

# Evaluate My Career Progress to Get My Next Promotion©

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## Reasons I Want a Promotion

1. I feel like I have outgrown this job. It bores me now. Who do I know who got promoted up out of a job that was boring?
2. I have hit a glass ceiling. Could getting a college degree can help me break through it?
3. I have hit a glass ceiling. A second degree can help me break through it. For example, I am a petroleum engineer. An mba that might position me for upper management.
4. I don't get to use my people skills enough.
5. I don't get to use my brain enough.
6. I want to energize people who work for me. That is how I need to make a difference.
7. I want to make more money. An mba with a specialty in marketing look attractive.
8. I deserve to be paid more for what I do.
9. There is too much travel in this job.
10. Other:

## Other Considerations

1. What have I learned in my career so far that could help me get a promotion?
2. People who know me well might help me figure out how to get a promotion. Career Interview Questions (CIQ) I can ask people to learn about their careers:
  - A. What worked in his/her career to get promotions?
  - B. Skills required to get promoted
  - C. Did s/he have to get a college degree or a second college degree to get promoted?
  - D. What organizational training was required to get promoted?
  - E. What gives him/her a sense of satisfaction in his/her career?
  - F. For someone in my career who is older than me (a mentor, perhaps?) If s/he were considering a second degree which one would s/he advise me to get?
  - G. What new careers does s/he see think looks promising in this economy?
  - H. S/he knows me. What second college degree does s/he think I should get?
  - I. Will s/he look at my PSA© and then advise me about people to talk with?
  - J. What should I have asked that I did not think of?
3. How can I make it easy for a person to help me? Would emailing them CIQ before we talk be with my PSA© as an attachment be helpful?

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4. What helped my dad to get promoted at work? Which of my personality strengths are a lot like my dad's? As I just think about that, what comes up? As I look at my PSA© what comes up?
5. What helped my mom to get promoted at work? Which of my personality strengths are a lot like my mom's? As I just think about that, what comes up? As I look at my PSA© what comes up?
6. I think about my friends. What do they know that could be helpful in figuring out how to get promoted? What could they do to help me?
7. What is one thing that each person who cares about me appreciates in me?
8. What do coworkers think my work strengths are?
9. What sticks out in my mind that my supervisor says good about me?
10. What other mentors do I have who could give me guidance?
11. As I look at my PSA©: What coping strengths, temperament strengths, and values am I really glad that I have?
12. What coping strengths, temperament strengths, and values do most of my friends have? Which ones are the same as those in 11.? Which ones are different?
13. As I look at my PSA©: Does this organization promote people who are high in the personality strengths that I am high in? For example:
  - A. Coping Strategies – if I am high in Nurturance, does this organization tend to promote people who are high in Achievement and Dominance?
  - B. Temperament Strengths – If I am the life of the party and low in Restraint/Seriousness does this organization tend to promote people who are high in Restraint/Seriousness?
  - C. Values – If I am high in Social Value does this organization tend to promote people who are high in Economic Value?
14. Let's ask: What does my mentor at work tell me about what I need to do to get promotions at this organization?
15. Does s/he think that I would get a promotion if I had a college degree? If so, what would be the best college degree for me to get?

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16. If s/he thinks that I would get a promotion if I had a second college degree? If so, what would be the best second college degree for me to get?
17. If a college degree is not important at this organization to get promoted, what does my mentor say is important?
18. Will my mentor go to bat for me to get me my best career path? If not right now, what will it take to get that to happen?
19. If I do not have a mentor at work do I have a career path here?
20. How can I find out if I do have a career path here?
21. There may be some kind of certification that is not a college degree that my mentor/others could tell me about that could help me get my next promotion. How do I find out about that?
22. As I look back over these 21 questions, what do I realize about my career path at this organization?

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