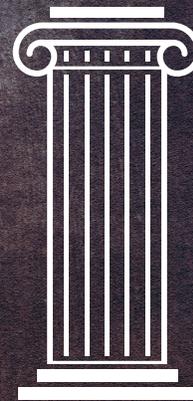
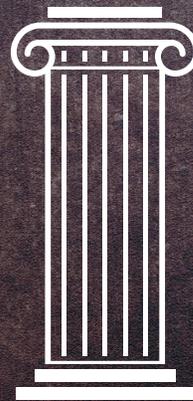
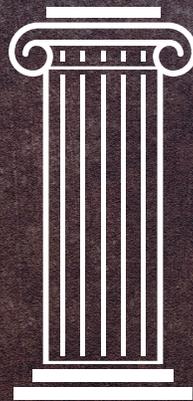
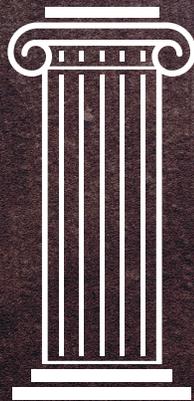
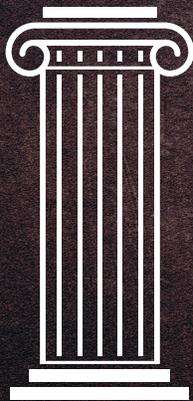


The **5 Pillars** of Career Success



Quick: Imagine yourself at the peak of your career success.

How would you describe it?

Career success means different things to different people. For some, it's earning a prestigious title. For others, it's gaining the ability to manage their own time and projects. Still, others want to work in their dream field or dream company, in any position.

All these goals share a common path, however.

In this eBook, you'll learn:

- The five essential elements to help you reach your career goals
- How to put each of the five pillars to work for you
- Where to find help planning your career path



The Five Pillars of Career Success

A big promotion.

Work-life flexibility.

Working in a field you're passionate about.

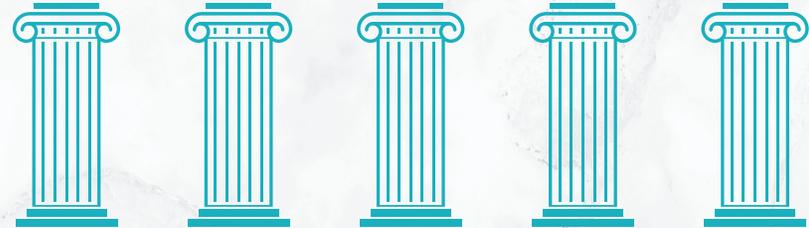
People define "career success" very differently.

No matter your career goals, five essential elements can help you reach them.

These five pillars of career success include:

1. Becoming a networking pro
2. Focusing on your values
3. Making yourself indispensable
4. Applying constructive criticism
5. Embracing change

Here's how these five skills can help you supercharge your career.

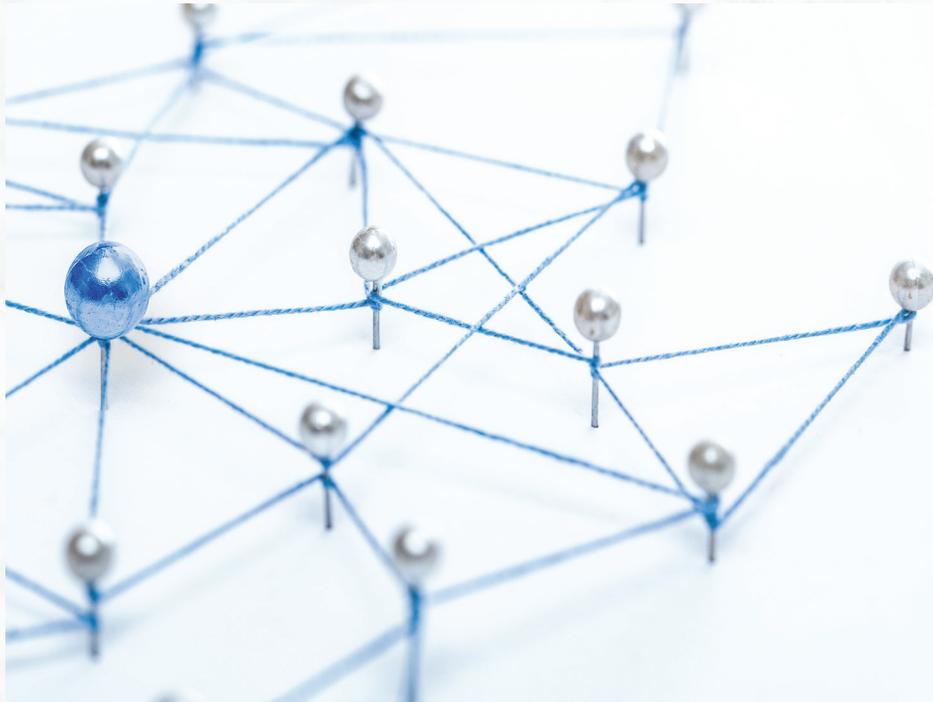


Pillar 1: Becoming a Networking Pro



Why You Need a Network

Crack any book or article on career advice, and it mentions networking at some point. Yet, the thought of networking makes most people cringe. Why is it so important?



Your network:

- Includes experts in areas outside yours, so you can get answers easily.
- Encompasses people who can recommend new jobs and other opportunities.
- Supports your continued learning and growth.

How to Build a Network

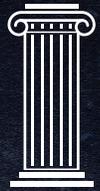
The word “networking” conjures up images of “working a room,” trying to shake as many hands and distribute as many business cards as possible. Yet, most professionals find this is not the most effective way to network.

Instead, start with the connections you already have. Set aside one or two days a month to reach out to people you haven’t talked to in a while. Invite them out for coffee or simply ask how their day is going.

When you find helpful information from other professionals in your field, let them know. A polite “I read your article and found it valuable, thank you” message via email or LinkedIn is often well-received, and it helps you build connections with others in your field.



Pillar 2: Focusing on Your Values



Why Your Values Matter

When you prepared for your last interview, you may have spent some time learning about the company's values and vision. When it comes to your career, however, spending time on your values and vision is essential.



Your values drive your behavior.

Choices in line with your values use less of your energy, and it is easier to build momentum because you will naturally make the next choice, and the next, according to the values that encouraged you to make the first choice. However, choices outside your values require constant conscious effort to maintain, draining you of the very energy you need to excel at your job.

How to Identify Your Values

Often, we can easily identify others' values based on their behavior and choices. But we are so close to ourselves we can find it difficult to see our own values.

Here's how to start identifying your values:

- Name a crucial moment in your life. Why was it so important? Did it change how you saw yourself or what you considered important, and if so, how?
- Finish this sentence: "At my retirement party, I want people to talk about how they respected and valued me for my ____."
- Look up lists of values or value traits online. Circle those that resonate with you. Then, review what you've circled and consider how each of those values matters to you.

Once you can more easily see your top 3 to 5 values, you can start to determine whether your current career path enhances those values or complicates them.



Pillar 3: Making Yourself Indispensable



Why You Want To Be Indispensable

Being indispensable means your team or company couldn't function without you. Yet "can't function without you" has several potential meanings. Is the team unable to do its daily work without you there to tell them what to do or provide access to key information? Or are you indispensable because your knowledge and skills support and enhance everyone else's daily tasks?

Often touted as a method of job security, being indispensable can also be a source of stress unless it's aimed at a larger goal: the goal of enhancing your career success.



How To Become Indispensable

To make yourself an essential part of your team, turn these traits into habits:

- **Be reliable.** Say exactly what you'll do, and then do it – on time, within budget, just as you said you would. If you aren't certain you can meet requirements, be honest and offer an alternative: "I can finish this report, but I may not be able to do so by Tuesday. Would Thursday work?"
- **Volunteer for key projects.** When you show up for essential projects and tasks, eventually, your co-workers come to rely on your presence. Your team and supervisors notice their work is harder when you're not present.
- **Become an expert, then share your knowledge.** What do you love most about your job? Learn everything you can about it, and volunteer that knowledge when you can. You establish yourself as the expert in the room.



Pillar 4: Applying Constructive Criticism



Why It's Vital To Embrace Correction

Embracing correction, or “constructive criticism,” can be difficult. Yet, it’s essential for career growth and success.

Nobody knows everything about a field, task, or topic. Often, our ability to judge what we know is compromised by the fact that we don’t know how much we have yet to learn. Accepting outside perspectives is essential to fill in the holes in our knowledge and continue to grow into successful career experts.



How To Accept and Apply Correction

To accept and apply constructive criticism in a way that's beneficial to your career:

- **Don't run with your first reaction.** It's normal for your first reaction to be one of defensiveness. However, it is essential to stop that reaction in its tracks. Otherwise, defensiveness will prevent you from learning anything from experience.
- **Remind yourself that feedback helps you.** To quell defensiveness, remind yourself that you're here to learn. Any perspective outside your own could be a source of valuable information.
- **Remember, you get to decide whether to apply feedback.** Then, listen to the feedback. Seek to understand the other person's perspective and evaluate whether they have enough experience and information to help you. You remain the final judge as to whether any piece of constructive criticism will help you.



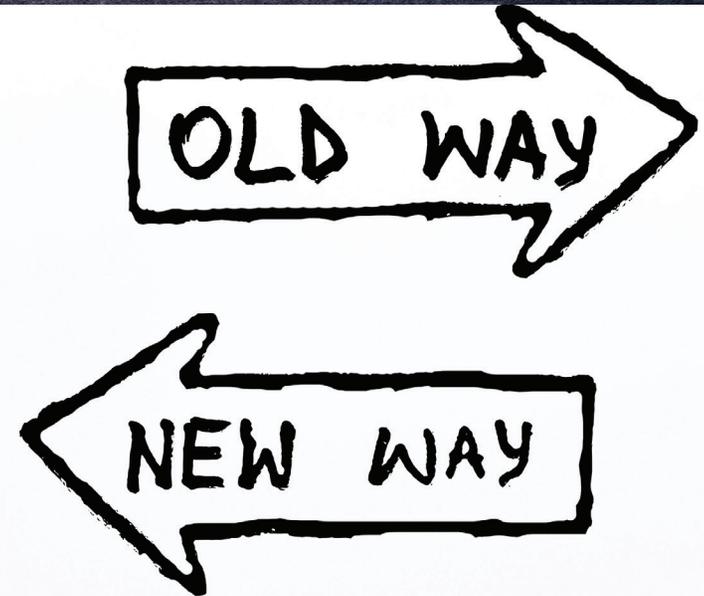
Pillar 5: Embracing Change



Why Change is Inevitable (So You May as Well Enjoy It)

The work world is moving faster than ever. Today, the average worker changes careers three to seven times over the course of their working lives. Even within the same field, rapid advances in technology and knowledge mean that the job you did a few years ago probably isn't the same as the job you do today, and it will be very different from the job you do a few years from now.

Since change is now the name of the game in every career field, it makes sense to embrace it. Doing so can illuminate new paths toward your career goals.



How to Love Change

Some people are more naturally welcoming of change than others. If you prefer stability, here's how to cultivate a sense of acceptance and even enjoyment when it comes to change:



- **Focus on skill building.** Many work skills are “transferable,” meaning that they apply to several different jobs and careers. Teachers, for example, cultivate skills in communication, team management, and planning that translate well to other fields. To embrace change, think of your career as a set of skills, then consider how your strongest skills could apply in other fields.



- **Try to anticipate changes.** Often, the best way to do so is to find the “pain points” in your current job, then imagine what your job would be like without them. If one of the most tedious parts of your day is filling out paperwork, for example, imagine a world where artificial intelligence automated all your paperwork. What would remain? How would your team still need your skills – and which skills would they need?

How To Find Help in Your Pursuit of Career Success

Every path to career success is unique to the person who follows it. With so many work opportunities available today, it can help to have an experienced guide on your journey.

A staffing partner can help you achieve your career dreams by:

- Uncovering your strengths with you,
- Recommending options you may not discover otherwise,
- Offering opportunities to build transferable skills and explore new types of work,
- Providing career guidance and advice,
- Helping you change employers or career paths,
- Connecting you to your dream job or dream employer.

Whether you're new to the workforce or considering making a change, a staffing recruiter can be a valuable asset in your pursuit of success. Contact your local staffing agency to start a conversation about where you want to take your career.

