still give it a try. If your boss suggests a postponement of this subject, let it go for now.

My clients these days are VERY concerned about navigating company politics and getting along with their bosses. If you suspect that you need some feedback on your behavior, don't wait. Now is the time to get help from a career counselor. Give me a call to discuss what is going on in your office.

Best wishes,

Beverly R. Daniel

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About Beverly R. Daniel: Beverly Daniel is a career counselor / coach, who helps career professionals move successfully from one level of their careers to another. This can include assessments and evaluations about career choices, strategic planning for career moves, navigating in corporate structures, or moving from corporate to self-employment, or entrepreneurship. She works with lawyers, banking executives, marketing professionals, among others in all functions and industries. Beverly has been in the executive search and career-counseling field for 29 years. She holds a BS and MS in Psychological Counseling. She holds an MBA in Management from New York University, Stern. Beverly studied for a Ph.D. in Clinical Psychology.