

For Work Success You Must Commit

"Become a quick-change artist" was identified in the last *Career Headlines* as the first rule of career success. Commitment to the job comes in as a close second and is covered in this issue.

Commit fully

Job commitment is the feeling of responsibility you have toward the mission and goals of your company. Committed employees take ownership of their work and are ambassadors for their company.

Build a Track Record

Your track record provides the best evidence of your commitment. Holding two or more jobs in five years is a red flag for recruiters because it suggests you won't stick around long enough to build your skills with the company.

- *Put your company's and your customers' needs first.* If you're committed to the job, you expect your employer and your customers to expect more of you.
- *Manage your own morale.* Only you are responsible for your attitude, so meet new challenges with enthusiasm. Wanting your boss or someone else to keep you content and upbeat is unrealistic.
- *Hold yourself accountable for outcomes.* All employees, at any level in a company, are expected to be accountable for their own results, and for their honesty, loyalty, and dependability.
- *Add value.* Make sure you contribute more than you cost. Don't mislead yourself and assume you will keep your job as long as you do adequate work. More is expected. Build a name for yourself as a problem solver, not a finger pointer. Own the problems you create and find a way to fix them.
- *Build a name for yourself as a problem solver.* Make sure you are not a finger pointer. Own the problems you create and find a way to fix them.
- *Practice looking for a better way.* Stretch to outdo yourself. Small continuous improvements may come bit by bit, but they eventually add up and prepare you for the next level of responsibility.



Action: A previous *Career Headlines* provided a list of companies wanting to hire during the COVID challenge. Think about one type of job that's hiring and identify five ways you could manage your own morale doing the work described.

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