



**This is the
"Fearless Girl"
statue on
Wall Street.**

I love her.

She is empowering and bold
and standing there for all to
see as an encouragement to
all women!



Are you ready to have your
selfie taken with her?



***There are two truths of the
marketplace:***

1. Sometimes it's not what you know, but who you know.
2. It's up to you to make others aware of your skills, talents, contributions and accomplishments.

Some of you may be fortunate enough to have cheerleaders and sponsors, but some of you may not. A cheerleader is that person who encourages you, cheers you on, builds you up and helps you realize what you are really capable of. Sponsors are those above you who are willing to talk about your work and your accomplishments to others at the higher levels of your organization.

If you have a sponsor, his/her help may make it easier for you to be promoted, but not necessarily. If you don't have one, then it's harder. I have clients who are experts in their field, who are highly accomplished but have come to me because they are not being promoted. One of my clients just recently told me that she asked someone in her organization if they were aware of an important project she had completed. She discovered that the other individual wasn't aware of the project, let alone that she was the one responsible for the work and thus the scope of her capabilities.

To be your own champion, you need to build your network, both within and outside your organization; eliminate the negative self-talk that undermines your confidence and gets in your way.

You can find previous newsletters on our website discussing both of these issues. In the newsletter archive search for the November 2018 issue titled, "Power Wash Negative Self-Talk" and the August 2018 issue, "Got the Networking Blues?" The August issue is full of simple tips to make networking easy and not painful, particularly if you tend to be a little more toward the introverted side of the continuum.

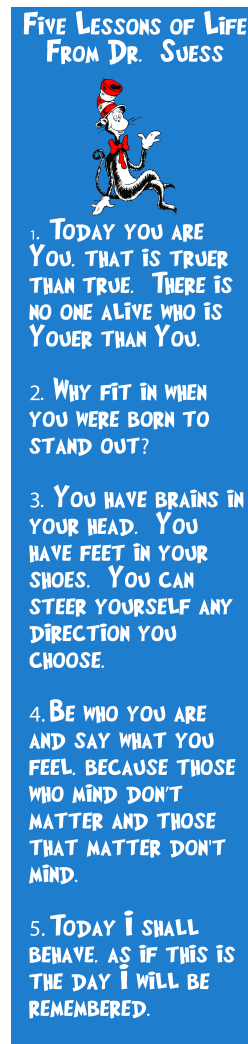
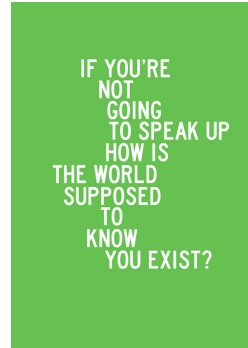
To be your own champion, you also have to get comfortable talking about your accomplishments and regularly share with others about what you're doing. I know some of you are already thinking, "But I can't brag and I can't stand those who do." Well, let me give you a different perspective about that. Someone who takes all the credit and constantly talks about themselves and how good they are is, well, yes, bragging and it turns people off. But that's not what I'm talking about.

You can share your achievements in a manner that shows you're passionate about what you do or for the company you work for. Share your enthusiasm about a project you finished or an idea you had, particularly with your boss and his peers and those above him/her. It's the difference between sharing and bragging and it sounds different. When someone asks, how you're doing or what's new, that's your opening. And here's what it might sound like:

I am so excited! I realized that one thing that was missing was ____ so I had this idea I wanted to try. I introduced the idea to my awesome team and they collaborated with me to make it happen! As a result _____.

Or, "Hey I tried something new and it really took root", or "...it got others excited", or "...it helped in this way", or "...it made something more efficient in this way..." You might even talk about something you did that was a whole new challenge for you and you did it and felt really good about seeing that you can do more than you thought you could and now you're ready for more!

Now, did that sound like bragging? I ask this question in my workshops and speaking engagements, and the



answer from my audience is a resounding NO. It sounds like someone who is excited and passionate about their work and the organization, and what leader isn't happy to hear that?

Fill in the blanks of those examples I just gave.

Whenever you can show the results of your work and how it benefited the company, that is far more valuable than just talking about what you are able to do or what skills you have. Results always get more attention. Consider these examples:

- "We landed more clients."
- "We saved the company money in *this way*."
- "We decreased costs and raised our visibility."
- "We solved a problem that customers were bringing to you."
- "We provided another department with insightful information that enabled them to make a sale or solve a client problem."

Here's another part of the perspective. When you become a manager, you are no longer recognized for your own personal accomplishments, but rather those of your direct-reports and your team. Managers are not necessarily expected to continue to be subject-matter experts, but rather to look at the big picture and manage from that perspective. However, for managers to be recognized for what their team is doing, they need to know. So when you share your successes and accomplishments and talk about them to your boss or others at his/her level or above, you're giving them the information they need to talk about what's going on in their departments so you, your team and the manager get more recognition. You are helping your boss when you tell them about your successes!

If you are trying to figure out where your strengths are, here are some questions to ask yourself:

- What am I good at? But more than that, WHY am I good at it?
- What do I do differently in my approach to my work? Is it my methods, my delivery, my follow-through, my strategic thinking, my ability to identify gaps, my problem-solving skills or something else?
- What do I see that others don't always see?
- When am I at my best?
- What are the circumstances that create the opportunities in which I thrive?
- What motivates me and excites me in my work?

What is Self-Advocacy?

Self-Advocacy is learning how to speak up for yourself, making your own decisions about your own life, learning how to get information so that you can understand things that are of interest to you, finding out who will support you in your journey, knowing your rights and responsibilities, problem solving, listening and learning, reaching out to others when you need help and friendship, and learning about self-determination.

Upcoming Newsletters

January

Intellectual Honesty

February

Compare Yourself To Others or Not?

March

The Secret to Recognition as a Leader

KCS Services

KCS Coaching Services:

- **Personal Career Coaching**
- **Job Offer and Salary Negotiations**
- **Executive Coaching**

KCS Consulting Services:

- **Leadership Development**
- **Team Development**

- What kinds of things do others compliment me about?
- What has stretched me and helped me grow?
- What challenges take me to the next level?

- **Customized Training and Facilitation**
- **Strategic Planning**

Know what you want and let your boss know what your career goals are and ask for opportunities that will help you get there. Let your boss know when you are ready to take on new challenges or more responsibility.

If you could use some help clarifying what you want, help to recognize your worth, or help to become your own champion and learn ways to open doors for yourself, schedule a complimentary call with me and explore the option of using a coach. I'm here to help you.

And now, Merry Christmas to all and to all a good-night!



Click below to schedule time with me.



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