

# Top 5 mistakes to avoid if you want to get promoted ahead of your peers in a professional services firm





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## Top 5 Mistakes to avoid

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# Top 5 Mistakes to avoid

## Mistake #1: Putting your head down and only focussing on your work

Succeeding in professional services is about more than just doing the work. It is so much about who you know and who really rates you. If you neglect your internal profile you will find you are the last to get the great assignments and career-progressing opportunities. It is not about being an 'arse-licker' it is about allocating time to be seen talking and working with the right people.

## Mistake #2: Expecting someone else to drive your career

Your career is your own and no one else in the professions will drive it. The days when a partner would tap you on the shoulder to tell you that you have made a partner have pretty much gone. If you want that promotion then you need to work to achieve it. No-one else will do this work for you.

## Mistake #3: Not hitting your numbers

Partners are often looking at their team's billable and chargeable hours on a daily basis. Your career will suffer if you are not regularly featuring towards the top of the list for billable hours.

## Mistake #4: Not investing in your own career and development

The people who get promoted are actively investing in their career. This normally means that they have a belief that it is their responsibility to invest in their own development.

I remember from my days in corporate life waiting on two employers to provide some technical professional development. It was never forthcoming. It made me feel under-valued and unwanted. With what I know now, I should have just got on with

it and paid my own way. Now that I pay for my own development and it is completed aligned to my career and future goals. As a result my career has rocketed. No-one else limits my personal development.

How can you take control of your own development so that you get the promotion you deserve?

## Mistake #5: Following the money not your passion

If you were asked to take a significant pay cut, would you still do what you do? I know, you have bills to pay and need to keep a roof over your head. However, do you look forward to coming to work most days? Are you proud of what you do? If not, why not?

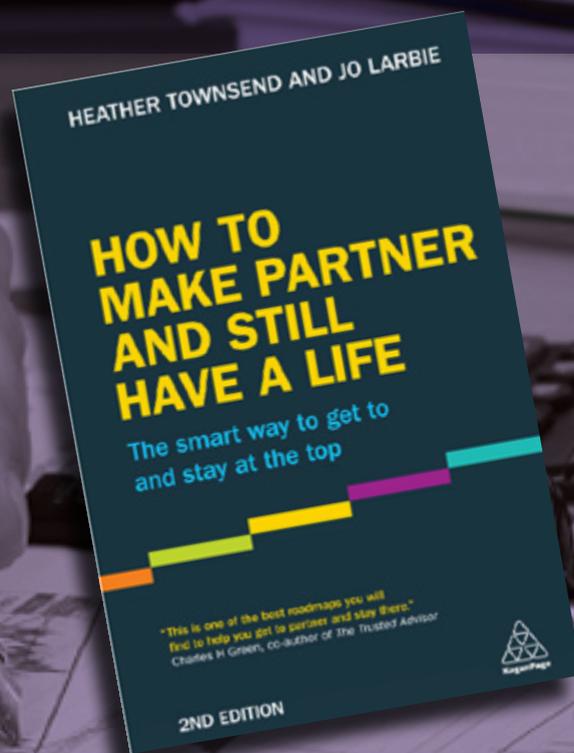
We spend most of our waking hours at work. Therefore, surely you owe it to yourself to spend these hours doing something that you are passionate about and makes you happy?

When you play to your strengths everything becomes so much easier. Seriously. If you are not playing to your strengths, then you are wasting so much effort which you could be using on something else. If you are going to really shine and excel at work you need to make sure that you passionate about what you do AND are playing to your strengths.

Far too often people stay in a role because it pays good money. However, if you want to rapidly progress your career you need to doing something which you love and plays to your strengths.

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